SURERUS PIPELINE INC.
Pay transparency report

Surerus Pipeline Inc. 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 PIPELINE INC.
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 12% less than men's. For every dollar men earn in average hourly wages, women earn 88 cents in average hourly wages. *

Median hourly pay gap[2]



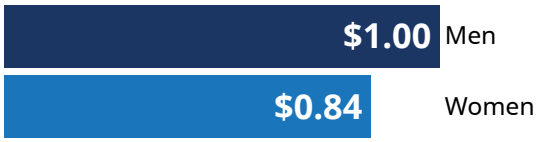
In this organization women's median hourly wages are 10% less than men's. For every dollar men earn in median hourly wages, women earn 90 cents in median hourly wages. *

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.

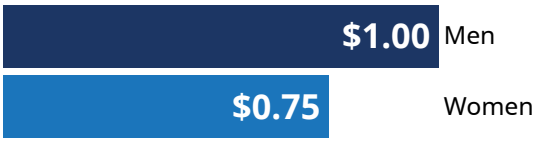
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 16% less than men's. For every dollar men earn in average overtime pay, women earn 84 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 25% less than men's. For every dollar men earn in median overtime pay, women earn 75 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-74

In this organization the average number of overtime hours worked by women was 74 less than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-69

In this organization the median number of overtime hours worked by women was 69 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]

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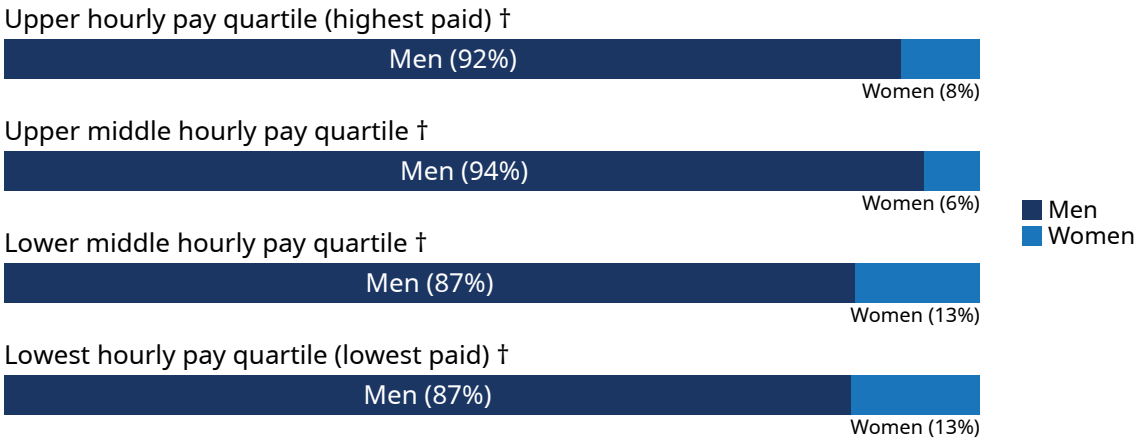
Median bonus pay [8]

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 8% of the highest paid jobs and 13% of the lowest paid jobs.

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

Data constraints

Results cover January 1 to December 31, 2025. Bonus pay and some gender categories are not shown because groups of fewer than 10 employees are suppressed under the reporting rules. The overtime gap reflects that, while most employees receive some overtime, roles held mainly by men require more overtime hours.

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.