PAY TRANSPARENCY REPORT

Employer	Revelstoke Mountain Resort, Limited Partnership
Address	310-1755 Broadway W Vancouver BC V6J 4S5
Report issued	November 1, 2026
Reporting dates	January 1, 2025 - December 31, 2025
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[1] to have one of the highest gender pay gaps in Canada, with 2025 numbers showing that women earned 14.5% less, or .85 cents, on average for every dollar men earned. 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.

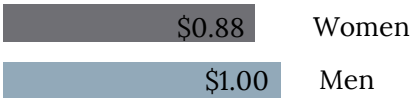
Average and medians are reported for hourly rates of pay, overtime pay, and number of overtime hours, comparing genders. These differences are important as few high earners (specialized trades or executives) can pull the average up where the median helps focus on typical pay outside of these extremes; 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	646	
W	236	37%
M	396	61%

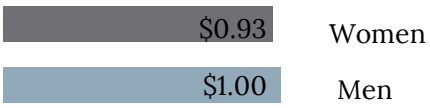
HOURLY PAY

AVERAGE



Women earn $0.88 for every dollar men earn in average hourly wages; a 13% difference.

MEDIAN

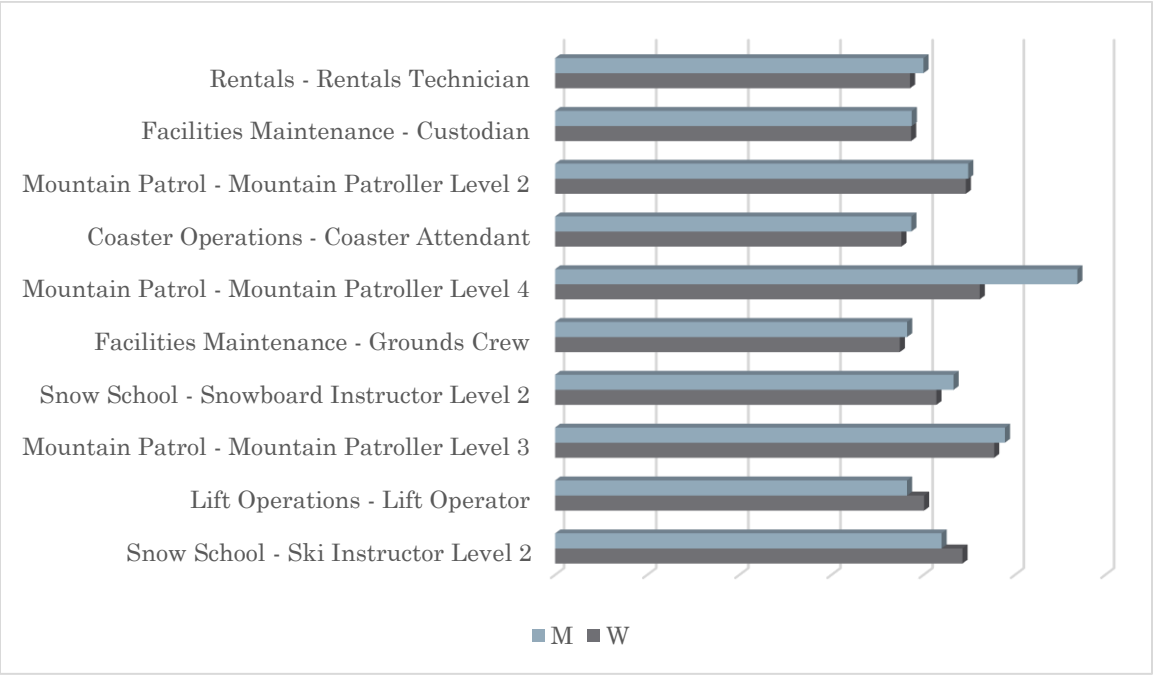


At the median, women earn $0.93 for every dollar men earn; a 7.92% difference.

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

[1] https://www2.gov.bc.ca/gov/content/governments/about-the-bc-government/gender-equity/pay-transparency-in-bc

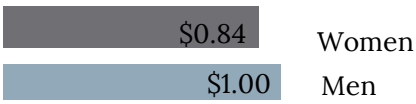
most populated roles which capture 48% of our population and average wages. Our top two most populated roles representing 20% of our population is comprised of 35% women and on average they make $1.05 of that of a male.



OVERTIME PAY

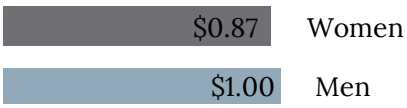
Overtime (OT) pay reflects pay received for hours worked beyond regular schedule.

AVERAGE



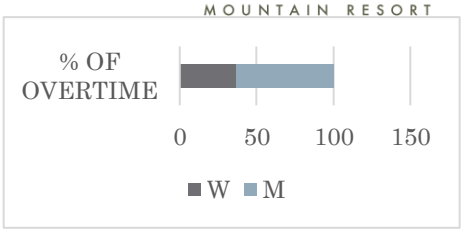
Women's average OT pay is $0.84 for every $1.00 earned by men. This 18.6% difference is largely driven by role mix; OT-eligible trades roles (lift mechanic, equipment operator) and supervisory roles are higher paid and remain male-dominated. Average OTo hours are 9 for women and 13 for men. Women work 4 fewer hours of OT on average.

MEDIAN



At the median, the gap narrows slightly with women earning $0.87 for every $1.00 men earn. Median OT paid hours are 7 for women, 12 for men. Women work 5 fewer hours of OT at the median.

PERCENTAGE OF GENDER RECEIVING OVERTIME PAY



59% of the population receive OT representing 1.7% of total payroll; 37% are women and 63% men. While this stat can seem skewed, it is important to look at the base operating mechanisms of Revelstoke Mountain. OT stats represent 11.7 OT hours on average, with top 10% of OT recipients representing 86 hours on average; approximately 7% over regular working hours. Anything over 10% of regular working hours is 62% attributed to Mountain Patrol, an essential skill set for a functioning mountain.

EXTRA PAY

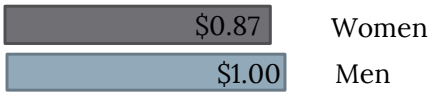
Extra pay is reported in three ways: (1) Total Extra Pay (bonus + special), (2) Bonus and (3) Special Pay. Bonus is employer funded and role specific; Special covers incentives, allowances and service fees. We separate them because they are governed differently and reflect different realities. Bonuses follow plan rules (eligibility, targets, proration) while Special Pay follows shift schedules, operational judgement and business peaks.

A gap in bonus points to plan design, eligibility or manager discretion. A gap in special pay could point to scheduling or role assignment. Our determination of action requires different fixes with bonus gaps identifying a need for changes in plan design, eligibility, calibration whereas special pay fixes could mean adjusting scheduling transparency, station/section rotation, and peak shift access.

We show Total Extra Pay for overall impact, then split into Bonus and Special with both average and median total amount and an hour-normalized metrics. Read together, these views indicate whether a gap is driven by plan design/discretion or operational exposure and which lever to pull.

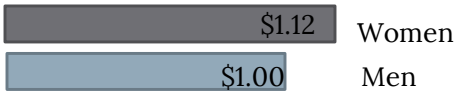
AVERAGE

Women earn $0.87 for every $1.00 men earn in total extra pay.



MEDIAN

Women earn $1.12 for every $1.00 men earn in total extra pay



When combined, 14% of the population receives Bonus and Special Pay representing 2.3% of payroll.

BONUS PAY

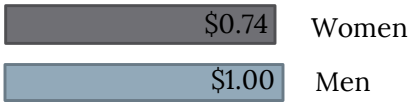
Bonus Pay is not a significant element of the total rewards offer, accounting for approximately 5% of team members receiving bonus pay and .92% of total payroll.

SPECIAL PAY

12% of the population receive special pay, representing 1.3% of payroll. Of the 12% that receive special pay 34% are women, 65% are men. The special pay distribution has 40% of special pay recipients being in the top pay quartile and on average 20% in every other pay quartile.

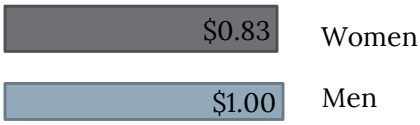
AVERAGE

Women earn $0.74 for every $1.00 men earn.



MEDIAN

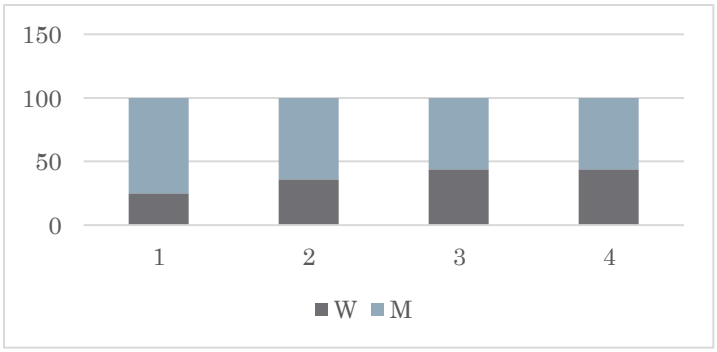
Women earn $0.83 for every $1.00 men earn.



Extra Pay depends far more on when, where and what people work than on base rates. In resorts, a sizeable share of employees are casual/seasonal and cluster in peak periods (holidays, weekends, evenings) when volume spikes. Resulting in Total Special Pay looking high despite lower annual regular hours. Bonus eligibility also skews by role (trades, leadership) and pay quartile; most bonus recipients sit in the top quartile, which is more male, so bonus totals trend male even if hourly opportunity is comparable. Conversely, women's larger presence in casual/part-time service roles means more exposure to peak tip pools, which can lift some women's median total special pay outcomes relative to men. Add in season length (not everyone working the full year), tenure, overtime availability and raw totals will naturally diverge. This is why we show who received extra pay, average median among recipients and normalized metrics per hour. Taken together, these views indicate that overall parity is close, while differences mostly reflect role mix, seasonality and eligibility.

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 44% and men, 56% and in the lower pay quartile, the bottom 25% earners, women represent 25% and men 75%.



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 ($0.98), indicating equal pay for equal work is largely being achieved. OT 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 (56%), 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.