

BC Pay Transparency Report

Big White Ski Resort Ltd.
Big White Central Reservations Ltd.
Reporting Year: 2024

Purpose of This Report

This report is published in compliance with the British Columbia Pay Transparency Act, which requires employers to publicly report pay transparency metrics in support of fairness and equity in the workplace.

Reporting Entities and Scope

Big White Ski Resort Ltd. and Big White Central Reservations Ltd. are two separate legal entities and are therefore required to prepare separate Pay Transparency Reports under the Act. While operationally connected, employee remuneration data is reported independently for each organization.

Workforce Overview (2024)

Employer	Permanent Year-Round Employees	Seasonal Employees
Big White Ski Resort Ltd.	146	742
Big White Central Reservations Ltd.	38	169

Gender Data Context

A substantial portion of Permanent Year-Round employee records included in this report was migrated from a legacy HR management system that did not historically collect gender information. Employees without a prior designation are reflected in the 'Prefer not to say / Unknown' category. A follow-up questionnaire has been implemented, and future reports will reflect updated information.

Interpretation of Gender Category Variance

The variance between the Men/Women category and the Prefer not to say/Unknown category reflects historical data limitations rather than pay equity outcomes. The Prefer not to say/Unknown category is comprised primarily of long-term Permanent Year-Round employees, including management and senior management roles. The Men and Women categories consist primarily of seasonal, hourly employees.

Ongoing Commitment

Big White Ski Resort Ltd. and Big White Central Reservations Ltd. remain committed to improving data quality, supporting transparency, and meeting both the requirements and intent of the Pay Transparency Act. As gender data is progressively updated through voluntary self-identification, future reports will present a more complete and representative view of the workforce.

BIG WHITE SKI RESORT LTD.

Pay transparency report

Employer details

Employer:	BIG WHITE SKI RESORT LTD.
Address:	5375 BIG WHITE RD., KELOWNA, BC
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	71 - Arts, entertainment and recreation
Number of Employees:	300-999



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 8% less than men's. For every dollar men earn in average hourly wages, women earn 92 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 2% less than men's. For every dollar men earn in median hourly wages, women earn 98 cents in median hourly wages. *

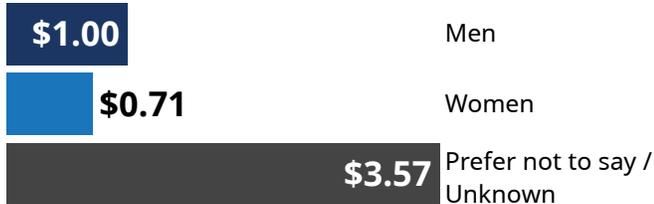
Explanatory notes

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 women's average overtime pay is 29% less than men's. For every dollar men earn in average overtime pay, women earn 71 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 27% less than men's. For every dollar men earn in median overtime pay, women earn 73 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-4
Prefer not to say / Unknown	30

In this organization the average number of overtime hours worked by women was 4 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-2
Prefer not to say / Unknown	19

In this organization the median number of overtime hours worked by women was 2 less than by men. *

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.



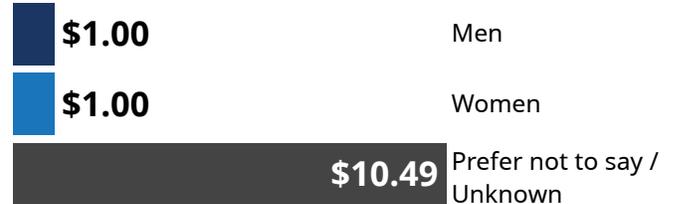
Bonus pay

Mean bonus pay⁷



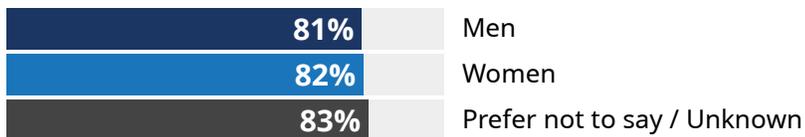
In this organization women's average bonus pay is 15% less than men's. For every dollar men earn in average bonus pay, women earn 85 cents in average bonus pay. *

Median bonus pay⁸



In this organization women's median bonus pay is 0% less than men's. For every dollar men earn in median bonus pay, women earn \$1.00 in median 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 each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 24% of the highest paid jobs and 42% of the lowest paid jobs.

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

Explanatory notes

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

* 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.

BIG WHITE CENTRAL RESERVATIONS LTD.

Pay transparency report

Employer details

Employer:	BIG WHITE CENTRAL RESERVATIONS LTD.
Address:	C/O PUSHOR MITCHELL LLP 3RD FLOOR 1665 ELLIS STREET, KELOWNA, BC
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	71 - Arts, entertainment and recreation
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$1.06	Women
\$1.42	Prefer not to say / Unknown

In this organization women's average hourly wages are 6% more than men's. For every dollar men earn in average hourly wages, women earn \$1.06 in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$1.01	Women
\$1.20	Prefer not to say / Unknown

In this organization women's median hourly wages are 1% more than men's. For every dollar men earn in median hourly wages, women earn \$1.01 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.



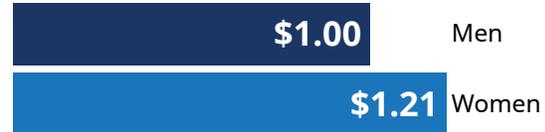
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 10% more than men's. For every dollar men earn in average overtime pay, women earn \$1.10 in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 21% more than men's. For every dollar men earn in median overtime pay, women earn \$1.21 in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	1
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In this organization the average number of overtime hours worked by women was 1 more than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	0
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In this organization the median number of overtime hours worked by women was 0 less than by men. *

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 pay ⁷



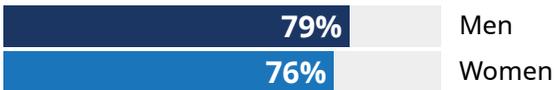
In this organization women's average bonus pay is 97% more than men's. For every dollar men earn in average bonus pay, women earn \$1.97 in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 0% less than men's. For every dollar men earn in median bonus pay, women earn \$1.00 in median 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 each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 50% of the highest paid jobs and 58% of the lowest paid jobs.

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

Explanatory notes

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

* 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.