REPORT FOR ACTION

TO Live

Human Resources Update

Date: March 2, 2026
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 other than what is outlined in this report.

DECISION HISTORY

This is a new initiative.

COMMENTS

HR Metrics

There were 143 non-recoverable FTEs at the end of Q3 which was 1 (1.01%) more than the 2025 budgeted non-recoverable FTE of 141.8. The recoverable FTEs remained at 110 at the end of Q3 which was 5 (4.5%) less than 2025 budgeted recoverable FTE of 115. The restructure of the STLC redevelopment resulted in most of the reduction in the recoverable FTE.

11 positions have been filled in Q3. There is 1 position currently open.

Employee turnover was 7.2% in Q3 compared to 3.5% the same time last year. 46% of those who left had less than 1 to 3 years of service. The majority of the turnover occurred in July in the part-time category.

CONTACT

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SIGNATURE

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