

ITEM 4 B ii

Build Toronto--Human Resources and Corporate Governance Committee Workplan, Revised with input from the HRCG on February 24, 2010

Item	Area	Activity	Outcome	Timeframe	Responsibility
1.	Governance	Conflict of Interest Policy	Develop Conflict of Interest Policy to apply to both Directors and Officers	1 st Quarter 2010	J. Lorne Braithwaite John A. Macintyre
2.	HR	Executive Compensation	Finalize the 2010 Executive Compensation program including incentivization for Management	1 st Quarter 2010	J. Lorne Braithwaite John A. Macintyre
New	Governance	Committee Composition and Membership of Audit Committee	Form nominating sub-committee to recruit ex-officio member of the Audit Committee with a Financial Expert Designation	1 st Quarter 2010	Blake Hutcheson John A. Macintyre
3.	Governance	Board Survey	Determine the Board members views on Board Materials, Board Meeting formats, agenda formats and other support requirements	2 nd Quarter 2010	J. Lorne Braithwaite John A. Macintyre
4.	Governance	Board Support	Develop new Board Governance Support protocols in response to Board survey and emerging requirements of integrated support requirements for Invest Toronto, and TPLC.	2 nd Quarter 2010	J. Lorne Braithwaite John A. Macintyre
5.	HR	Executive Compensation	Design LTIP Program for implementation in 2011	2 nd Quarter 2010	J. Lorne Braithwaite

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6.	HR	Policy development: <ul style="list-style-type: none"> • Harassment and discrimination • Education assistance • Succession Management Policy • Recruitment Policy 	Core HR Policy Development	2 nd Quarter 2010	John A. Macintyre
7.	Operating Policy	Travel and Expense Policy	Approve of travel and business expense policy	2 nd Quarter 2010	J. Lorne Braithwaite John A. Macintyre
8.	Governance	Review of Board and Committee Composition, phased term of office, and Recruitment Strategy	Develop competency profile for recruitment of board members. Review compensation for private sector board members.	3 rd Quarter 2010	J. Lorne Braithwaite John A. Macintyre
9.	HR Management	Succession Management	Develop succession management program for the Corporate Leadership Team	3 rd Quarter 2010	J. Lorne Braithwaite John A. Macintyre
10.	HR	CEO Performance Evaluation	Develop process and protocol to evaluate the performance of the CEO	3 rd Quarter 2010	Blake Hutcheson John A. Macintyre
New	HR	2011 Performance Objectives	Develop 2011 Performance Objectives for Senior Management and include continued provision of high environmental standards and other public policy goals.	3 rd Quarter 2010	J. Lorne Braithwaite John A. Macintyre

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Item	Area	Activity	Outcome	Timeframe	Responsibility
11.	Governance	Review Committee assignments of Directors and Committee Chairs	Conduct annual review of Director's Committee assignments and the Chairs of the Standing Committees	4 th Quarter 2010	Blake Hutcheson J. Lorne Braithwaite