B.C. PAVILION CORPORATION
Pay transparency report

Employer details

Employer:	B.C. PAVILION CORPORATION
Address:	#200 - 999 Canada Place, Vancouver, BC
Reporting Year:	2026
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	71 - Arts, entertainment and recreation
Number of Employees:	1000 or more

About B.C. Pavilion Corporation

B.C. Pavilion Corporation (PavCo) is a provincial Crown Corporation that owns and operates two world-class facilities: BC Place and the Vancouver Convention Centre. PavCo's mandate is to generate economic and community benefit for the people of British Columbia, and the organization continues to make a substantial impact on the province through a wide array of events, including international conventions and sports, major trade shows and concerts, and community and cultural gatherings.



Mean hourly pay gap[1]



In this organization women's average hourly wages are 5% less than men's. For every dollar men earn in average hourly wages, women earn 95 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 4% less than men's. For every dollar men earn in median hourly wages, women earn 96 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.

What contributes to the pay gap?

Based on current data, women represent 44 per cent of PavCo's workforce and are integral to the organization's success. This fiscal year, the women in our organization earned $0.95 in mean hourly pay for every $1.00 earned by men, a slight decrease from $0.96 in the previous fiscal year. Conversely, the median hourly pay gap narrowed by the same margin, with women's median hourly pay rising from $0.95 to $0.96. While PavCo has made progress in increasing the representation of women in higher-paying senior leadership roles, women remain underrepresented in technical trades roles, which continues to contribute to the overall pay gap.

PavCo's Senior Leadership Team (SLT), comprising of Senior Directors and above, experienced a few changes over the past fiscal year. In FY25, the SLT was composed of 22 per cent women (2 of 9) and 78 per cent men (7 of 9). Following two retirements in FY26, the composition shifted to 30 per cent women (3 of 10) and 70% men (7 of 10). In FY27 to date, the gap has narrowed further, with the SLT now comprising of four women and six men.

Director-level roles are held by 44 per cent women and 56 per cent men. On average, women in director roles continue to earn less than men, with factors such as tenure contributing to this difference. Across the broader leadership team, from front-line managers to the executive level, women represent 53 per cent and men represent 47 per cent , with women holding a greater share of front-line manager roles.

Most trades positions at BC Place are held by men within the unionized workforce, where team members receive standardized pay rates governed by the collective agreement. Similarly, men hold most non-unionized trades roles at the Vancouver Convention Centre. However, salaries for non-unionized team members vary based on performance and tenure.

Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 49% less than men's. For every dollar men earn in average overtime pay, women earn 51 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 26% less than men's. For every dollar men earn in median overtime pay, women earn 74 cents in median overtime pay. *

Mean overtime paid hours [5]
Difference as compared to reference group (Men)

Women	-19

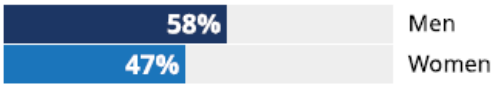
In this organization the average number of overtime hours worked by women was 19 less than by men. *

Median overtime paid hours [6]
Difference as compared to reference group (Men)

Women	-3

In this organization the median number of overtime hours worked by women was 3 less than by men. *

Percentage of employees in each gender category receiving 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.
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.

Overtime eligibility varies by role. For unionized team members, overtime is governed by the collective agreement, while eligibility for non-unionized team members is determined by the requirements of their position. Overtime is most prevalent in operational and trades roles, where men continue to be overrepresented. As a result, men tend to work more overtime hours and, on average, receive higher overtime pay than women. Team members who are eligible for overtime may also choose to bank all or part of their overtime hours as time off, to be used within the quarter in which it is earned; any unused banked time is paid out at the end of the quarter.

Bonus pay

All non-unionized team members from executive-level to individual contributors, do not received any form of bonus pay. Bonus pay as referred to in this document relates to unionized team members at BC Place and is limited to event-time referral and scheduling bonuses.

Mean bonus pay [7]



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 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. *

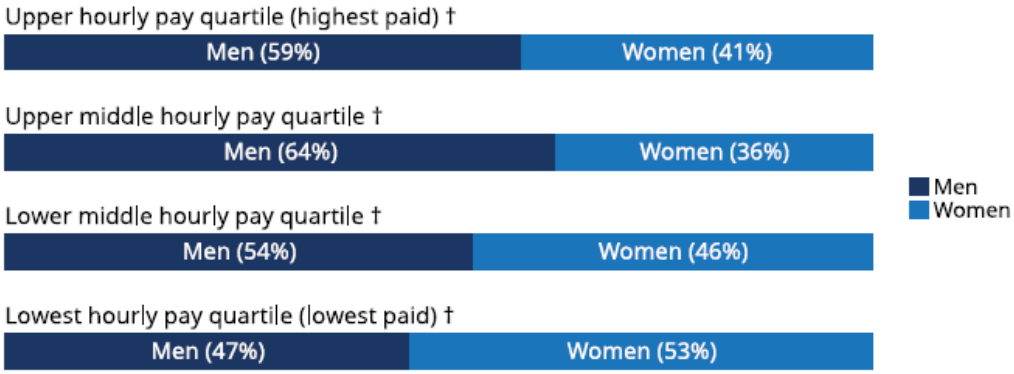
Percentage of employees in each gender category receiving bonus pay



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]



In this organization, women occupy 41% of the highest paid jobs and 53% of the lowest paid jobs.

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

Data constraints

1) retro pay for Fiscal Year 2026 was not paid out until April 2026 , in Fiscal Year 2027. However, this amount was reported in FY2026 data as enclosed. HRIS system provider did not include payment of retro pay in this report, and retro pay was manually added.

2) only W and M genders are included in report as PavCo did not meet threshhold for gender identity disclosure

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.

Addressing pay gaps

PavCo remains committed to strengthening leadership development and reducing its gender pay gap. Women currently represent 53 per cent of PavCo's people leadership team, spanning front-line managers to the executive level.

PavCo continues to make steady progress in advancing women into senior leadership. Women's representation on the Senior Leadership Team increased from 22 per cent in FY25 to 30 per cent in FY26, and currently stands at 40 per cent. However, women remain underrepresented in the highest-paying roles, holding 41 per cent of positions in the upper hourly pay quartile compared to 53 per cent in the lowest. Targeted career pathing and succession planning will remain key priorities in building a strong and diverse pipeline of future leaders.

PavCo recognizes that broader societal factors continue to contribute to the gender pay gap and remains committed to fostering an inclusive, equitable and diverse workplace where all team members can thrive.

Inclusive hiring practices are central to PavCo's strategy, particularly in advancing women in roles that have traditionally been male-dominated. PavCo will review its compensation framework to ensure it reflects evolving roles and remains aligned with industry standards for attracting and retaining talent.

Pay data in this report is presented for women and men only, as disclosure thresholds were not met for other gender categories. Increasing the rate of gender disclosure remains a priority, as greater participation provides more accurate and meaningful insight into our workforce. To support this, PavCo included diversity-based questions in its voluntary Pledge to Measure survey and incorporates a voluntary diversity questionnaire into the onboarding process for new team members.