

# The Jim Pattison autogroup

## Pay Transparency Report

Jim Pattison Industries Ltd., doing business as The Jim Pattison Auto Group, encompasses 28 locations in Western Canada, representing 16 automotive brands. Our mission is to continually improve our products and services, and to maintain a level of excellence, which will meet our customers' needs.

At The Jim Pattison Auto Group, we are committed to fostering an inclusive and equitable workplace where all employees feel valued and have equal opportunities to succeed. As part of our dedication to fair and transparent employment practices, we fully support and comply with British Columbia's Gender Pay Transparency Act. This legislation aligns with our own values, reinforcing our commitment to addressing gender pay gaps and promoting transparency in compensation.

### Employer Details

Employer: Jim Pattison Industries LTD.  
1800-1067 West Cordova Street,  
Address: Vancouver BC  
Reporting Year: 2025  
Time Period: Jan 1, 2024 - December 31, 2024  
NAICS Code: 44-45 - Retail Trade  
Number of BC Employees: 300-999

### Legend

M Men  
W Women  
U Unknown / Prefer not to say

### Hourly Pay

#### Mean Hourly Pay Gap



In our organization, women's average hourly wages are 13% less than men's. For every dollar men earn in average hourly wages, women earn 87 cents in average hourly wages.

*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.*

#### Median Hourly Pay Gap



In our 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.

*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 Paid Hours

Difference as compared to reference group (Men)

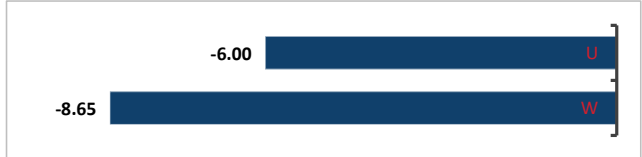


In our organization, the average number of overtime hours worked by women was 1.37 more than by men.

*Mean overtime paid hours refers to the average number of hours of overtime worked for each group.*

### Median Overtime Paid Hours

Difference as compared to reference group (Men)



In our organization, the median number of overtime hours worked by women was 8.65 more than by men.

*Median overtime paid hours refers to the middle point of number of overtime hours worked for each group.*

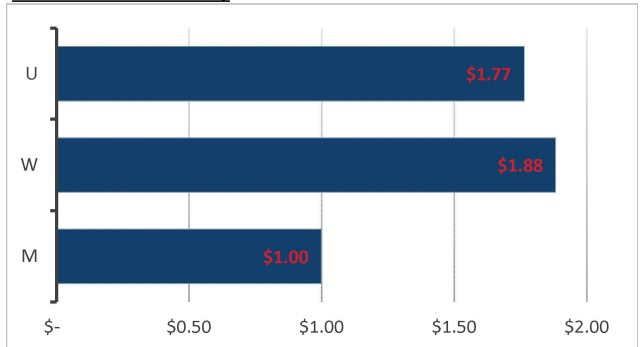
### Mean Overtime Pay



In our organization, women's average overtime pay is 1% more than men's. For every dollar men earn in average overtime pay, women earn \$1.01 in average overtime pay.

*Mean overtime pay refers to overtime pay when averaged for each group.*

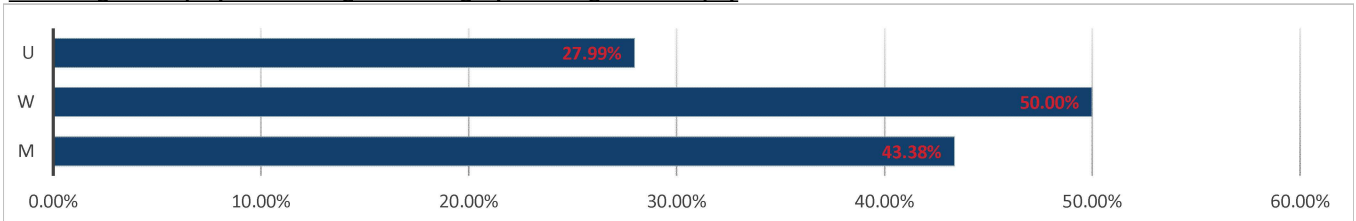
### Median Overtime Pay



In our organization women's median overtime pay is 88% more than men's. For every dollar men earn in median overtime pay, women earn \$1.88 in median overtime pay.

*Median overtime pay refers to the middle point of overtime pay for each group.*

### Percentage of employees in each gender category receiving overtime pay



## Bonus Pay

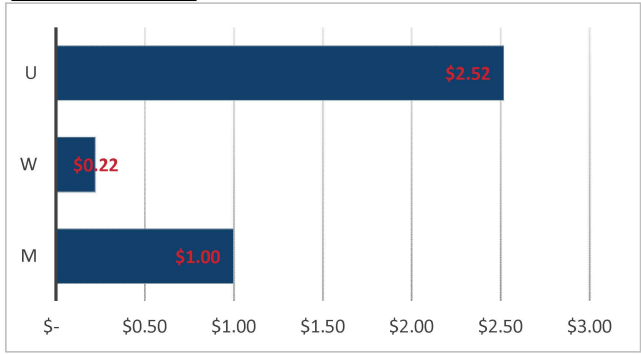
### Mean Bonus Pay



In our organization, women's average bonus pay is 40% less than men's. For every dollar men earn in average bonus pay, women earn 60 cents in average bonus pay.

*Mean bonus pay refers to bonus pay when averaged for each group.*

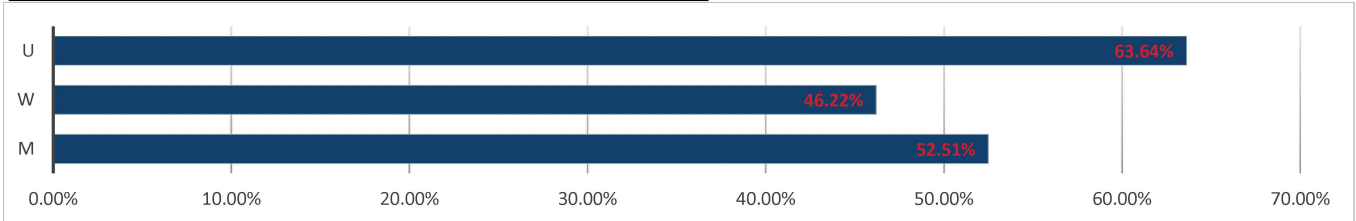
### Median Bonus Pay



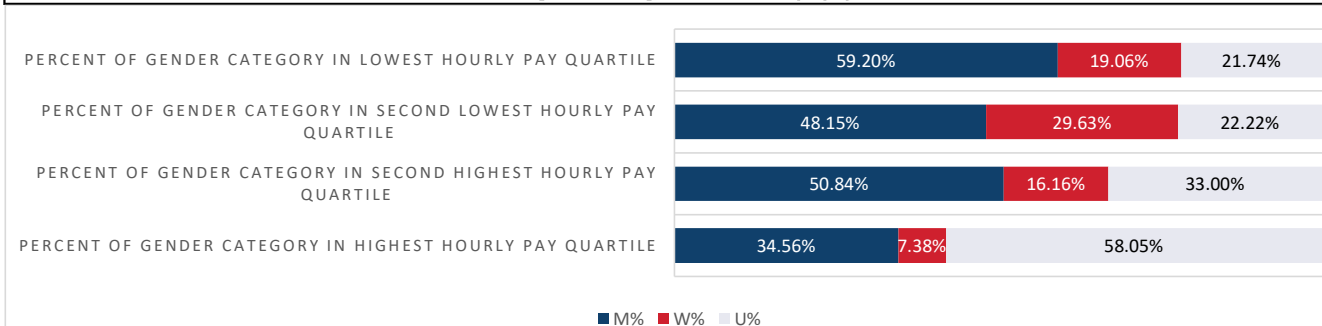
In our organization, women's median bonus pay is 78% less than men's. For every dollar men earn in median bonus pay, women earn 22 cents in median bonus pay.

*Median bonus pay refers to the middle point of bonus pay for each group.*

### Percentage of employees in each gender category receiving bonus pay



## Percentage of each gender in each pay quartile



In our organization, women occupy 7.38% of the highest paid jobs and 19.06% of the lowest paid jobs.

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

## Conclusion

The Jim Pattison Auto Group is committed to transparency and ongoing improvement in equity, diversity, and inclusion across its workforce. The pay data highlights that gender representation is uneven at several levels of the organization. Senior leadership and executive roles are predominantly held by men.

Within our sales organization, roles such as automotive sales advisors are largely male. Commission and bonus structures mean that pay in these positions is closely tied to sales performance, and the heavy male representation in these roles amplifies overall pay differences by gender. Men and women are paid equally for performing the same role and achieving the same performance metrics, but the gender distribution across sales roles contributes to differences in overall compensation averages.

In our service organization, technicians are also predominantly male. While men and women performing the same technician roles are paid the same hourly wage, women are underrepresented in higher-paying skilled trades positions, which contributes to an overall average pay difference. For example, among our most common roles, automotive technicians are 95% male, while administrative support is predominantly female. As a result, average pay for male technicians is significantly higher than for roles with high female representation, even when individuals are paid equally for the same work.

The organization recognizes that addressing the gender pay gap requires both increasing representation of women in leadership, sales, and technical roles, and reviewing compensation structures to ensure fairness and equity. Efforts are underway to support this, including inclusive recruitment initiatives, leadership and technical skills development programs, mentorship opportunities, and career advancement pathways for women across all functions.

Encouragingly, our focus on promoting internal talent, providing development opportunities, and maintaining a culture of merit-based advancement lays a strong foundation for future progress. By continuing to monitor pay data and implement initiatives that support equitable representation, the Jim Pattison Auto Group is committed to fostering a workplace where all employees, regardless of gender, can thrive and advance.