



**HUMAN RESOURCE COMMITTEE REPORT
NOVEMBER 18, 2017**

Committee Members

Lisa Ferdinand, Committee Co-Chair
Gary Nash, Director Internal Audit, Bell
Erik Wachman, Board Member, Committee Co-Chair
Robert Wesley, VP Human Resources, City of Toronto

Committee Meetings

1. November 16, 2016
2. December 13, 2016
3. January 9, 2017
4. March 14, 2017
5. April 12, 2017

Attendance at Committee Meeting(s)

Lisa Ferdinand	(5/5)
Gary Nash	(5/5)
Erik Wachman	(3/5)
Robert Wesley	(4/5)

Summary

The committee reviewed, recommended and oversaw specific human resources initiatives aligned with AO's organizational structure, vision, mission and strategic priorities. Much of the work undertaken by the Committee this past year focused on staff performance management and recruiting a new Executive Director.

The Committee worked diligently over a six (6) month period managing the recruitment process of potential candidates for the Executive Director role: screening over 50 candidates, shortlisting candidates, interviewing, conducting reference and background checks and submitting recommends to the Board. The Committee was faced with several setbacks, beyond their control in December and early January, which necessitated a reset of the ED Search process in January 2017. Once the recruitment process resumed, in February a recommendation was put forward to the Board in April and the new Executive Director commenced his role on May 3, 2017.

Respectfully submitted,

Erik Wachman
Human Resources Committee, Co-Chair

cc: HR Committee