

Connective's Pay Transparency Report

ADDITIONAL CONTEXT & INFORMATION

November 1, 2025

As of 2025, Connective has been a part of British Columbia's Pay Transparency initiative. Connective is committed to pay transparency, and this report will assist in making the workplace at Connective more equitable.

This report covers the pay periods from January 1, 2024, to December 31, 2024, and includes all Connective employees within British Columbia who worked during this period. The data is extracted from the payroll system.

During the onboarding process, Connective gathers confidential information regarding gender identity. Based on the data from these onboarding forms, 37% of employees identified as men, 60% identified as women, and 3% identified as either Unknown/Prefer not to say, or one of the following additional options in the onboarding forms: Agender/No Gender, Gender Fluid, Genderqueer, Non-Binary, Trans, Transgender Man, Transgender Woman, Two-Spirit.

79% of Connective's BC-based jobs are unionized, and 21% are excluded (non-unionized) positions. Men and women receive equal pay for equal work, as established by the Collective Agreement, and job family guidelines and salary ranges for excluded staff.

At Connective, 'bonus pay' is related to our Employee Referral Program. All staff are eligible to receive an Employee Referral Bonus (with the exception of the People & Culture Team, and Senior Management). Referral bonuses are amounts paid to staff (between \$150 to \$750 per referral) based on the position that is hired. Once a referee is hired and begins work, the employee who referred them is paid 50% of the amount on the pay period after the first shift worked, and the remainder paid after 30 days of employment.

Overtime hours and pay is issued to staff based on seniority and on an equitable sharing basis. Staff have the right to refuse overtime. Connective recognizes that equity is not only about how overtime is assigned, but also about who feels able to access it. We are committed to reviewing practices to ensure overtime opportunities are visible, understandable, and accessible across staff levels, while respecting employees' right to refuse overtime.