

PAY TRANSPARENCY REPORT

Employer	Revelstoke Mountain Resort, Limited Partnership
Address	310-1755 Broadway W Vancouver BC V6J 4S5
Report issued	November 1, 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.

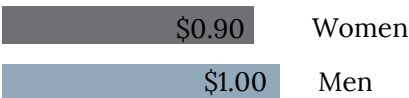
Average and medians are reported for hourly rates of pay, overtime pay, and number of overtime hours, comparing genders. These differences are important as few high earners (specialized trades or executives) can pull the average up where the median helps focus on typical pay outside of these extremes; 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	588	
W	212	36%
M	376	64%

HOURLY PAY

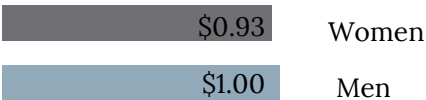
AVERAGE



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

Women earn \$0.90 for every dollar men earn in average hourly wages; a 10% difference.

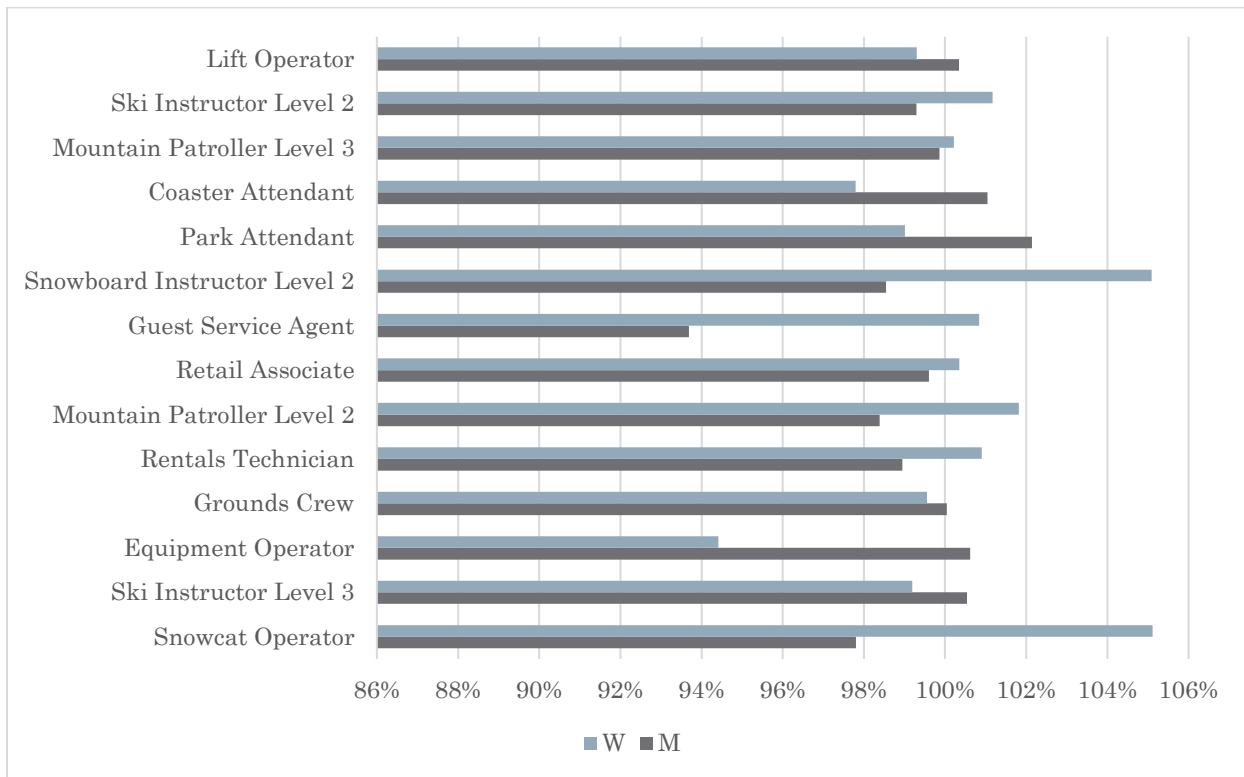
MEDIAN



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 \$0.93 for every dollar men earn; a 7.24% difference.

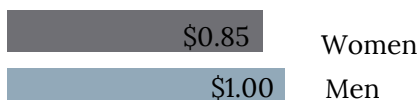
While not required for reporting, a review of comparable roles shows the gap is near parity within the same job titles. On average, women earn \$0.97 for every \$1.00 men earn in comparable roles. Below are our top 10 most populated roles which capture 44% of our population and men and women are at parity on average.



OVERTIME PAY

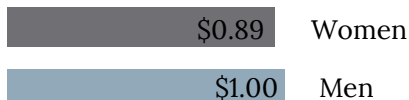
Overtime (OT) pay reflects pay received for hours worked beyond regular schedule.

AVERAGE



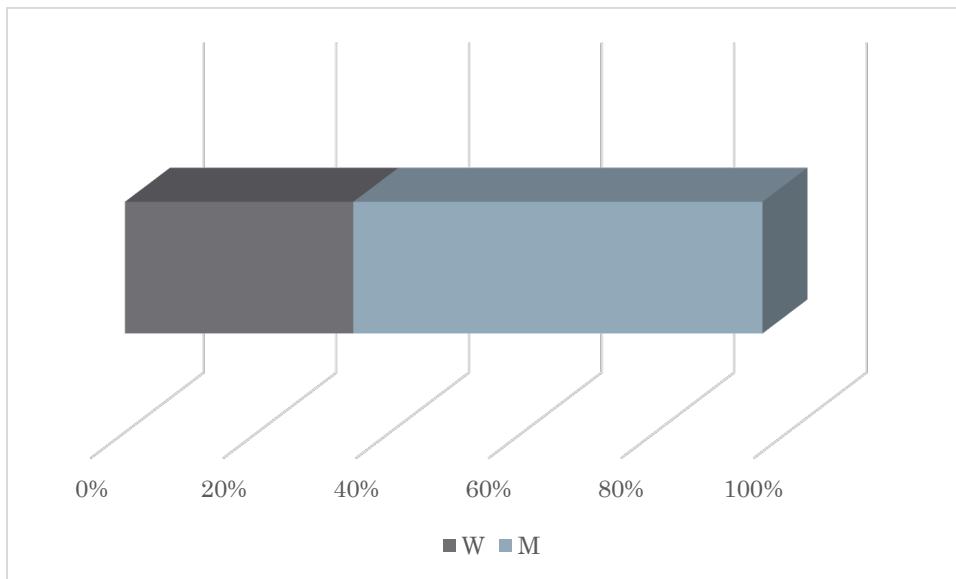
Women's average OT pay is \$0.85 for every \$1.00 earned by men. This 15% difference is largely driven by role mix; OT-eligible trades roles (lift mechanic, equipment operator) and supervisory roles are higher paid and remain male-dominated. Average overtime hours are 15.9 for women and 24.6 for men. Women work 8.7 fewer hours of OT on average.

MEDIAN



At the median, the gap narrows slightly with women earning \$0.89 for every \$1.00 men earn. Median OT paid hours are 9.3 for women, 14.6 for men. Women work 5.4 fewer hours of OT at the median.

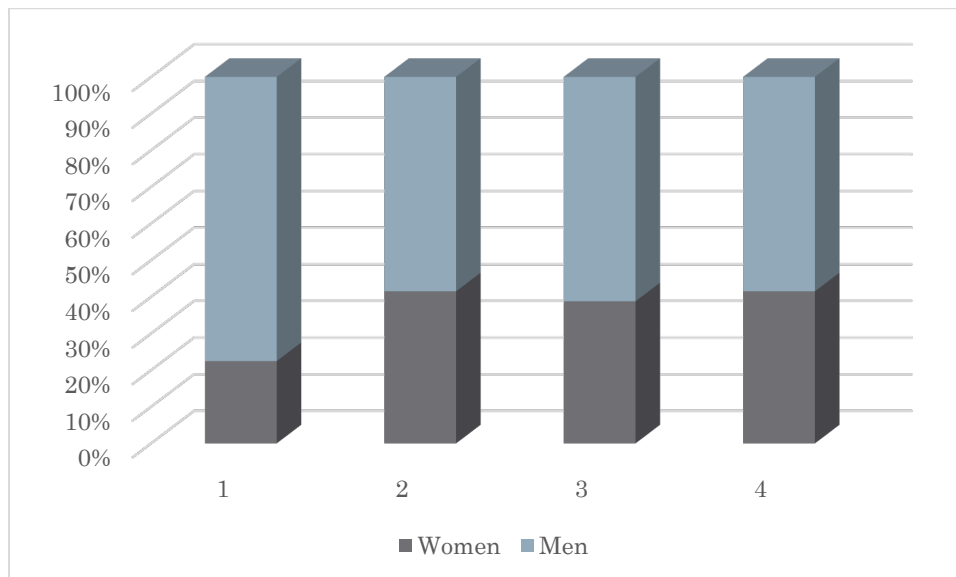
PERCENTAGE OF GENDER RECEIVING OVERTIME PAY



62% of the population receive overtime, 34% are women and 65% men; women receive 0.64 overtime hours to every 1 overtime hour that men receive. While this stat can seem skewed, it is important to look at the base operating mechanisms of Revelstoke Mountain. Overtime stats represent 21 overtime hours on average, with top 10% of overtime recipients representing 83 hours on average; approximately 7% over regular working hours. Anything over 10% of regular working hours is 36% attributed to Mountain Patroller, an essential skill set for a functioning mountain.

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 hourly pay quartile, the top 25% earners, women represent 22% and men, 78% and in the lower pay quartile, the bottom 25% earners, women represent 41% and men 59%.



Women make up 22% of the top pay quartile and 41% 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, 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

Our analysis, aligned with BC's pay transparency act, shows pay outcomes that are broadly consistent with equity: hourly pay gaps narrow materially at the median (\$0.93) and are near parity in like-for-like roles (\$0.97), indicating equal pay for equal work is largely being achieved. Overtime and extra pay effects are driven more by role mix and operational exposure than by rate differences, and extra pay itself is immaterial to total rewards. Representation remains concentrated in the top pay quartile among men (68%), reflecting industry pipelines (trades and mountain operations) rather than internal systematic pay rate differences; our focus is on succession and transparent scheduling to keep closing opportunity gaps. We will hold ourselves accountable through continued skills-based hiring, fair promotions and clear, published criteria.

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

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