

Pay Transparency Report

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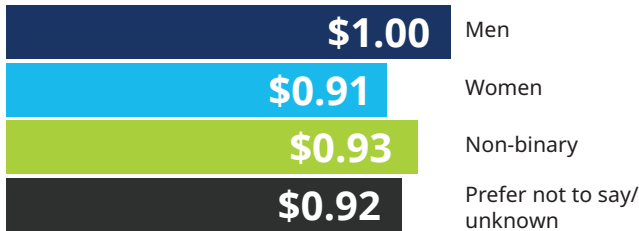
Employer Details

Employer:	ABC company corporation
Address:	2-1234 Apple Street, BC VXX123
Time Period:	January 1, 2022 - December 31, 2022
NAICS Code:	21 - Mining, quarrying, and oil and gas extraction
Number of Employees:	1000+



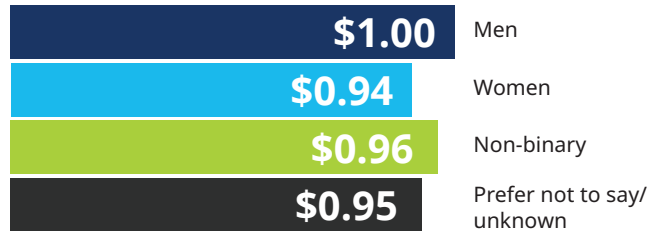
Hourly Pay

Mean hourly pay gap¹



In this company, women's mean (average) hourly wages are 9% less than men while non-binary people's mean (average) hourly wages are 7% less than men. For every dollar a man earns on average, women earn 91 cents on average and non-binary people earn 93 cents on average.

Median hourly pay gap²



In this company, women's median hourly wages are 6% less than men, while non-binary people's median hourly wages are 4% less than men. For every dollar a man earns, women earn 94 cents and non-binary people earn 96 cents in median hourly pay.

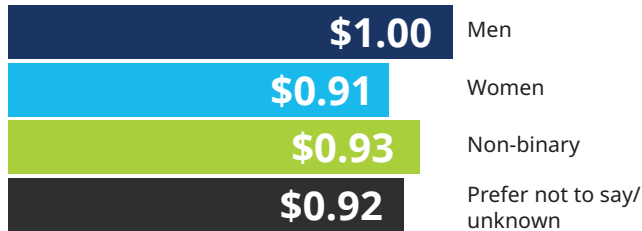
Explanatory Notes

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Overtime Pay

Mean overtime pay³



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Median overtime pay⁴



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Mean overtime paid hours⁵

Difference as Compared to Reference Group (Men)

Women	28
Non-binary	15
Unkown/prefer not to say	20

In this company, women worked 28 fewer paid overtime hours than men on average, while non-binary people worked 15 fewer paid overtime hours than men on average.

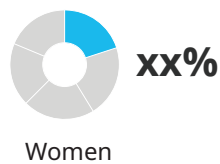
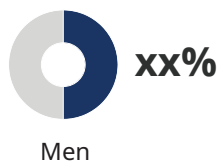
Median overtime paid hours⁶

Difference as Compared to Reference Group (Men)

Women	27
Non-binary	15
Unkown/prefer not to say	10

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Percentage of employees in each gender category receiving overtime pay



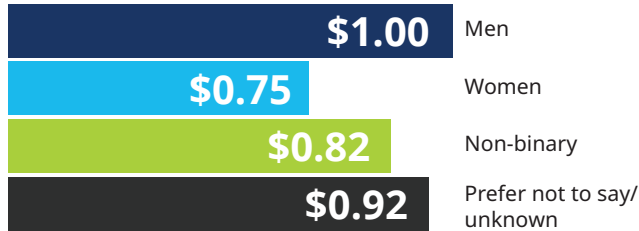
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Bonus Pay

Mean bonus pay⁷



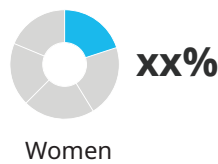
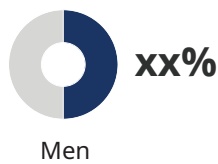
In this company, women receive 25% less in mean (average) bonus pay than men, while non-binary people receive 18% less. For every dollar a man earns in bonus pay, a woman earns 75 cents while a non-binary person earns 82 cents.

Median bonus pay⁸



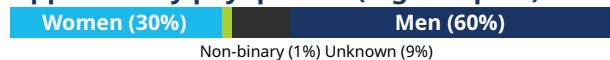
In this company, women receive 20% less in median bonus pay than men, while non-binary people receive 15% less. For every dollar a man earns in bonus pay, a woman earns 80 cents while a non-binary person earns 85 cents.

Percentage of employees in each gender category receiving bonus pay

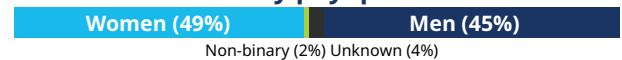


Percentage of each gender in each pay quarter⁹

Upper hourly pay quarter (highest paid)



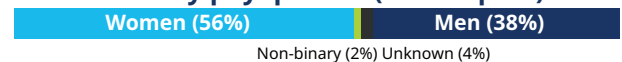
Lower middle hourly pay quarter



Upper middle hourly pay quarter



Lowest hourly pay quarter (lowest paid)



In this organization, women occupy the 30% of the highest paid jobs and 56% of the lowest paid jobs. Non-binary people occupy 1% of the highest paid jobs and 2% of the lowest paid jobs.

Explanatory Notes

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