

2025 British Columbia Pay Transparency Report

VISUALIZING PAY DATA FOR
FAIRNESS AND EQUALITY

**REIMAGINED
PARKING**

All content is highly confidential and cannot be distributed or shared without prior written consent of Reimagined Parking Inc.

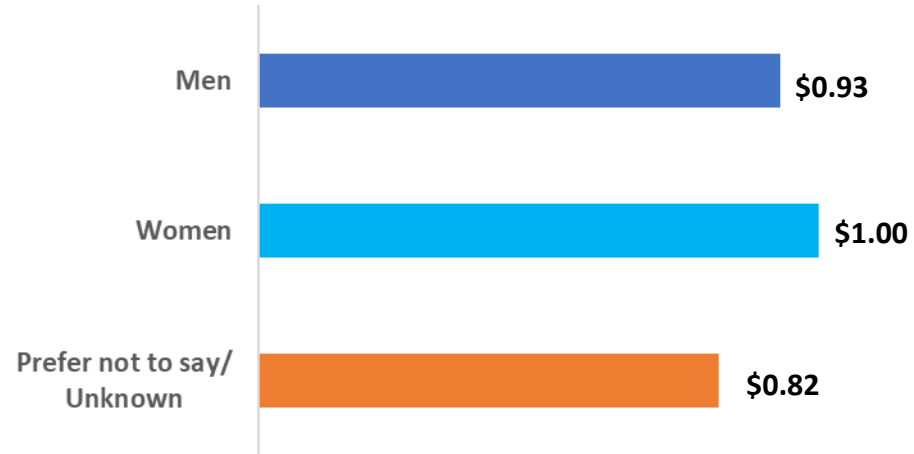
Employer	Reimagined Parking
Address	600-515 W Hastings St Vancouver, British Columbia, V6B 0B2, Canada
Reporting Year	2024
Time Period	1/1/2024 - 12/31/2024
NAICS Code	812930 - Parking Lots and Garages
Number of Employees	300

HOURLY RATE OF PAY



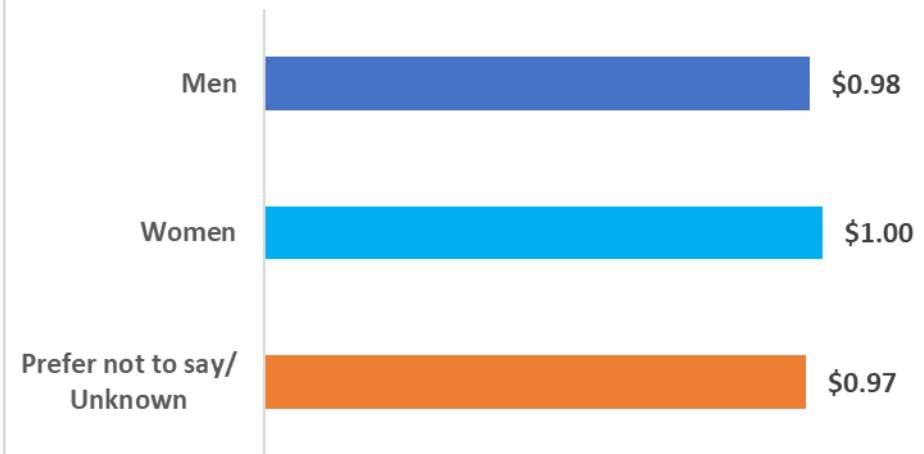
Hourly Rate Pay Gap

MEAN HOURLY PAY GAP¹



Men's average hourly wages are 7% less than women. Employees who prefer not to share gender have average hourly wages 18% less than women. For every dollar women earn in average hourly wages, men earn 93 cents and employees who prefer not to share gender earn 82 cents in average hourly wages.

MEDIAN HOURLY PAY GAP²



Men's median hourly wages are 2% less than women. Employees who prefer not to share gender have median hourly wages 3% less than women. For every dollar women earn in median hourly wages, men earn 98 cents and employees who prefer not to share gender earn 97 cents in median hourly wages.

Explanatory notes:

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

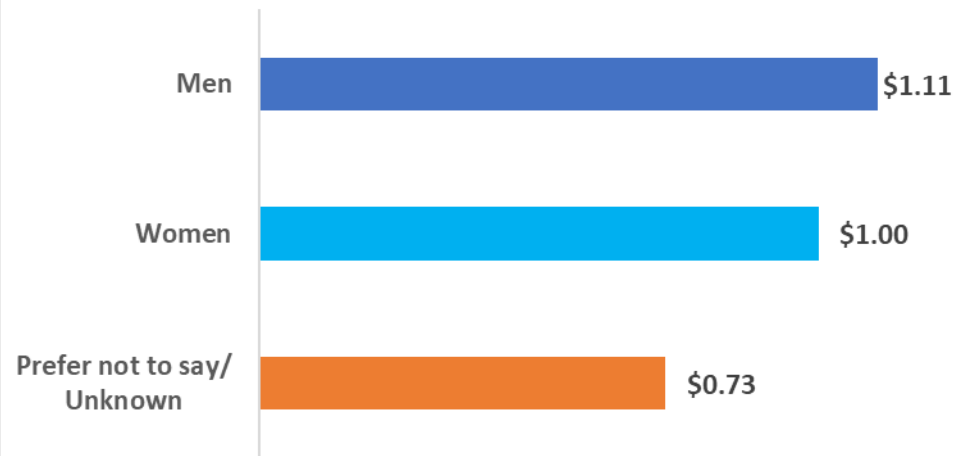


OVERTIME PAY AND OVERTIME HOUR



Overtime Pay Gap

MEAN OVERTIME PAY GAP³



Men's average overtime pay is 11% more than women. Employees who prefer not to share gender have average overtime pay 27% less than women. For every dollar women earn in average overtime pay, men earn \$1.11 and employees who prefer not to share gender earn 73 cents in average overtime pay.

MEDIAN OVERTIME PAY GAP⁴



Men's median overtime pay is 17% less than women. Employees who prefer not to share gender have median overtime pay 51% less than women. For every dollar women earn in median overtime pay, men earn 83 cents and employees who prefer not to share gender earn 49 cents in median overtime pay.

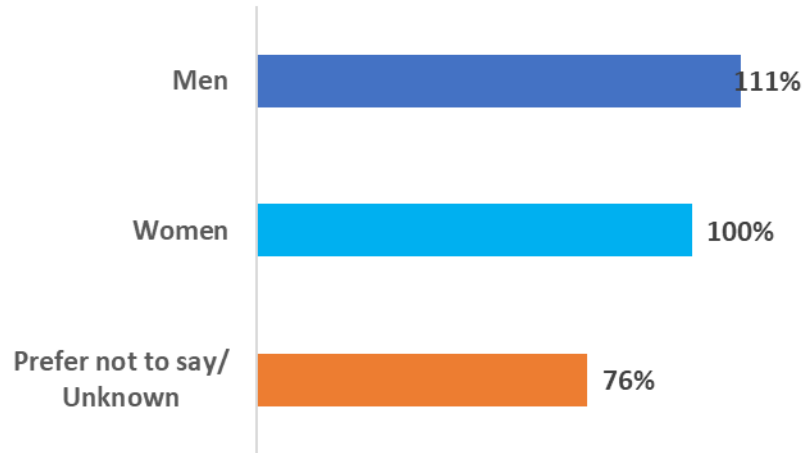
Explanatory notes:

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group



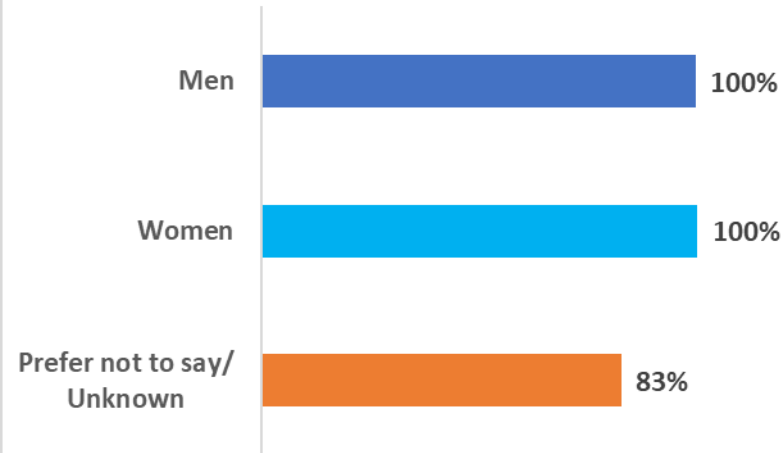
Overtime Hour Gap

MEAN OVERTIME PAID HOURS⁵

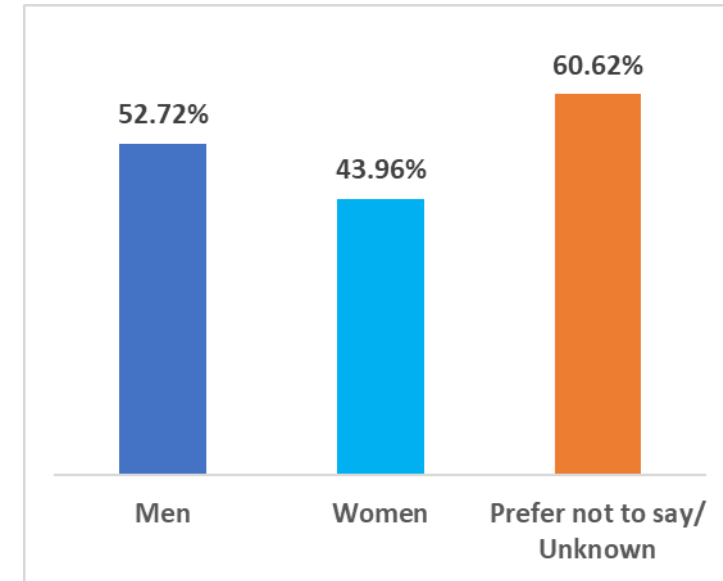


Men's average number of overtime hours worked is 11% more than women. Employees who prefer not to share gender have average number of overtime hours worked 24% less than women.

MEDIAN OVERTIME PAID HOURS⁶



Men's median overtime hour is equal to women. Employees who prefer not to share gender have median overtime hours worked 17% less than women.



Percentage of employees in each gender category receiving overtime pay.

Explanatory notes:

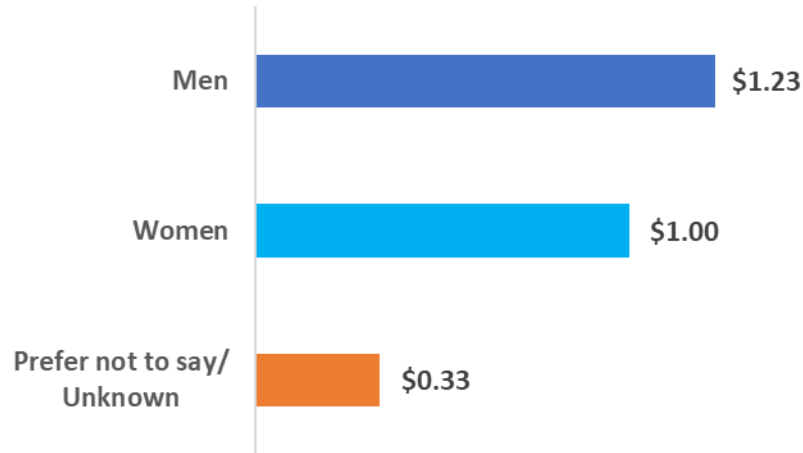
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.

6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

BONUS PAY

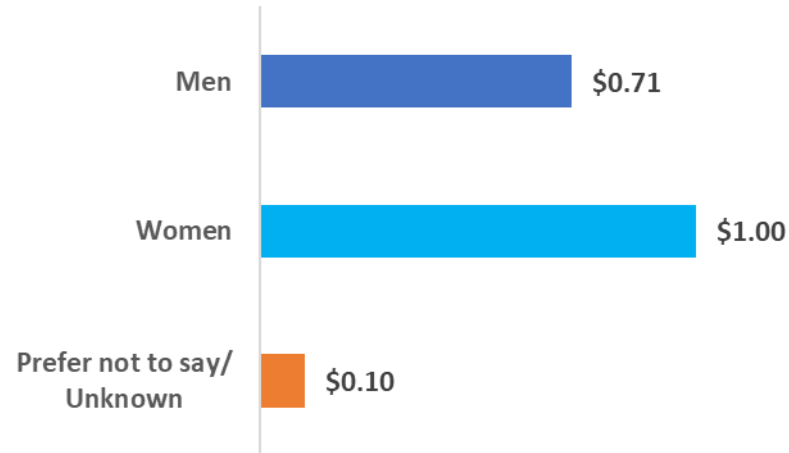
Bonus Pay

MEAN BONUS PAY⁷



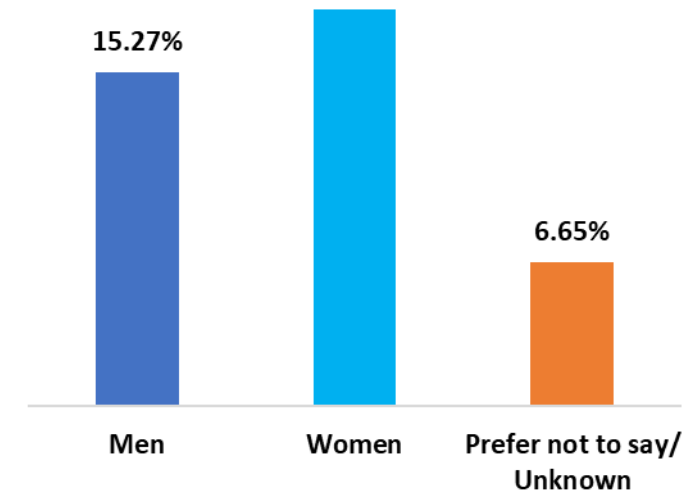
Men's average bonus pay is 23% more than women. Employees who prefer not to share gender have average bonus pay 67% less than women. For every dollar women earn in average bonus pay, men earn \$1.23 and employees who prefer not to share gender earn 33 cents in average bonus pay.

MEDIAN BONUS PAY⁸



Men's median bonus pay is 39% less than women. Employees who prefer not to share gender have median bonus pay 90% less than women. For every dollar women earn in median bonus pay, men earn 71 cents and employees who prefer not to share gender earn 10 cents in median bonus pay.

Percentage of employees in each gender category receiving bonus pay.



Percentage of employees in each gender category receiving bonus pay.

Explanatory notes:

7. "Mean bonus pay" refers to bonus pay when averaged for each group.

8. "Median bonus pay" refers to the middle point of bonus pay for each group.

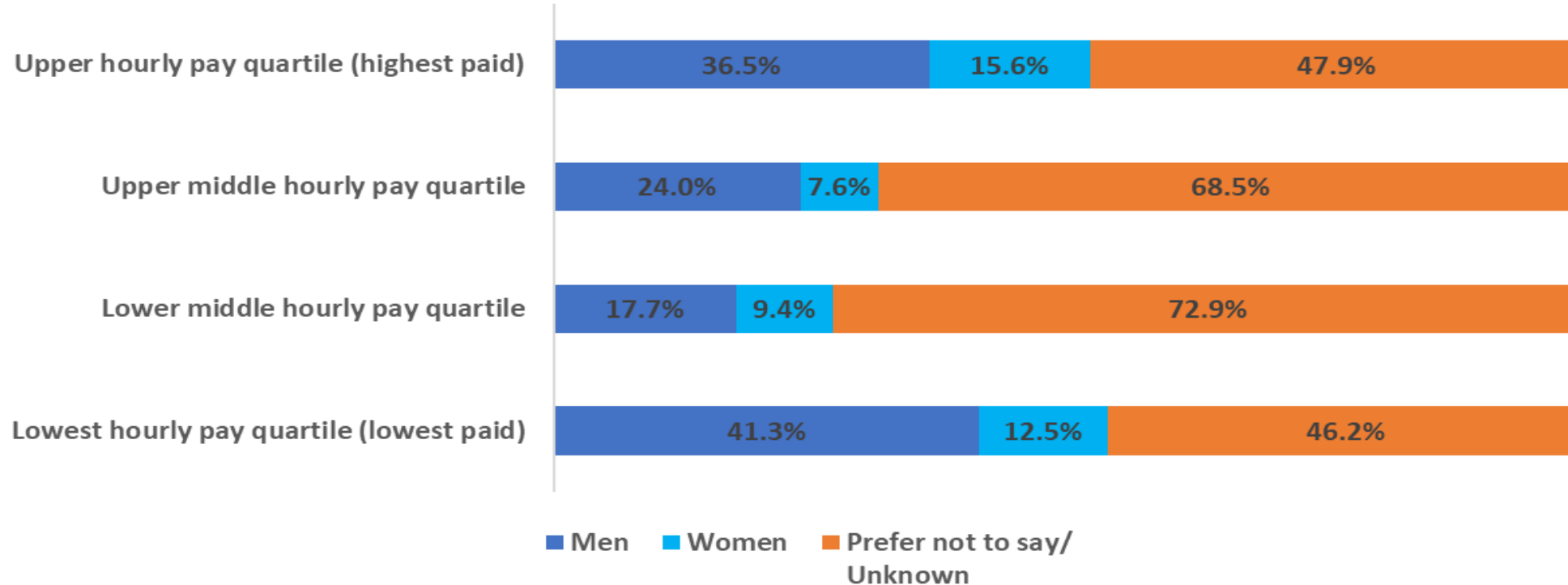


PERCENTAGE OF GENDERS IN EACH PAY QUARTILE



Percentage of Genders in Each Pay Quartile

Percentage of each gender in each pay quartile ⁹



Men occupy 36.5% of the highest paid jobs and 41.3% of the lowest paid jobs.

Women occupy 15.6% of the highest paid jobs and 12.5% of the lowest paid jobs.

Employees who prefer not to share gender occupy 47.9% of the highest paid jobs and 46.2% of the lowest paid jobs.

Explanatory notes:

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.