WCG International Consultants Ltd.
Pay transparency report

Since 1994, WCG has been delivering employment services in Canada. Today, our dedicated employment and health professionals work in partnership with valued local service providers in BC, Alberta, and Ontario to help people achieve their potential. We also deliver a Canada-wide program for Veterans, helping to improve their medical, psycho-social and vocational functioning.

True to our roots, WCG remains a proudly Canadian company employing over 600 staff members, with the largest contract value of employment services in Canada.

We are pleased to provide our annual Pay Transparency Report in alignment with the BC Pay Transparency Act. At WCG, we are committed to fair and equitable compensation practices that support transparency, consistency, and inclusion.

How WCG Supports Fair Pay

At WCG, we are committed to fair, equitable, and transparent compensation practices. We support pay equity by:

- Maintaining defined salary ranges and compensation frameworks.
- Making pay decisions based on role requirements, skills, experience, qualifications, and internal equity.
- Regularly reviewing compensation practices and market competitiveness.
- Supporting equitable hiring, promotion, and career development opportunities.
- Monitoring workforce and compensation data to identify and address potential disparities.
- Fostering an inclusive workplace where all employees have opportunities to grow and succeed.

While pay gap reporting provides valuable insight into workforce representation, WCG remains focused on ensuring employees are compensated fairly and consistently for the work they perform.

Employer Details

Employer	WCG INTERNATIONAL CONSULTANTS LTD.
Address	20th Floor, 250 Howe Street, Vancouver, BC
Reporting Year	2026
Time Period	July 1, 2025 – June 30, 2026
NAICS Code	54 – Professional, scientific and technical services
Number of Employees	50-299

Hourly pay

Mean hourly pay gap[1]

Men	$1.00
Women	$0.92

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 gap[2]

Men	$1.00
Women	$0.97

In this organization women's median hourly wages are 3% less than men's. For every dollar men earn in median hourly wages, women earn 97 cents in median hourly wages. *

Overtime pay

Mean overtime pay[3]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay[4]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours[5]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours6

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

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.
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.

Bonus pay[7]

Mean bonus pay[8]



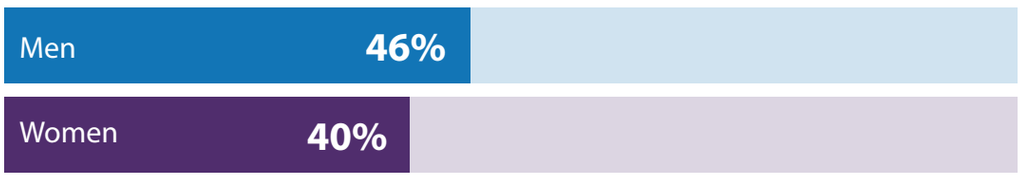
In this organization women's average bonus pay is 5% less than men's. For every dollar men earn in average bonus pay, women earn 95 cents in average bonus pay. *

Median bonus pay[9]



In this organization women's median bonus pay is 110% more than men's. For every dollar men earn in median bonus pay, women earn $2.10 in median bonus pay. *

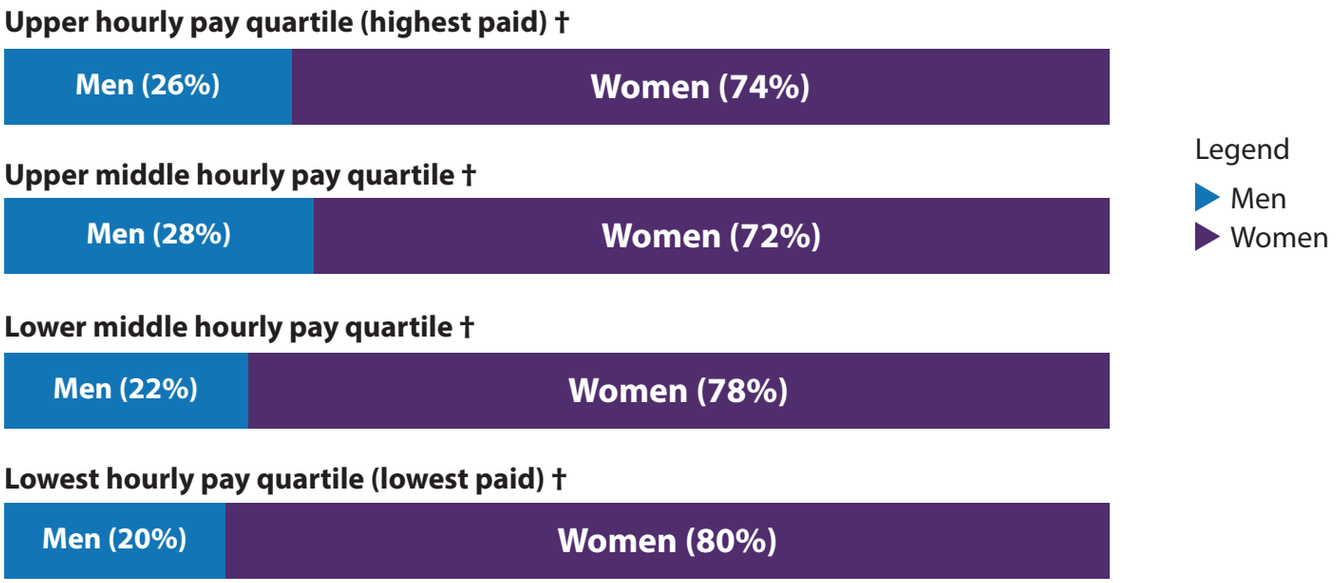
Percentage of employees in each gender category receiving bonus pay



Explanatory notes

7. Bonuses include annual leader bonuses and spot bonuses
8. "**Mean bonus pay**" refers to bonus pay when averaged for each group.
9. "**Median bonus pay**" refers to the middle point of bonus pay for each group.

Percentage of each gender in each pay quartile[10]



In this organization, women occupy 74% of the highest paid jobs and 80% of the lowest paid jobs.

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

Explanatory notes

10. "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.