People Corporation
Pay Transparency Report

Employer Details:

Employer:	People Corporation
Address:	1403 Kenaston Blvd, Winnipeg, MB
Reporting Year:	2026
Time Period:	January 1, 2025 – December 31, 2025
NAICS Code:	52-Finance and Insurance
Number of Employees	50-299

Introduction and purpose for report

British Columbia's Pay Transparency Act and its accompanying Pay Transparency Regulation require provincially regulated employers to share compensation details and publish annual gender pay gap reports. This is the first year our organization has met the employee threshold requiring participation in reporting.

Impacts on our reporting

This report looks at compensation across our workforce in British Columbia, which includes employees in many different types of roles and at different levels ranging from entry level to senior leadership.

A significant part of our organization's growth has come through acquisitions. While this has strengthened our expertise and expanded our capabilities, it also requires us to review and align total compensation practices. Reviewing and consolidating compensation programs from more than 90 acquired businesses into a single, consistent framework is a significant undertaking that we are working towards. As part of this we continue to work towards aligning all elements of total compensation, including salary structures and incentive programs, to support a fair, competitive, and consistent employee experience across the organization.

Analysis

This report has been prepared using the guidelines and definitions provided from the BC Pay Transparency Act and Regulation, and reports on hourly pay gap, bonus pay gap, and pay quartiles from our workforce across all client segments in British Columbia. For 2025, we do not have any special salary, or overtime data to report.

The report covers 126 employees, 33% of whom selected a gender other than male or female or did not complete this information. This limits our ability to interpret compensation differences by gender across the full reporting population.

The reported mean and median pay gaps reflect compensation across a range of roles, business segments and compensation structures; they do not, on their own, establish whether employees receive equal pay for comparable work.

Definitions:

BC Pay Transparency gender categories: Male, Female, Non-Binary (includes Two-Spirit), Prefer not to answer/Unknown

Mean: The mean is calculated by adding all values together and dividing by the total number of values

Median: The median is the middle value when all values are arranged by highest to lowest.

Pay quartile: Refers to the percentage of each gender within four equal sized groups based on hourly pay

Ordinary pay: Ordinary pay, or salary is money paid for hours worked before deductions

Bonus pay: Bonus pay is any additional remuneration paid to an employee

Threshold: Gender-based pay data and specific statistics are automatically suppressed if there are fewer than 10 individuals in a given gender category

Hourly Pay

Mean (average) hourly pay gap — ordinary pay

For every $1.00 earned by men in mean hourly ordinary pay, women earned $0.89 (11% less), and employees in the “Unknown or prefer not to answer” category earned $0.97 (3% less).

Median hourly pay gap — ordinary pay

For every $1.00 earned by men in median hourly ordinary pay, women earned $0.83 (17% less), and employees in the “Unknown or prefer not to answer” category earned $0.83 (17% less).

Bonus Pay

Percentage of employees who received bonus pay
During the reporting period, 64% of men, 58% of women, and 59% of employees in the “Unknown or prefer not to answer” category received bonus pay.

Mean (average) bonus pay
For every $1.00 earned by men in average bonus pay, women earn $0.73 cents (27% less) and employees in the “unknown or prefer not to answer category earned $3.91 cents (291% more) in average bonus pay.

Median bonus pay
For every $1.00 earned by men in median bonus pay, women earn $1.29 (29% more) and employees in the “unknown or prefer not to answer category earned $3.44 (244% more) in median bonus pay.

Percentage of each gender in each pay quartile

The pay quartiles were reduced to suppress gender categories consisting of less than ten (10) employees.

Upper hourly pay quartile (highest paid)
Men: 48%, **Prefer not to answer/Unknown:** 52%

Upper middle hourly pay quartile
Men: 42%, **Women:** 58%

Lower middle hourly pay quartile
Women: 100%

Lowest hourly pay quartile (lowest paid)
Women: 48%, **Prefer not to answer/Unknown:** 52%

This report is a starting point. Given the small sample size coupled with the high percentage of employees included in this report who either chose not to disclose their gender or have not provided this information, further review and analysis is required to understand the potential gaps. Our goal is to examine and understand the factors contributing the gaps identified.