

AEROTEK ULC PAY TRANSPARENCY REPORT

Aerotek ULC is committed to pay transparency and helping close the gender pay gap.

EMPLOYER DETAILS

EMPLOYER	Aerotek ULC
ADDRESS	350 Burnhamthorpe Road West, Suite 800 Mississauga, Ontario L5B 3J1
REPORTING YEAR	2025
TIME PERIOD	January 1, 2024 – December 31, 2024
NAICS CODE	561320 – Temporary Help Services
NUMBER OF EMPLOYEES	300-999

This report is prepared by Aerotek ULC in accordance with the provisions of B.C.'s Pay Transparency Act.

As part of the province's efforts towards closing the pay gap, starting in 2025, Aerotek ULC must annually report on differences between hourly wages, overtime, and bonus payments between men, women, and non-binary people.

Data Used in This Report

Aerotek ULC used existing employee data for the purposes of this report, which covers the period from January 1, 2024 to December 31, 2024. Based on this data, Aerotek ULC employee population consists of 48% men and 43% women.

Because gender identity information is collected on a voluntary basis, there is a portion of employees (9%) whose gender could not be determined. These employees who declined to provide gender information are represented in this report under "Unknown."

Additionally, information related to a gender category in which there are fewer than 10 employees will not be included in this pay transparency report.

Note on Workforce Composition and Pay Variability

This report includes data for both internal employees and contractors/consultants. As a staffing and services provider, Aerotek ULC's reported pay data includes data about a diverse temporary contractor and consultant workforce who are placed in a variety of roles working at different client organizations. Pay rates, overtime, and bonus eligibility are often determined by unique skillsets, clients' policies, and specific assignments. These factors can cause variability in reported compensation figures. They may influence any observed pay gaps and should be considered when interpreting the data.

HOURLY PAY

MEAN HOURLY PAY GAP¹

Men	\$1.00
Women	\$0.89
Unknown	\$0.95

Women's average wages are 11% lower than men's. For every dollar a man earns on average (mean), women earn 89 cents in average hourly wages.

MEDIAN HOURLY PAY GAP²

Men	\$1.00
Women	\$0.84
Unknown	\$0.95

Women's median hourly wages are 16% lower than men's. For every dollar a man earns in median hourly wages, women earn 84 cents in median hourly wages.

OVERTIME PAY

MEAN OVERTIME PAY³

Men	\$1.00
Women	\$1.18

Women's average overtime pay is 18% more than men's. For every dollar men earn in average overtime pay, women earn \$1.18 in average overtime pay.

MEDIAN OVERTIME PAY⁴

Men	\$1.00
Women	\$1.47

Women's median overtime pay is 47% more than men's. For every dollar men earn in median overtime pay, women earn \$1.47 in median overtime pay.

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.

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.

MEAN OVERTIME PAID HOURS⁵

Men	36
Women	59

The average number of overtime hours worked by women was 23 more than by men.

MEDIAN OVERTIME PAID HOURS⁶

Men	14
Women	24

The median number of overtime hours worked by women was 10 more than by men.

PERCENTAGE OF EMPLOYEES RECEIVING OVERTIME PAY

Men	55%
Women	43%

BONUS PAY

MEAN BONUS PAY

Men	\$1.00
Women	\$1.46

Women's average bonus pay is 46% more than men's. For every dollar men earn in average overtime pay, women earn \$1.46 in average overtime pay.

MEDIAN BONUS PAY

Men	\$1.00
Women	\$0.72

Women's median overtime pay is 47% more than men's. For every dollar men earn in median overtime pay, women earn \$1.47 in median overtime pay.

PERCENTAGE OF EMPLOYEES RECEIVING BONUS PAY

Men	6%
Women	17%

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.

PERCENTAGE OF EACH GENDER BY PAY QUARTILE

Men occupy 86% of the highest paid jobs and 68% of the lowest paid jobs. Women occupy 14% of the highest paid jobs and 32% of the lowest paid jobs.

