

TEKsystems Canada Corp Pay Transparency Report

TEKsystems Canada Corp is committed to pay transparency and helping close the gender gap.

Employer Details

Employer:	TEKsystems Canada Corp.
Address:	1290 Central Parkway, Suite 600, Mississauga, Ontario L5C 4R3
Reporting Year:	2025
Time Period:	January 1, 2024 – December 31, 2024
NAICS Code:	561320 – Temporary Help Services
Number of Employees	300-999

This report is prepared by TEKsystems Canada Corp in accordance with the provisions of B.C.'s Pay Transparency Act.

As part of the province's efforts towards closing the pay gap, starting in 2025, TEKsystems Canada Corp must annually report on differences between hourly wages, overtime, and bonus payments between men, women, and non-binary people.

Data Used in This Report

TEKsystems Canada Corp used existing employee data for the purposes of this report, which covers the period from January 1, 2024 to December 31, 2024. Based on this data, TEKsystems Canada Corp employee population consists of 48% men and 43% women.

Because gender identity information is collected on a voluntary basis, there is a portion of employees (9%) whose gender could not be determined. These employees who declined to provide gender information are represented in this report under "Unknown."

Additionally, information related to a gender category in which there are fewer than 10 employees will not be included in this pay transparency report.

Note on Workforce Composition and Pay Variability

This report includes data for both internal employees and contractors. As a staffing organization, TEKsystems Canada Corp's reported pay data reflects a diverse contractor workforce placed in a variety of roles working across hundreds of client organizations. Pay rates, overtime, and bonus eligibility are often determined by unique skillsets, client policies and assignment specifics, which can result in significant variability in reported compensation figures. These factors may influence any observed pay gaps and should be considered when interpreting the data.

Hourly Pay

Mean Hourly Pay Gap¹

Men	\$1.00
Women	\$0.89
Unknown	\$0.92

Women's average wages are 11% lower than men's. For every dollar a man earns on average (mean), women earn 89 cents in average hourly wages.

Median Hourly Pay Gap²

Men	\$1.00
Women	\$1.00
Unknown	\$1.00

Women's median hourly wages are the same as men's. For every dollar a man earns in median hourly wages, women earn \$1.00 in median hourly wages.

Overtime Pay

Mean Overtime Pay³

Men	\$1.00
Women	\$0.66
Unknown	\$1.14

Women's average overtime pay is 34% less than men's. For every dollar men earn in average overtime pay, women earn 66 cents in average overtime pay.

Median Overtime Pay⁴

Men	\$1.00
Women	\$2.34
\$0.61	Unknown

Women's median overtime pay is 134% more than men's. For every dollar men earn in median overtime pay, women earn \$2.34 in median overtime pay.

Mean Overtime Paid Hours⁵

Women	-1
Unknown	-7

The average number of overtime hours worked by women was 1 less than men.

Median Overtime Paid Hours⁶

Women	0
Unknown	0

The median number of overtime hours worked by women was the same as by men.

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.

Percentage of employees in each gender category receiving overtime pay

43%	Men
57%	Women
51%	Unknown

Bonus Pay

Mean Bonus Pay

Men	\$1.00
Women	\$0.47

Women's average bonus pay is 53% lower than Men's. For every dollar men earn in average bonus pay, women earn 47 cents in average bonus pay.

Median Bonus Pay

Men	\$1.00
Women	\$0.12

Women's median bonus pay is 88% lower than men's. For every dollar men earn in median pay, women earn 12 cents in median bonus pay.

Percentage of employees in each gender category receiving bonus pay

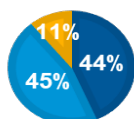
11%	Men
10%	Women

Percentage of each gender in each pay quartile

Men occupy 59% of the highest paid jobs and 44% of the lowest paid jobs. Women occupy 34% of the highest paid jobs and 45% of the lowest paid jobs.

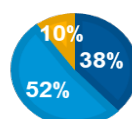
LOWEST PAY QUARTILE

■ Men ■ Women ■ Unknown



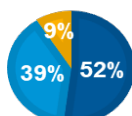
LOWER MIDDLE PAY QUARTILE

■ Men ■ Women ■ Unknown



UPPER MIDDLE PAY QUARTILE

■ Men ■ Women ■ Unknown



HIGHEST PAY QUARTILE

■ Men ■ Women ■ Unknown

