

PAY TRANSPARENCY REPORT

2023



Pay Transparency Report



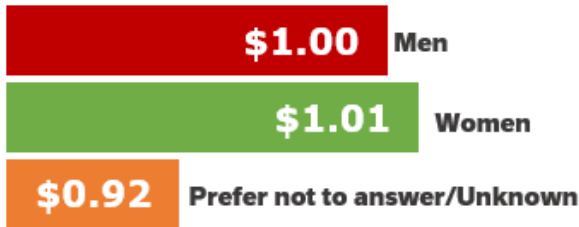
Employer Details

Employer:	BCLC
Address:	74 West Seymour Street, Kamloops, BC
Time Period:	April 1, 2022- March 31, 2023
NAICS Code:	71 - Arts, entertainment, and recreation
Number of Employees:	1000+



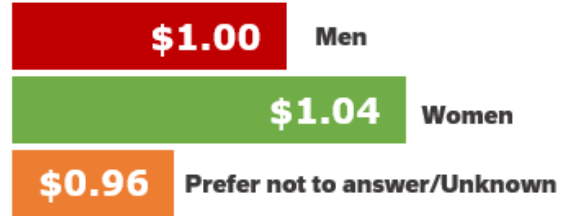
Hourly Pay

Mean Hourly Pay Gap



At BCLC, women's mean (average) hourly wages are 1% more than men while Prefer Not to Answer/Unknown employees' mean (average) hourly wages are 8% less than men. For every dollar a man earns on average, women earn \$1.01 on average and Prefer not to answer/Unknown employees' earn \$0.92.

Median Hourly Pay Gap



At BCLC, women's median hourly wages are 4% more than men while Prefer not to answer/Unknown employees' median hourly wages are 4% less than men. For every dollar a man earns, women earn \$1.04 and Prefer not to answer/Unknown employees' earn \$0.96.

Explanatory Notes

1. Employees were asked to provide consent to use gender information for the purposes of pay transparency reporting. Gender information was only included where BCLC received employee consent.
2. Prefer not to answer/Unknown category includes employees who elected not to disclose their gender, did not respond to a request to disclose their gender.
3. Non-binary category was suppressed in this report due to insufficient numbers to meet disclosure requirements which are intended to protect privacy. Number must be greater than 10, otherwise this category is suppressed.



Overtime Pay

Mean Overtime Paid Hours



At BCLC, women's mean (average) overtime pay earned annually is 22% less than men while Prefer not to answer/Unknown employees earn 8% less.

Median Overtime Paid Hours



At BCLC, women's median overtime pay earned annually is 19% less than men while Prefer not to answer/Unknown employees earn 1% less.

Mean Overtime Hours Compared to Reference Group (Men)

Women	4
Prefer not to answer/Unknown	-1

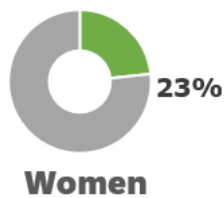
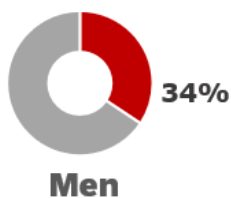
At BCLC, women work on average 4 fewer hours of OT compared to men and Prefer not to answer/Unknown work on average 1 hour more.

Median Overtime Hours Compared to Reference Group (Men)

Women	3
Prefer not to answer/Unknown	-1

At BCLC, women work a median of 3 fewer hours than men and Prefer not to answer/Unknown work on average 1 hour more.

Percentage of employees in each gender category receiving overtime pay



Explanatory Notes

- Overtime pay is defined as money paid to an employee for hours worked in excess of the employee's usual hours of work. The money is based on a rate of pay that is at least 1.5 times the usual rate of pay.
- Overtime pay mean and medians are expressed as a comparison of total annual overtime paid for women and Prefer not to Answer/Unknown to total annual overtime paid to men. The reason for the gap is men work more overtime hours than women, and the men that work overtime tend to be in higher paid roles than the women working overtime.
- For Overtime Hours compared to Reference Group "Men", a positive number indicates negative variance, and a negative number indicates a positive variance. This reflects the disclosure requirements of the Pay Transparency regulation. The interpretation of the above numbers then is that women have less mean and median overtime hours compared to men and Prefer not to answer/Unknown have more mean and median overtime hours compared to men.



Bonus Pay

Mean Bonus Pay



*Reference Group is "Prefer not to Answer/Unknown"

Women earn on average 18% less referral bonus than Prefer not to answer/Unknown. BCLC does not offer performance bonuses.

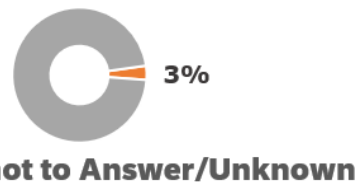
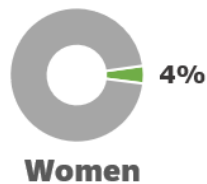
Median Bonus Pay



*Reference Group is "Prefer not to Answer/Unknown"

Women earn a median of 6% less referral bonus than Prefer not to answer/Unknown. BCLC does not offer performance bonuses.

Percentage of employees in each gender category receiving bonus pay



Percentage of each gender in each pay quarter

Upper Hourly Pay Quarter (Highest Paid)



Lower Middle Pay Quarter



Upper Middle Pay Quarter



Lowest Hourly Pay Quarter (Lowest Paid)



At BCLC, women occupy the 22% of the highest paid jobs and 15% of the lowest paid jobs. Prefer not to answer/Unknown occupy 50% of the highest paid jobs and 65% of the lowest paid jobs.

Explanatory Notes

- Bonus Pay is comprised of Referral Bonuses only (amounts paid to an employee for successfully referring a person who is hired to BCLC). This is the only type of bonus pay offered by BCLC. BCLC does not offer performance bonuses.
- There were insufficient men (<10) in the bonus pay category to meet disclosure requirements, therefore the men category is suppressed, and the women category is expressed as a comparison to Prefer not to answer/Unknown.