

# VCA Canada Pay Transparency Report

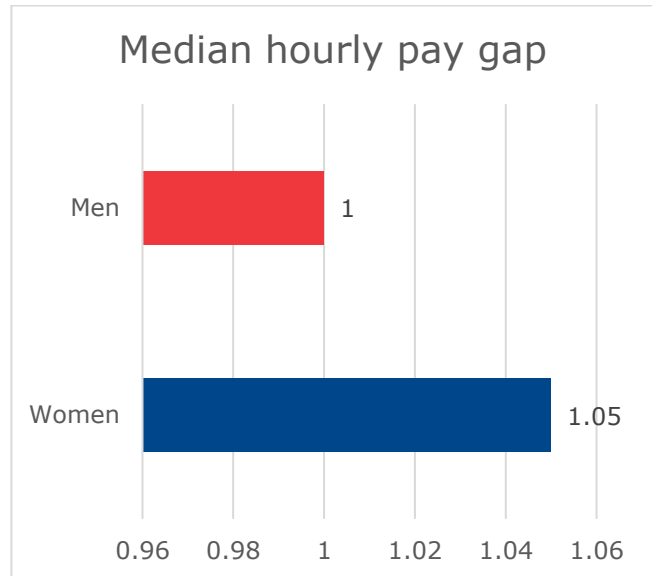
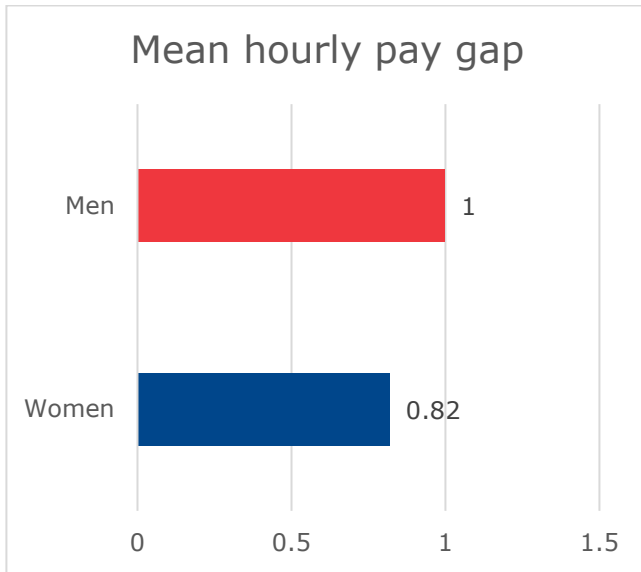
## Employer Details

Employer:	VCA Canada
Address:	1 – 6325 12 Street SE Calgary, AB T2H 2K1
Time Period:	January 1, 2024 to December 31, 2024
NAICS Code:	541940 Veterinary Service
Number of Employees:	Over 300

## About this report

This report is prepared in accordance with British Columbia’s Pay Transparency Act. VCA Canada believes that our Associates deserve equal pay for equal work. Our commitment to pay equity is fundamental to how we operate across all regions.

## Hourly Pay



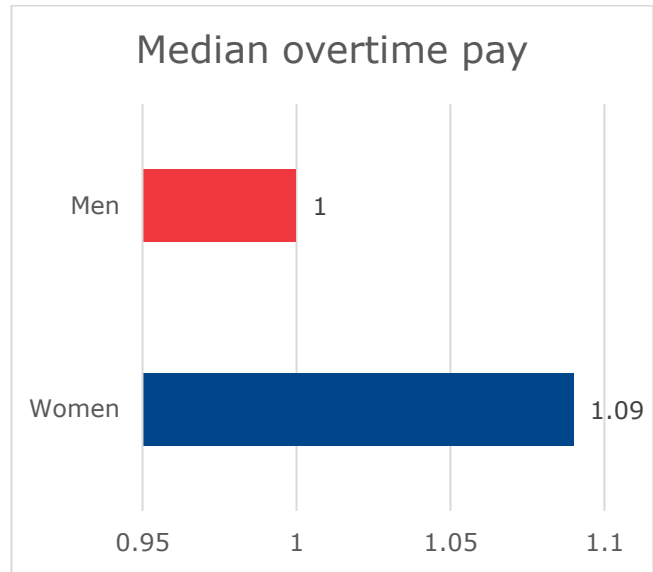
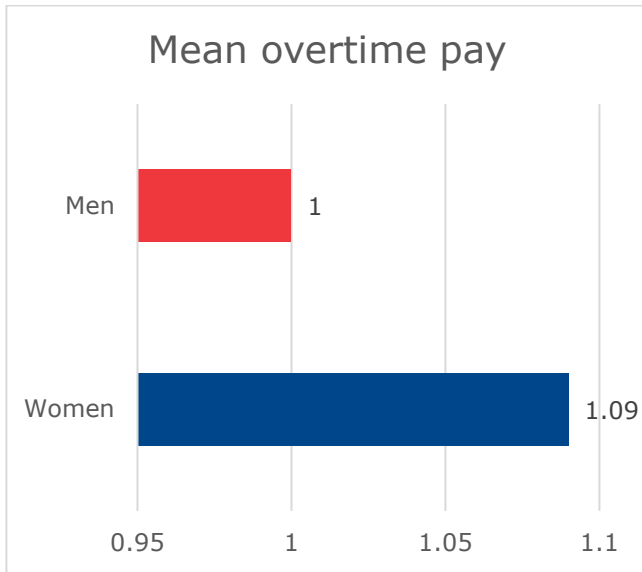
In British Columbia for VCA Canada, women’s average hourly wages are 18 per cent less than men. We do not have enough data to represent other gender identities. For every dollar men earn in average earnings, women earn \$0.82.

In British Columbia for VCA Canada, women’s median hourly wages are 5 per cent more than men’s. For every dollar men earn in median hourly wages, women earn \$1.05.

Our Pay Transparency Report shows a mean pay gap that is influenced by our current workforce composition. Currently, our male-identifying Associates represent a small percentage of our total staff (about 10 per cent in BC) and are primarily concentrated in more high-paying roles, while our female-identifying Associates are represented across all levels of the organization, including entry-level and support roles.

While the raw average (mean) suggests a gap, we remain confident that when comparing equal work for equal pay, our compensation is equitable. We are committed to gender identity across all roles and departments.

## Overtime Pay



In British Columbia for VCA Canada, women’s average overtime pay is 9 per cent more than men. We do not have enough data to represent other gender identities. For every dollar men earn in average overtime pay, women earn \$1.09.

In British Columbia for VCA Canada, women’s median overtime pay is 9 per cent more than men’s. For every dollar men earn in median overtime pay, women earn \$1.09.

### Mean overtime paid hours

Difference as compared to reference group (Men)

Women	6.47
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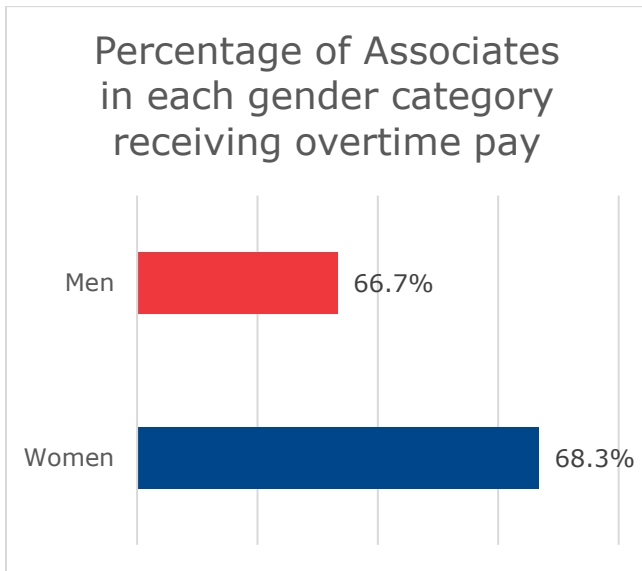
In BC for VCA Canada, the average number of overtime hours by women was 6.47 less than by men.

### Median overtime paid hours

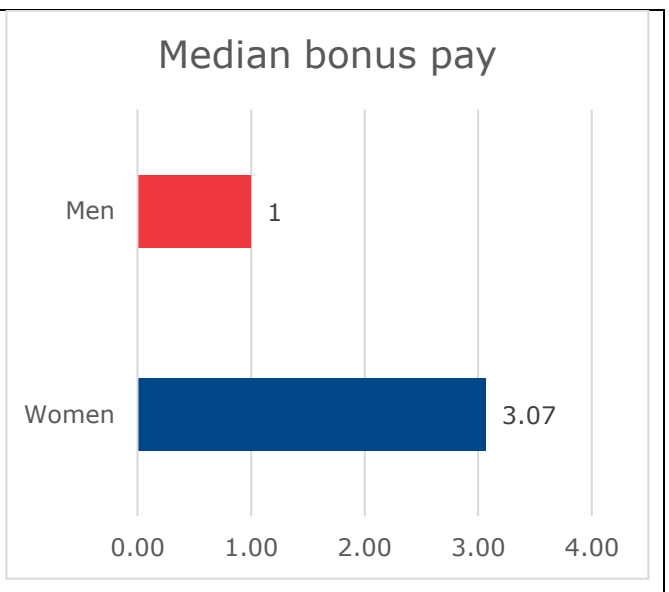
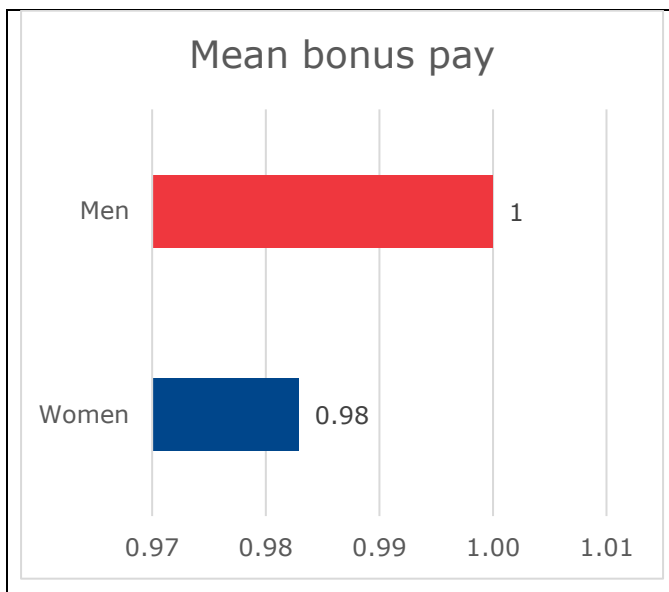
Difference as compared to reference group (Men)

Women	3.47
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In BC for VCA Canada, the median number of overtime hours worked by women was 3.47 less than by men.

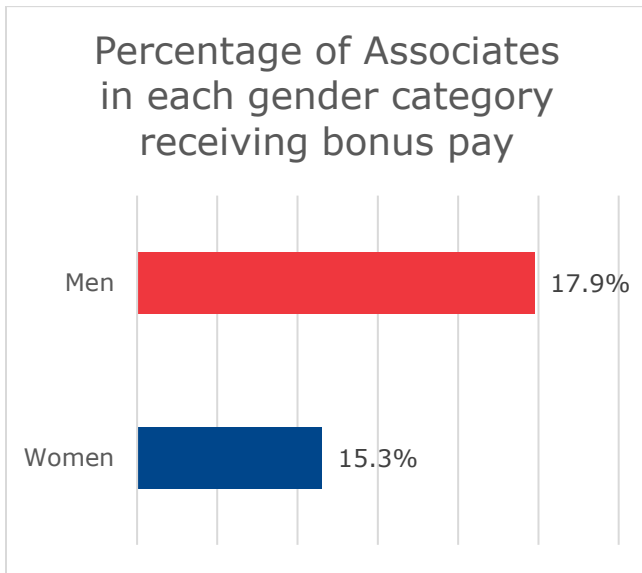


## Bonus Pay



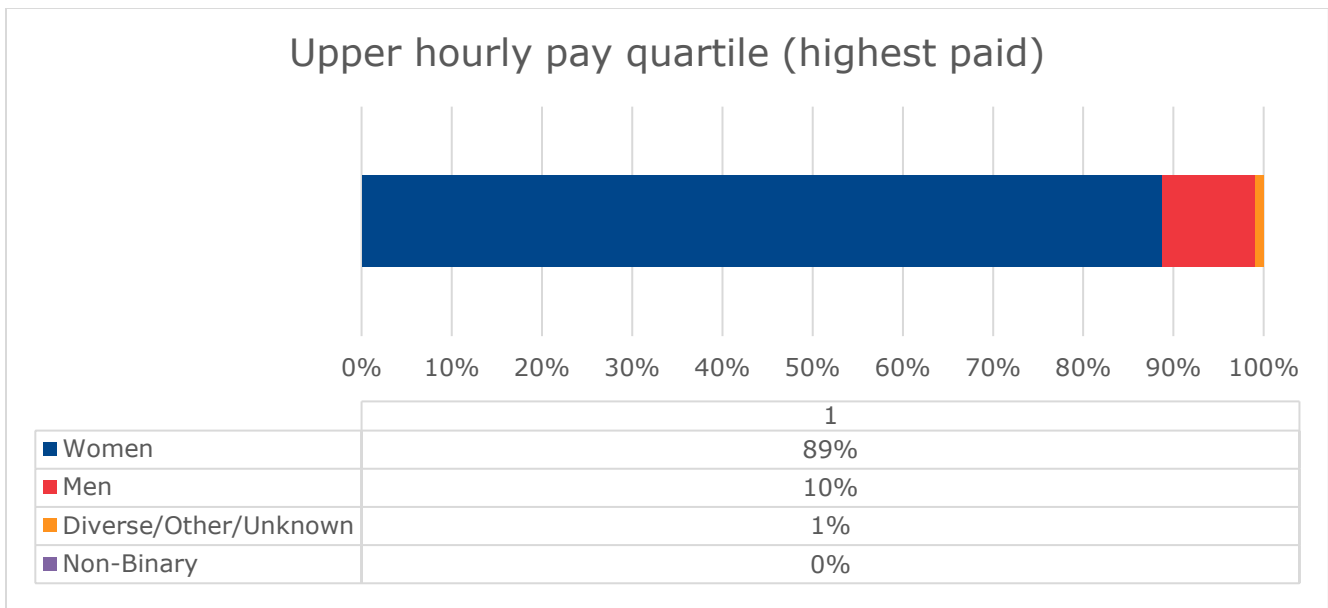
In British Columbia for VCA Canada, women’s average bonus pay is 2 per cent less than men’s. For every dollar men earn in average bonus, women earn \$0.98 in average bonus pay.

In British Columbia for VCA Canada, women’s median bonus pay is 207 per cent higher than men’s. For every dollar men earn in median bonus pay, women earn \$3.07 in median bonus pay.

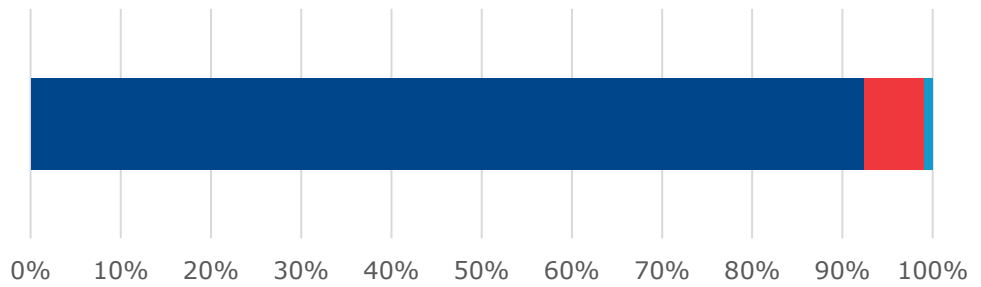


## Percentage of Each Gender in Each Pay Quartile

“Pay Quartile” refers to the percentage of each gender within four equal sized groups based on their hourly pay.

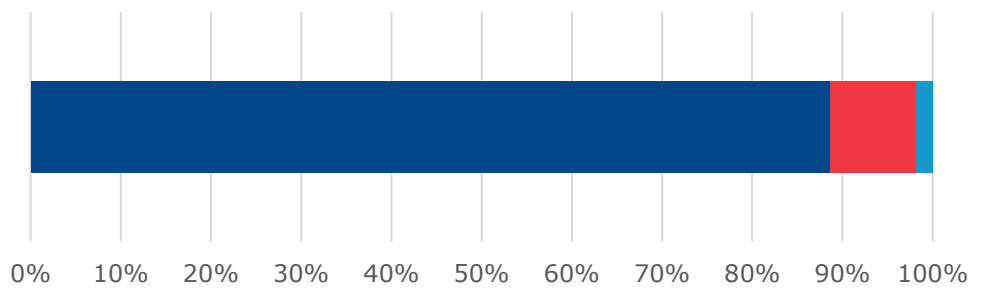


### Upper middle hourly pay quartile



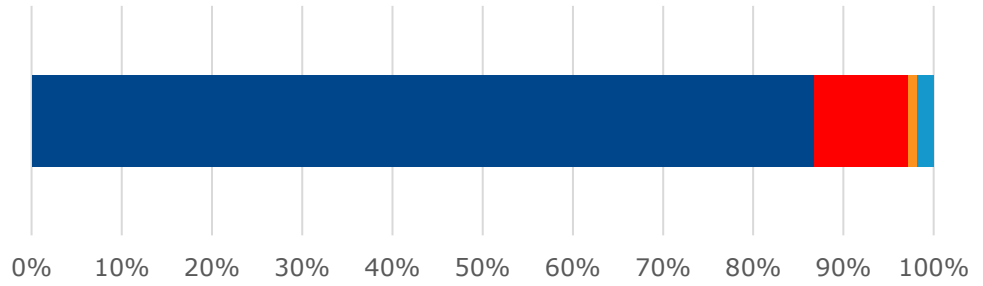
	1
■ Women	92%
■ Men	7%
■ Diverse/Other/Unknown	0%
■ Non-Binary	1%

### Lower middle hourly pay quartile



	1
■ Women	89%
■ Men	9%
■ Diverse/Other/Unknown	0%
■ Non-Binary	2%

### Lowest hourly pay quartile (lowest paid)



	1
■ Women	87%
■ Men	10%
■ Diverse/Other/Unknown	1%
■ Non-Binary	2%