SURERUS CONSTRUCTION & DEVELOPMENT LTD. Pay transparency report

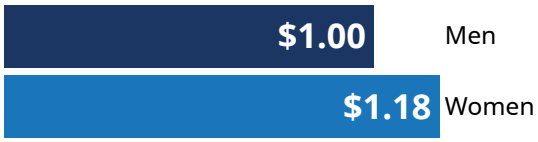
Surerus Construction & Development Ltd. is a pipeline and construction contractor based in Fort St. John, BC. Like much of the construction industry, our workforce is predominantly male, especially in field, shop and trade roles, which typically carry higher hourly rates and more overtime. Our pay rates are set by role, not by gender. The gaps in this report mainly reflect differences in the roles women and men hold and the overtime those roles require.

Employer details

Employer:	SURERUS CONSTRUCTION & DEVELOPMENT LTD.
Address:	10107 - 101 AVENUE, FORT ST. JOHN, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	23 - Construction
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 18% more than men's. For every dollar men earn in average hourly wages, women earn $1.18 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 7% less than men's. For every dollar men earn in median hourly wages, women earn 93 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 pay [3]



In this organization women's average overtime pay is 72% less than men's. For every dollar men earn in average overtime pay, women earn 28 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 90% less than men's. For every dollar men earn in median overtime pay, women earn 10 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-205

In this organization the average number of overtime hours worked by women was 205 less than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-238

In this organization the median number of overtime hours worked by women was 238 less than by men. *

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]



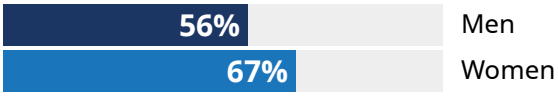
In this organization women's average bonus pay is 144% more than men's. For every dollar men earn in average bonus pay, women earn $2.44 in average bonus pay. *

Median bonus pay [8]

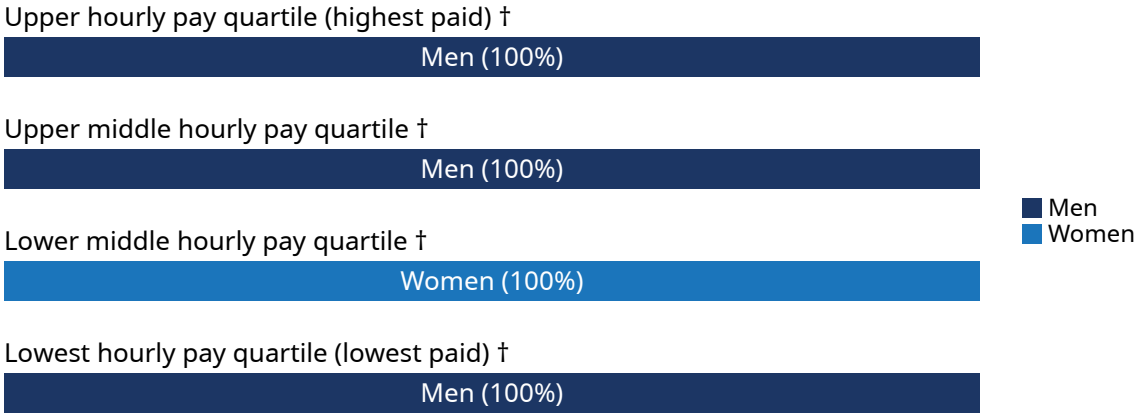


In this organization women's median bonus pay is 2% less than men's. For every dollar men earn in median bonus pay, women earn 98 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Percentage of each gender in each pay quartile [9]



† 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.

Data constraints

Results cover January 1 to December 31, 2025. Because our total headcount is less than 100, a few individuals can significantly affect the mean results; for example, mean hourly pay favours women while median hourly pay favours men. Pay quartile results are affected by suppression of groups under 10 employees and do not reflect the actual gender mix in each quartile. The overtime gap reflects how work is scheduled: overtime is built into the daily schedule for shop employees, while office employees work overtime only when business needs require it.

* 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.