

HOULE ELECTRIC LIMITED

Pay transparency report

Houle continually strives to ensure that all employees are paid equitably based on their skills, experience and performance without consideration of gender. We actively participate in programs that encourage the participation of women in the trades and in leadership.

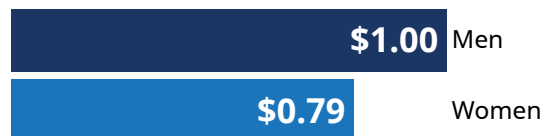
Employer details

Employer:	HOULE ELECTRIC LIMITED
Address:	5050 NORTH FRASER WAY, BURNABY, BC
Reporting Year:	2025
Time Period:	April 1, 2024 - March 31, 2025
NAICS Code:	23 - Construction
Number of Employees:	1000 or more



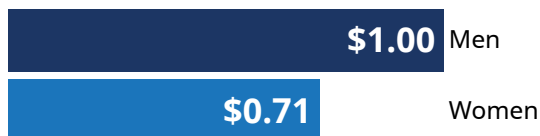
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 21% less than men's. For every dollar men earn in average hourly wages, women earn 79 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 29% less than men's. For every dollar men earn in median hourly wages, women earn 71 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.



Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 54% less than men's. For every dollar men earn in average overtime pay, women earn 46 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 63% less than men's. For every dollar men earn in median overtime pay, women earn 37 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-39
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In this organization the average number of overtime hours worked by women was 39 less than by men. *

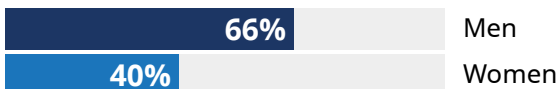
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-28
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In this organization the median number of overtime hours worked by women was 28 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



Bonus pay

Mean bonus pay ⁷



In this organization women's average bonus pay is 42% less than men's. For every dollar men earn in average bonus pay, women earn 58 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 69% less than men's. For every dollar men earn in median bonus pay, women earn 31 cents 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

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women

In this organization, women occupy 6% of the highest paid jobs and 29% of the lowest paid jobs.

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

Data constraints

As a unionized electrical construction contractor, the collective agreement sets out the wage rates for approx. 80% of our workforce. Women currently make up approx. 4% of the electrical trade.

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.