

PAY TRANSPARENCY REPORT

Employer	Northland at Grouse, Limited Partnership
Address	310-1755 Broadway W Vancouver BC V6J 4S5
Report Issued	2025
Reporting Dates	January 2, 2024 - December 30, 2024
NAICS Code	71
Number of Employees	300-999

This report focuses on gender pay equity and is an important step in identifying and addressing potential pay gaps. BC continues to have one of the highest gender pay gaps in Canada, with women earning about 17% less than men in 2023 and about 15% less in 2024, underscoring the impact and importance of this work. We recognize that the wage gap reflects structural inequities and we are committed to continuing to develop and support a formal approach to close it. The insights in this report will guide and strengthen our ongoing efforts to achieve pay equity.

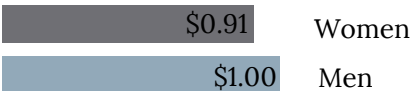
Average and medians are reported for hourly rates of pay, overtime pay, and number of overtime hours, comparing genders. These differences are important as a few high earners (specialized trades or executives) can pull the average up where the median helps focus on typical pay outside of these extremes; helping show what a typical employee experiences, allowing for a clear and credible picture of pay equity. Pay gaps are shown as a percentage difference calculated with the baseline of male pay rates. In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, results are suppressed where cohort counts are under minimum threshold requirements.

WORKFORCE COUNTS

TOTAL	1354	
W	592	44%
M	761	56%

HOURLY

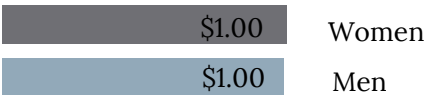
AVERAGE



Mean hourly pay gap refers to the difference in pay between gender groups, calculated by average pay.

Women earn \$0.91 for every \$1.00 men earn in average hourly wages; a 9% difference.

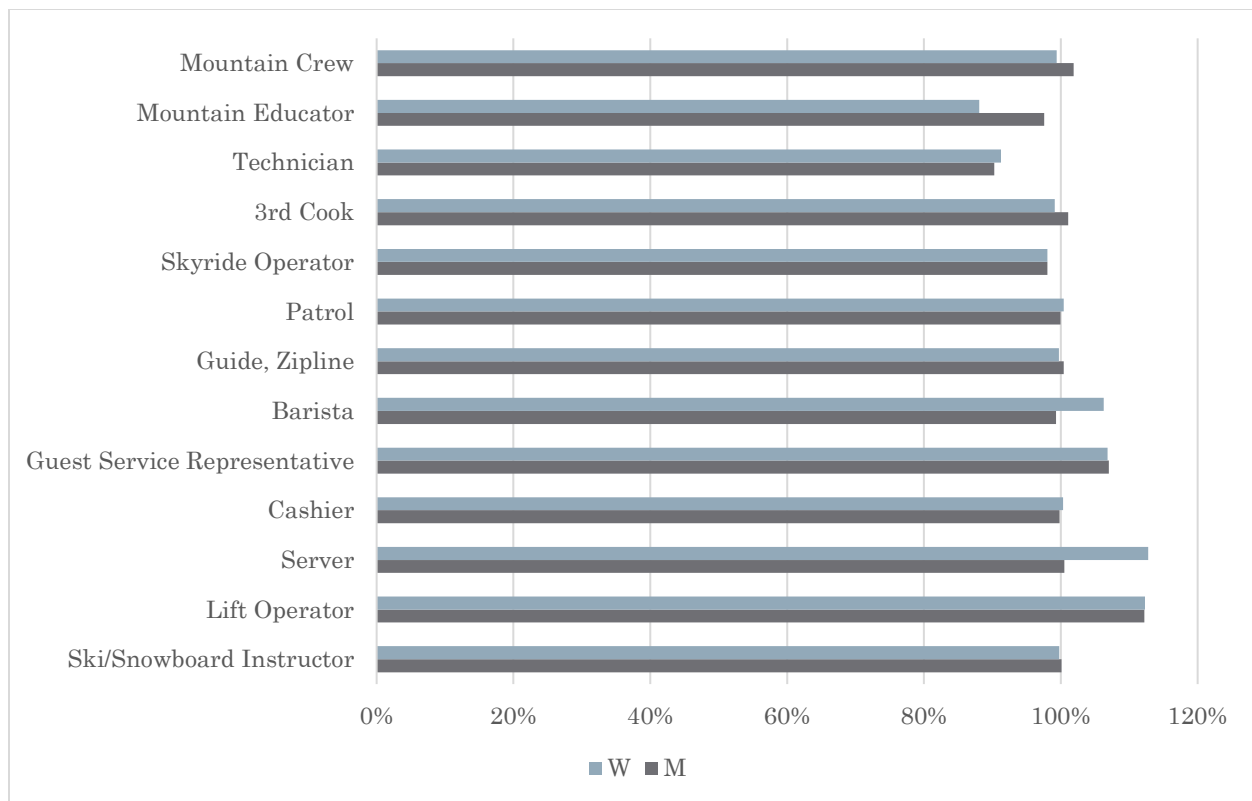
MEDIAN



Median hourly pay gap refers to the differences in pay between gender groups calculated by the mid range of pay for each group.

At the median, women earn \$1.00 for every \$1.00 a man earns; no gap.

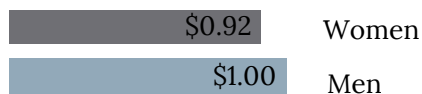
While not required for reporting, a review of comparable roles shows the gap is near parity within the same job titles. On Average, women earn \$0.99 for every \$1.00 men earn in comparable roles. Below are our top 10 most populated roles which capture 47% of our population and men and women are at parity on average.



OVERTIME PAY

Overtime pay reflects pay received for hours worked beyond regular schedule.

AVERAGE



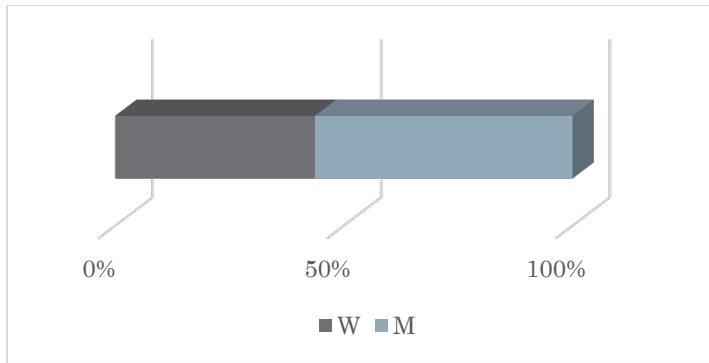
Women's average OT pay is \$0.92 for every \$1.00 earned by men; an 8% difference. This difference is largely driven by role mix; OT-eligible trades roles (carpentry, electrical, mechanics) are higher paid and remain male-dominated. Average overtime hours are 9.8 for women and 15.4 for men. Women work 5.6 fewer hours of OT on average.

MEDIAN



At the median, the gap narrows with women earning \$0.98 for every \$1.00 men earn in OT pay. Median overtime paid hours are 3.3 for women, 4.6 for men. Women work 1.4 fewer hours of OT at the median.

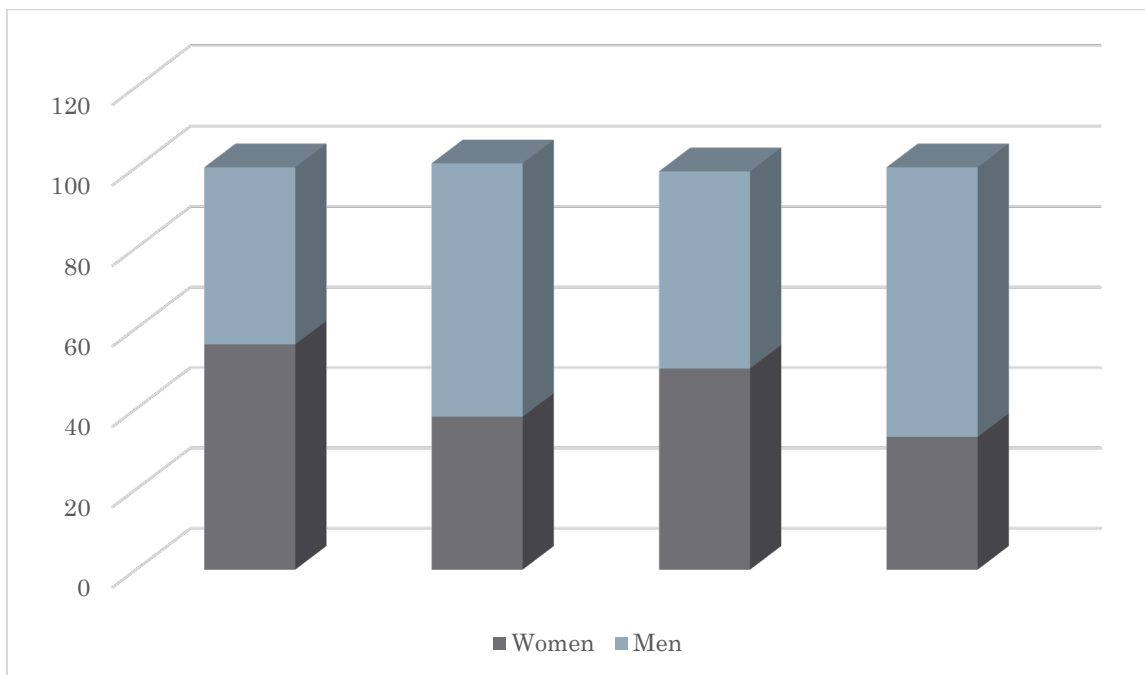
PERCENTAGE OF GENDER RECEIVING OVERTIME PAY



54% of the population received overtime, 44% are women and 56% men; women receive 0.77 overtime hours to every 1 overtime hour a man receives. While this stat can seem skewed, it is important to look at the base operating mechanisms of Grouse Mountain. Overtime stats represent 13 overtime hours on average, with top 10% of overtime recipients representing 78 hours and approximately 9% over regular working hours. Anything over 10% of regular working hours is 50% attributed to Snowmakers, an essential skill set for a functioning mountain. Of all of those snowmakers, all are men.

PERCENTAGE OF EACH GENDER IN EACH PAY QUARTILE

The following data illustrates the distribution of women and men across each pay quartile. In the upper pay quartile, the top 25% earners, women represent 33% and men, 67% and in the lower pay quartile the bottom 25% earners, women represent 56% and men 43%.



Women make up 33% of the top pay quartile and 56% of the bottom pay quartile.

Across BC's tourism workforce, overall 65% of jobs are full-time and 35% part-time. Women account for roughly 52% of the BC tourism workforce, and consistent with national labour market patterns¹² are more likely than men to be in part-time roles. These structural factors (seasonality, evening/weekend scheduling,

¹ <https://www.canada.ca/en/employment-social-development/programs/training-agreements/workforce-summit/wf-discussion-paper.html>

² <https://fmic-cimt.ca/womens-economic-empowerment-and-the-canadian-labour-market>

and job mix) help explain women's over-representation in the lower pay quartile, even when the overall gender pay gap is relatively small.

COMMITMENT TO ENHANCE TRANSPARENCY AND ACCOUNTABILITY

We're proud that our pay gap is already very close to parity. Women earn \$0.98 for every \$1.00 men earn at the median, and in like-for-like roles, women earn \$0.99. These are clear signs that equal pay for equal work is largely being achieved. While the average gap reflects role-specific and overtime heavy, higher paid trade positions that are still male-dominated, the overall reality is encouraging.

In resort and mountain operations, industry patterns matter: leadership and many overtime-eligible trades and mountain operation roles have historically been male-dominated and tenure-based. Ski area operations roles are overwhelmingly male (>95%) with technical ops skewing lower, but still high at (>82%)³. Market trends confirm women hold 30.8% of senior management positions⁴. This shows up in our top pay quartile. The encouraging news is our second quartile is at near parity, showcasing the work we have done with tenured staff to get more women into roles; the pipeline is strong. Our focus is career succession. As this cohort progresses, we expect women's representation to rise in the highest quartile while we maintain pay equity across comparable roles.

We are committed to continuing to advance gender pay equity and building a workplace where everyone can thrive. This includes clear, ongoing transparency about pay, setting measurable goals to close gaps and fixing unexplained differences. We will keep hiring and promotion processes fair and skills-based, invest deeper in inclusive leadership and development and hold leaders accountable for progress. This maintenance of strong transparency and accountability will allow us to close the gaps completely.

³ <https://sunpeaknews.com/the-women-in-red/>

⁴ <https://www150.statcan.gc.ca/n1/pub/36-28-0001/2024010/article/00005-eng.htm>