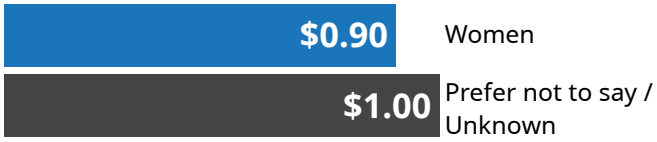
OKANAGAN BOYS & GIRLS CLUB
Pay transparency report

Employer details

Employer:	OKANAGAN BOYS & GIRLS CLUB
Address:	1434 GRAHAM STREET, KELOWNA, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	81 - Other services (except public administration)
Number of Employees:	300-999

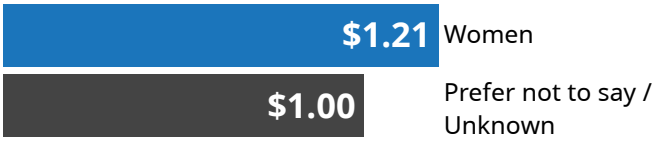
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 10% less than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in average hourly wages, women earn 90 cents in average hourly wages. *

Median hourly pay gap[2]



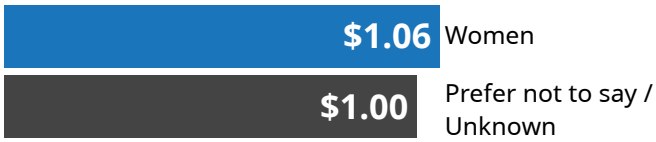
In this organization women's median hourly wages are 21% more than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in median hourly wages, women earn $1.21 in median hourly wages. *

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.

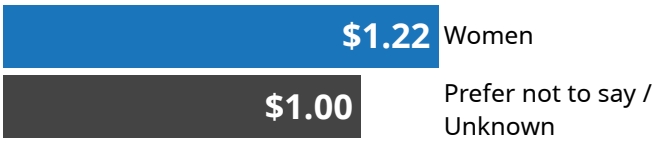
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 6% more than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in average overtime pay, women earn $1.06 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 22% more than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in median overtime pay, women earn $1.22 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Prefer not to say / Unknown)

Women	4

In this organization the average number of overtime hours worked by women was 4 more than by prefer not to say / unknown. *

Median overtime paid hours [6]

Difference as compared to reference group (Prefer not to say / Unknown)

Women	1

In this organization the median number of overtime hours worked by women was 1 more than by prefer not to say / unknown. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

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

Mean bonus pay [7]

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

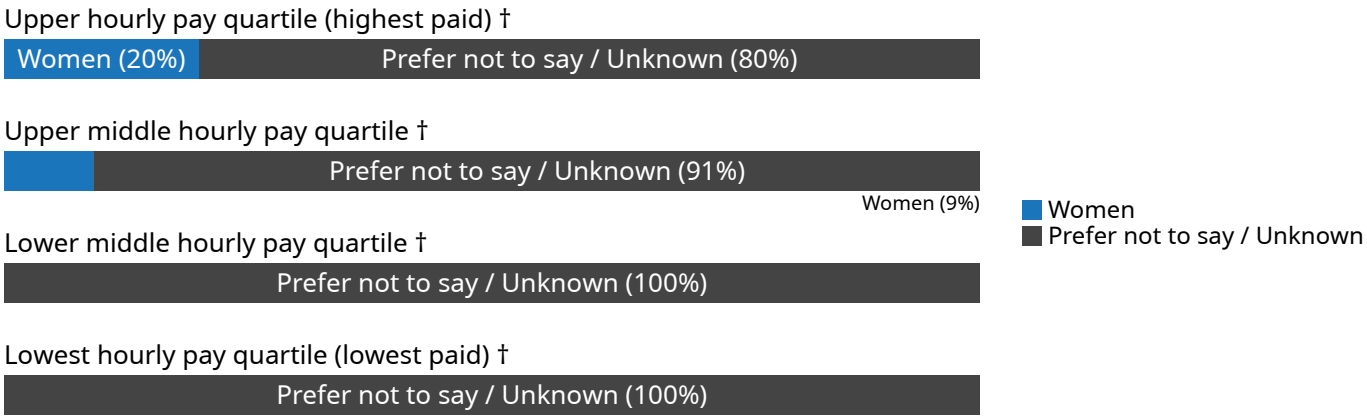
Median bonus pay [8]

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

Percentage of employees in each gender category receiving bonus pay

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

Percentage of each gender in each pay quartile [9]



In this organization, Women occupy 20% of the highest paid jobs.

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

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.
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.