

March 9, 2026

Re: TO LIVE Executive Compensation Review

Dear Members of the TO Live - Human Resources and Stakeholder Relations Committee and the Board of Directors of TO Live,

Background:

In July 2021, City Council directed the City Manager to complete an independent external review of executive compensation policies and practices across all Agencies and Corporations, with a further report in 2023 requesting Boards provide their organizations' Board-approved adopted or amended executive compensation policy to the City Manager.

The Board of Directors of TO Live retained the services of Mercer, an independent organizational consulting firm, to conduct an executive compensation review for TO Live. Mercer will present its findings to the Committee.

Recommendation:

That the Board of Directors of TO Live:

1. Direct that Confidential Attachment 1 remain confidential in its entirety as it pertains to labour relations or employee negotiations.

Thank you.

Brian Astl
Chair
TO Live - Human Resources and Stakeholder Relations Committee

Confidential Attachment 1 – Senior Executive Total Rewards & Compensation Policy Development