



## Toronto Community Housing Corporation President/CEO and Executive Officers Compensation and Performance Review Process

Month	Activity	Leader	Support	Approval and/or Final Review
December	External Advisor retained by GRHRC/Sub-Committee on Executive Compensation <sup>1</sup> (“Sub-Committee”) undertakes a 360-degree leadership assessment of the President/CEO (“CEO”) through interviews of direct reports, staff, shareholder and selected stakeholders (“Leadership 360”) and submits report to Sub-Committee	External Advisor	Vice President, Human Resources (VPHR)	Sub-Committee
January	CEO submits to Sub-Committee a self-assessment of performance based against previous year approved performance objectives	CEO	VPHR	Sub-Committee
	CEO submits to Sub-Committee recommendations for Executive Officers compensation and incentive plan payouts	CEO	VPHR	Sub-Committee
	CEO submits to Sub-Committee proposed CEO performance objectives for current year	CEO	VPHR	Sub-Committee
	Sub-Committee reviews various reports on CEO performance (i.e. CEO self-assessment, Leadership 360, performance of the corporation against established KPIs), develops independent view of performance and makes recommendations to GRHRC	Sub-Committee	External Advisor	GRHRC
	Sub-Committee reviews the CEO’s compensation-related recommendations for Executive Officers and makes recommendations to GRHRC	Sub-Committee	External Advisor	GRHRC
	Sub-Committee reviews CEO recommendations for performance objectives, develops independent view and makes recommendations to GRHRC	Sub-Committee	External Advisor	GRHRC
	GRHRC reviews Sub-Committee recommendations and makes independent recommendation to Board on CEO and Executive Officer compensation	GRHRC	External Advisor	Board
	GRHRC reviews Sub-Committee recommendations and makes independent recommendation to Board on CEO performance objectives for current year	GRHRC	External Advisor	Board
February	Board determines CEO and Executive Officers incentive plan payouts and any changes to executive compensation <sup>2</sup>	Board	GRHRC	Board
	Board determines CEO performance objectives for current year	Board	GRHRC	Board
July	Sub-Committee reviews mid-year performance of CEO and Executive Officers and reports to GRHRC	Sub-Committee	CEO/VPHR	GRHRC

<sup>1</sup> Sub-Committee to report to GRHRC and to be chaired by GRHRC Chair with Board Chair and chairs of each standing committee as members

<sup>2</sup> Any incentive plan payouts or changes to executive compensation are at the sole and absolute discretion of the Board