

Employer details

Employer:	Aviso Wealth Inc.
Address:	700 – 1111 West Georgia Street, Vancouver, BC V6E 4T6
Reporting Year:	2025
Reporting Period:	January 1, 2024 – December 31, 2024
NAICS Code:	52 – Finance and Insurance
Number of Employees:	300 - 999

About this report

This report provides a comparison of pay between women and men working at Aviso in British Columbia for the 2024 calendar year. It includes all BC employees paid through Aviso payroll across all compensation types, including salary, bonus, discretionary compensation plans, and commission-based compensation.

Aviso is committed to fair and equitable pay. Our compensation programs are designed to ensure employees performing work of similar value are paid fairly and consistently. The pay gaps shown in this report are driven mainly by the distribution of roles across the organization: men are more represented in higher-paying leadership roles, while women are more represented in professional and support roles that typically have lower pay. This imbalance contributes to gaps in mean and median hourly pay and bonus pay. These structural differences, rather than unequal pay for similar work, are the main contributors to the observed gaps.

Aviso will implement targeted strategies to support the advancement of women into management and equivalent roles across the organization.

Hourly pay

Mean hourly pay gap¹



Women’s average hourly pay (all roles) is 11% less than men’s. For every dollar men earn, women earn 89 cents.

Median hourly pay gap²



Women’s median hourly pay (all roles) is 15% less than men’s. For every dollar men earn, women earn 85 cents.

Non-binary self-reported employees and employees where gender identity was not reported or is unknown make up fewer than 10 employees and are therefore not shown here.

Explanatory notes:

- Mean hourly pay gap:** Calculated by summing all the values in the set and then dividing by the total number of values in the set. Hourly pay does not include bonuses or overtime pay.
- Median hourly pay gap:** The middle value in a data set that has been arranged in order from smallest to largest. If there is an odd number of data points, the median is the single number in the middle. If there is an even number of data points, the median is the average of the two middle numbers.

Pay quartiles

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lower hourly pay quartile (lowest paid)



■ Men ■ Women

Women occupy 32% of the highest hourly pay quartile and 55% of the lowest hourly pay quartile.

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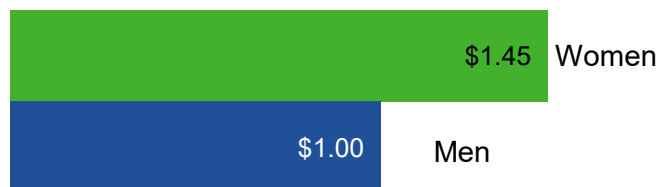
Overtime pay

Mean overtime pay gap³



Women’s average overtime pay (all roles) is 6% less than men’s. For every dollar men earn, women earn 94 cents.

Median overtime pay gap⁴



Women’s median overtime pay (all roles) is 45% more than men’s. For every dollar men earn, women earn \$1.45.

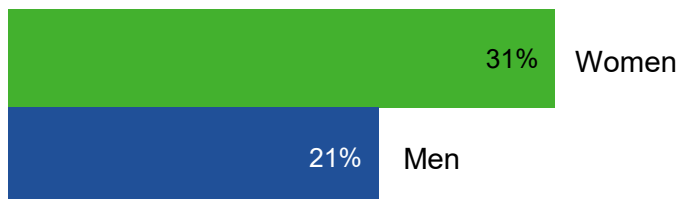
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	Mean overtime paid hours ⁵	Median overtime paid hours ⁶
Women	61	38
Men	64	28

Explanatory notes:

- Mean overtime pay gap:** Calculated by summing all the values in the set and then dividing by the total number of values in the set.
- Median overtime pay gap:** The middle value in a data set that has been arranged in order from smallest to largest. If there is an odd number of data points, the median is the single number in the middle. If there is an even number of data points, the median is the average of the two middle numbers.
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Percentage of each gender receiving overtime



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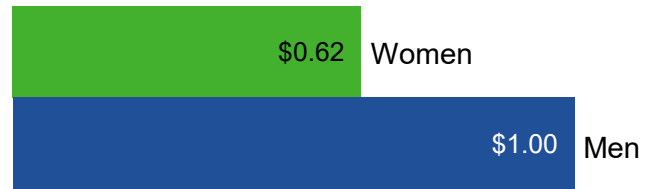
Bonus pay

Mean bonus pay gap⁷



Women’s average bonus pay (all roles) is 8% less than men’s. For every dollar men earn, women earn 92 cents.

Median bonus pay gap⁸



Women’s median bonus pay (all roles) is 38% less than men’s. For every dollar men earn, women earn 62 cents.

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Explanatory notes:

7. **Mean bonus pay gap:** Calculated by summing all the values in the set and then dividing by the total number of values in the set.
8. **Median bonus pay gap:** The middle value in a data set that has been arranged in order from smallest to largest. If there is an odd number of data points, the median is the single number in the middle. If there is an even number of data points, the median is the average of the two middle numbers.

Percentage of each gender receiving bonus pay



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