

PARK GEORGIA INSURANCE AGENCIES (2014) LTD.

Pay transparency report

Reporting period: January 1, 2025 - December 31, 2025.

Employer details

Employer:	PARK GEORGIA INSURANCE AGENCIES (2014) LTD.
Address:	#708-2525 Willow Street, Vancouver, BC V5Z 3N8
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	52 - Finance and Insurance
Employees at Jan 1, 2026:	50 to 299

Reference category: Men



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.83	Women
Suppressed	Non-binary
Suppressed	Prefer not to say / Unknown

In this organization women's average hourly wages are 17% less than men's. For every dollar men earn, women earn \$0.83. Non-binary and Unknown results are suppressed because each category has fewer than 10 employees.

Median hourly pay gap²

\$1.00	Men
\$1.03	Women
Suppressed	Non-binary
Suppressed	Prefer not to say / Unknown

In this organization women's median hourly wages are 3% more than men's. For every dollar men earn, women earn \$1.03. Non-binary and Unknown results are suppressed because each category has fewer than 10 employees.

Explanatory notes

1. Mean hourly pay uses the average of employees' individual hourly rates. Each rate is ordinary pay divided by its paid hours; bonus and overtime pay are excluded.
2. Median hourly pay is the middle employee hourly rate, or the average of the two middle rates when the number of employees is even.



Overtime pay

Mean overtime pay³

n.a.	Men
n.a.	Women
Suppressed	Non-binary
Suppressed	Prefer not to say / Unknown

No men received overtime pay in the supplied summary. The reference-group mean and median are undefined, so overtime pay comparisons are not available. Non-binary and Unknown results are suppressed: each has fewer than 10 employees.

Median overtime pay⁴

n.a.	Men
n.a.	Women
Suppressed	Non-binary
Suppressed	Prefer not to say / Unknown

No men received overtime pay in the supplied summary. The reference-group mean and median are undefined, so overtime pay comparisons are not available. Non-binary and Unknown results are suppressed: each has fewer than 10 employees.

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	n.a.
Non-binary	Suppressed
Prefer not to say / Unknown	Suppressed

No men recorded overtime hours. The reference-group mean and median are undefined, so the hours difference cannot be calculated.

Median overtime paid hours⁶

Difference as compared to reference group (Men)

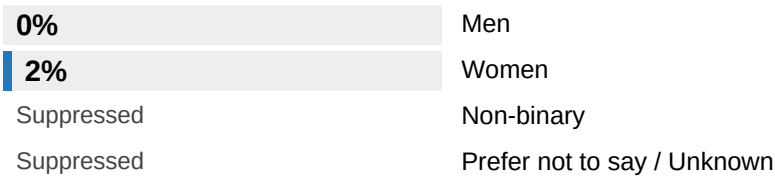
Women	n.a.
Non-binary	Suppressed
Prefer not to say / Unknown	Suppressed

No men recorded overtime hours. The reference-group mean and median are undefined, so the hours difference cannot be calculated.

Explanatory notes

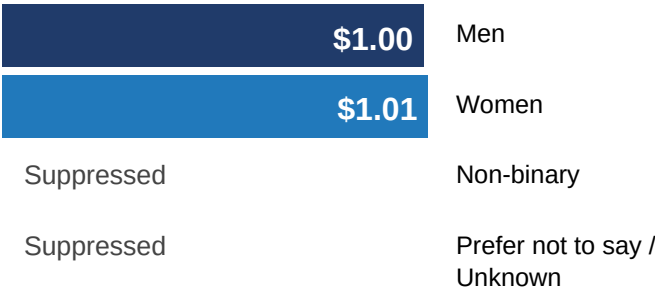
3. Mean overtime pay is the average total overtime pay of employees who received overtime pay.
4. Median overtime pay is the median total overtime pay among overtime-pay recipients.
5. Mean overtime paid hours is the average overtime hours among employees with overtime hours.
6. Median overtime paid hours is the median overtime hours among employees with overtime hours.

Percentage of employees in each gender category receiving overtime pay



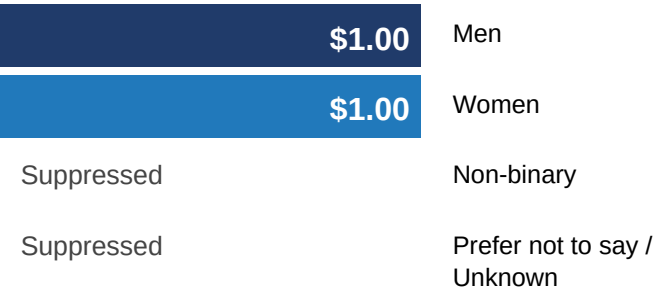
Bonus pay

Mean bonus pay ⁷



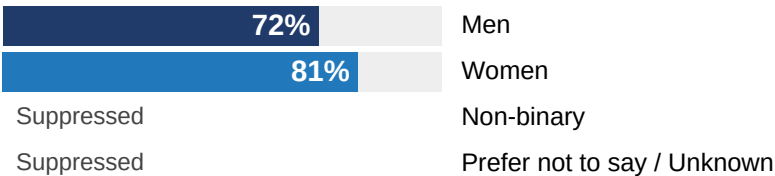
In this organization women's average bonus pay is 1% more than men's. For every dollar men earn, women earn \$1.01. Non-binary and Unknown results are suppressed because each category has fewer than 10 employees.

Median bonus pay ⁸



There is no difference between women's and men's median bonus pay. Non-binary and Unknown results are suppressed because each category has fewer than 10 employees.

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

- 7. Mean bonus pay is the average total bonus pay among employees who received bonus pay.
- 8. Median bonus pay is the median total bonus pay among employees who received bonus pay.



Percentage of each gender in each pay quartile ⁹

Reported percentages after confidentiality adjustment

Hourly pay quartile	Men	Women*
Upper hourly pay quartile (highest paid)	Suppressed	100% (adjusted)
Upper middle hourly pay quartile	Suppressed	100% (adjusted)
Lower middle hourly pay quartile	Suppressed	100% (adjusted)
Lowest hourly pay quartile (lowest paid)	Suppressed	100% (adjusted)

* These are adjusted reporting percentages, not the gender mix of all employees in a quartile. Men number fewer than 10 in each quartile and are excluded from its denominator. Non-binary and Unknown have no records in the supplied summary.

Explanatory notes

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

Employees are ranked by hourly pay and divided into four groups of equal or nearly equal size. Pay gaps and participation percentages are rounded to whole numbers.