

SUN PEAKS GRAND LLP

PAY TRANSPARENCY REPORT

Sun Peaks Grand LLP is committed to fair and equitable compensation for all employees, reflecting our shared value of *Here Together*. Each year, we conduct a comprehensive benchmarking review that assesses external market rates and ensures strong internal equity, including gender pay equity, across comparable roles.



TIME PERIOD

JAN 1, 2024 - Dec 31, 2024



SUN PEAKS GRAND
HOTEL & CONFERENCE CENTRE

Sun Peaks Grand LLP Overview

Sun Peaks Grand LLP (SPGLLP) is a full-service hotel with 221 guest rooms, and an additional 41 condo units, located in the heart of the village in Sun Peaks Resort in the BC Interior. As a hotel set within a seasonal destination, our employee headcount fluctuates significantly throughout the year, comprising up to 175 staff, the majority of whom are seasonal in the winter when the resort is at its busiest, and a permanent year-round headcount of 80.

SPGLLP is committed to fair compensation for all, aligned with our inclusive value of *Here Together*. Internal equity across comparable roles including gender pay equity is an integral part of that. Accordingly, every year we conduct a thorough benchmarking exercise that considers external market rates for comparable roles as well as a fulsome internal evaluation.



Employer details

Employer:	SUN PEAKS GRAND LLP
Address:	3240 Village Way, Sun Peaks, BC
Reporting Year:	2024
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	72 - Accommodation and food services
Number of Employees:	51 - 299

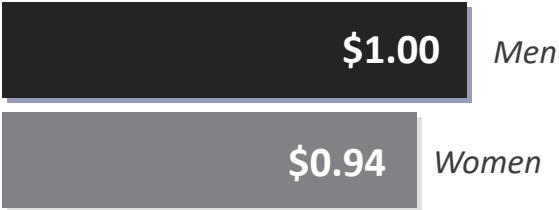
Hourly Pay

In 2024, women across British Columbia earned 85 cents for every dollar earned by men, highlighting a slight narrowing of the gender pay gap compared to the previous year and indicating incremental progress towards pay equity (Government of British Columbia, 2025).

At Sun Peaks Grand LLP, the gender pay gap is smaller than the provincial average. Specifically, women earned on average 94 cents for every dollar earned by men. However, aligned with our value of **Being Better**, we will continue to drive efforts to understand the underlying causes and considerations, and promote equitable pay where we still have gaps to close.

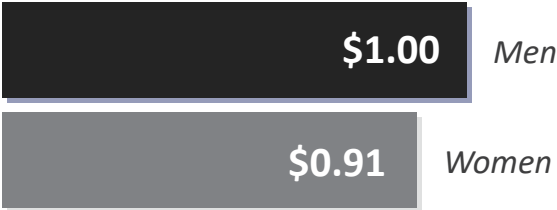
Of note in 2024, 54% of hotel positions were occupied by women and 46% by men. Looking more deeply at gender representation within the hourly pay quartiles, it is encouraging to see equal gender representation in the upper hourly pay quartile (50%/50% male to female), while 60% of women occupy positions in the lowest hourly pay quartile. Many of our higher-paying administrative/desk-based roles are occupied by women - notably 85% of finance and accounting, sales and reservations positions. Hotel Front Office and Food and Beverage front of house positions fall into the lowest pay quartile (93% of roles) and are where we see a higher representation of women in our applicant pools as well as our workforce – constituting 60% of these positions in 2024. It should be noted that the majority of these roles are seasonal.

Mean hourly pay gap¹



*In this organization women’s average hourly wages are 6% less than men’s. For every dollar men earn in average hourly wages, women earn 94 cents in average hourly wages. **

Median hourly pay gap²



*In this organization women’s median hourly wages are 9% less than men’s. For every dollar men earn in median hourly wages, women earn 91 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.
3. * 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.

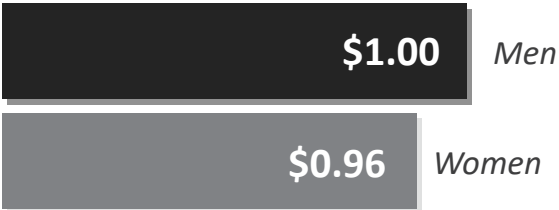
Overtime Pay

At Sun Peaks Grand LLP, paid overtime is not available to all employees, and is very focused within critical operational departments to ensure an elevated guest experience.

Within our organization, men are slightly more represented than women in eligible positions (3% higher). As a result, a higher percentage of men received overtime pay in 2024, and for every dollar men earned in average overtime pay, women earned 96 cents. Note that this reflects the total amount of overtime paid to an employee, not the hourly pay for each hour of overtime.

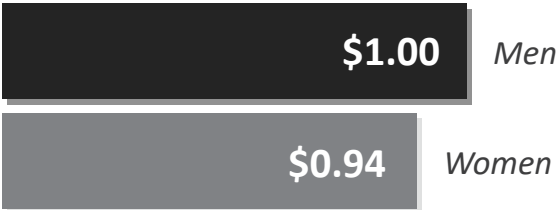
In 2024, there was no one specific department driving this slight gap in mean overtime pay. For example, 9% of total overtime pay was accounted for within our maintenance department, where we have an under-representation of women, with men comprising 94% of the team. Other key departments with overtime hours in 2024 included Culinary (27% of total overtime hours) and Food & Beverage (F&B) front of house including banquets (32% of overtime hours). In Culinary, 61% of team members are male, while in F&B front of house, 61% are female.

Mean overtime pay ³



*In this organization women’s average overtime pay is 4% less than men’s. For every dollar men earn in average overtime pay, women earn 96 cents in average overtime pay. **

Median overtime pay ⁴



*In this organization women’s median overtime pay is 6% less than men’s. For every dollar men earn in median overtime pay, women earn 94 cents in median overtime pay. **

Mean overtime paid hours ⁵

Difference as compared to reference group (Men)



Median overtime paid hours ⁶

Difference as compared to reference group (Men)



Overtime Pay

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.

* 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.



Percentage of each gender in each pay quartile ⁷

Upper hourly rate quartile (highest paid) †	Men, 50%	Women, 50%
Upper middle hourly quartile †	Men, 58%	Women, 42%
Lower middle hourly pay quartile †	Men, 44%	Women, 56%
Lowest hourly pay quartile (lowest paid) †	Men, 40%	Women, 60%

In this organization, women occupy 50% of the highest paid jobs and 60% of the lowest paid jobs.
† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

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

Bonus Pay

At SPGLLP, our fiscal year runs from May 01 to April 30, and any approved performance related bonuses are typically paid out in Q3 of the calendar year, after our financial year closes. Our pay for performance philosophy includes a leadership team bonus and a bonus that all other levels of permanent employee are eligible to be nominated for each year, both of which are tied to performance – including individual and organizational (organizational includes the collective results of Sun Peaks Grand Hotel (SPGLLP) and Sun Peaks Resort LLP (SPRLLP) which are under common ownership). In 2024, no performance-related bonus payouts were awarded to leadership or any other employee as our collective financial results for 2023-2024 did not meet our targets.

Conclusion

The 2024 gender pay transparency analysis shows some gender-based pay gaps across Sun Peaks Grand LLP. Women's mean hourly wages were 6% less than men's, while their median hourly wages were 9% less. From an overtime perspective, while men may be more represented in some departments and roles eligible for overtime pay, in 2024, women's average overtime pay was 4% less than men's, while their median overtime pay was 6% less.

As previously noted, while women are equally represented versus men in the upper hourly pay quartile, we still see a higher representation of women occupying roles in the lowest hourly pay quartile – roles including Food and Beverage front of house and hotel Front Office – and this is impacting to some extent the SPGLLP gender pay gap.

Sun Peaks Grand LLP will continue to conduct annual analyses of rates of pay as well as approaches to better understand underlying factors and systemic challenges that may also be impacting gender pay disparities within the organization. By furthering this understanding, we will be better placed to identify where we have an opportunity to reduce gender-based pay gaps, as well as advance equity across the workforce overall as it relates to pay as well as opportunity.

