

MODERN NIAGARA VANCOUVER INC.

Pay transparency report

Employer details

Employer:	MODERN NIAGARA VANCOUVER INC.
Address:	85 Denzil Doyle Court, Kanata, ON
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	23 - Construction
Number of Employees:	300-999



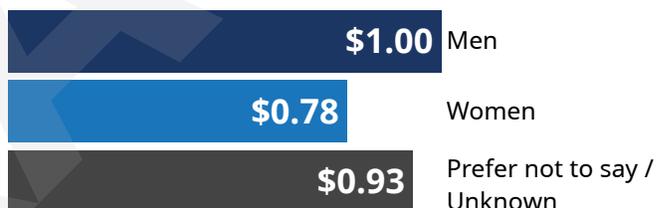
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 12% less than men's. For every dollar men earn in average hourly wages, women earn 88 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 22% less than men's. For every dollar men earn in median hourly wages, women earn 78 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.



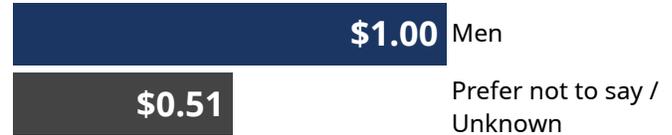
Overtime pay

Mean overtime pay³



In this organization . For every dollar men earn in average overtime pay, in average overtime pay. *

Median overtime pay⁴



In this organization . For every dollar men earn in median overtime pay, in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-9
-----------------------------	----

In this organization . *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-6
-----------------------------	----

In this organization . *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



Bonus pay

Mean bonus pay⁷

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay⁸

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.



Percentage of each gender in each pay quartile⁹

Upper hourly pay quartile (highest paid) †

Men (100%)

Upper middle hourly pay quartile †

Men (100%)

Lower middle hourly pay quartile †

Men (90%)

Women (10%)

Lowest hourly pay quartile (lowest paid) †

Men (91%)

Women (9%)

■ Men
■ Women

In this organization, women occupy 9% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

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

Data constraints

* **Data Constraint:**The underrepresentation of women in “Upper hourly and middle hourly pay quartile” and “Overtime Pay” reflects structural workforce composition rather than disparities in participation or effort. Women are more heavily represented in salaried, exempt, or non-overtime-eligible roles, whereas overtime eligible roles are concentrated within trade and skilled labor positions that have historically higher male representation. Consequently, overtime data does not fully capture the gender pay landscape of the organization, as trade and skilled labour positions represent a vast majority of roles within Modern Niagara Vancouver Inc. As a national organization, many of the more traditionally female dominated roles are located in other provinces across the country.

- * In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

DRAFT