

## TD's Approach to Job Loss

As part of our commitment to be a best-run company, we look for ways to streamline our operations and simplify our processes so that we can improve the value and service we provide our customers. Sometimes these changes result in the consolidation or reassignment of work. To minimize the impact of these decisions on our employees, TD's practice is to:

- Keep employees informed;
- Offer employees the opportunity to apply for other internal positions;
- Make every effort to minimize the overall impact through natural attrition and by managing our hiring levels in advance; and
- Provide appropriate support, including employee assistance programs.

In cases of job loss, our approach is to:

- employees with a minimum of 30 days' notice where possible (60 days in the U.S.);
- Offer severance packages that comply with or exceed regulatory requirements and industry best practices; and
- Provide access to outplacement services to help affected employees find suitable roles outside TD.

