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TO Live

Human Resources Update

Date: March 25, 2025

To: Human Resources and 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 an 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

There is no financial impact.

DECISION HISTORY

This is a new initiative.

COMMENTS

HR Metrics

There were 144 non-recoverable full-time equivalents (“FTEs”) at the end of Q1 which was 2 (1.6%) more than the 2025 budgeted non-recoverable FTE of 141.8, and 110 recoverable FTEs at the end of Q1 which was 5 (4.5%) less than 2025 budgeted recoverable FTE of 115.

7 positions have been filled in Q1. There are 3 positions currently open.

Employee turnover was 2.2% in Q1 compared to 2.8% the same time last year. 20% of those who left had less than 1 year of service which was the same as 2024.

CONTACT

Michelle Carter
Vice President of Human Resources & Organizational Culture
T: 416-368-6161
Michelle.Carter@tolive.com

SIGNATURE

Clyde Wagner
President and Chief Executive Officer