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TO Live

Human Resources Update

Date: May 28, 2024

To: Human Resources & Stakeholder Relations Committee and the Board of Directors of TO Live

From: President and Chief Executive Officer

SUMMARY

The purpose of this report is to provide the Board with update on Human Resources activity at TO Live.

RECOMMENDATIONS

The President and Chief Executive Officer recommends that the Board of Directors of TO Live:

1. Receive this report for information.

FINANCIAL IMPACT

None.

DECISION HISTORY

This is a new initiative.

COMMENTS

HR Roundtable

The most recent roundtables focused on Sikh culture featuring accommodation and best practices as it relates to Sikh religious devices. These sessions provided great insight into the history of the Sikh faith and the religious devices always carried on their persons. This discussion provided greater education and awareness to our employees about such devices and how to approach patrons with these devices from the Sikh faith

HR Metrics

There are 418 employees at TO Live compared to 343 in May 2023. 36 positions have been filled in Q1 and we have had 4 promotions. Year to date we have hired 40 employees and currently have 13 positions to fill.

Employee turnover is 2.2% to date compared to 6% the same time last year. 22% of those who have left had less than 1 year of service compared to 25% the same time last year. 50% did not indicate why they left, 22% left for another job, 16% job abandonment and 5% each for performance or visa/immigration.

CONTACT

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SIGNATURE

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