

LEARNINGWISE EDUCATION INC.

Pay transparency report

University Canada West (UCW) is a dynamic Canadian institution offering applied undergraduate and graduate degrees in business and technology to both domestic and international students. Established in 2004, the University maintains close ties with the business community and prioritizes exceptional student services. As part of Global University Systems with campuses in downtown Vancouver, British Columbia, UCW hosts a diverse student body of over 14,000 from 110 countries, representing 58 nationalities. We promote educational accessibility and diversity, fostering a challenging learning environment that emphasizes practical knowledge application and competency development for global citizenship. We aim to provide quality, outcomes-oriented education to students worldwide while ensuring financial sustainability to support our mission and continually enhance program quality. By prioritizing academic excellence and service, UCW remains committed to its overarching goal of providing a transformative educational and employment experience. UCW's culture emphasizes contemporary Canadian values, accessibility, innovation, and support. Central to UCW's ethos are its core values of student-centeredness, diversity celebration, and a positive work environment that encourages professional growth and innovation. Our vibrant culture embodies a shared commitment to providing top-tier education to our students and remarkable work experience to our employees. We are dedicated to continually improve the employee experience by enriching benefits, processes and promoting well-being. This commitment helps us achieve collective growth and success while enabling employees to perform at their best. High performance at UCW means aligning individual goals with business goals and objectives while maintaining a well-functioning and motivated workforce.

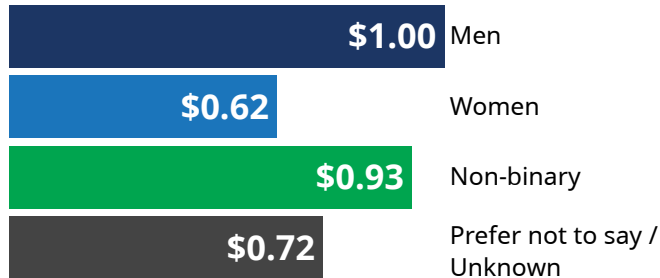
Employer details

| | |
|-----------------------------|--|
| Employer: | LEARNINGWISE EDUCATION INC. |
| Address: | 1212 - 1175 Douglas Street, Victoria, BC |
| Reporting Year: | 2024 |
| Time Period: | January 1, 2023 - December 31, 2023 |
| NAICS Code: | 61 - Educational services |
| Number of Employees: | 1000 or more |



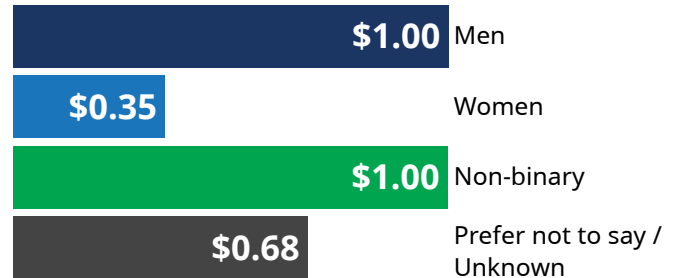
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 38% less than men's and non-binary people's average hourly wages are 7% less than men's. For every dollar men earn in average hourly wages, women earn 62 cents and non-binary people earn 93 cents in average hourly wages.

Median hourly pay gap²



In this organization women's median hourly wages are 65% less than men's and non-binary people's median hourly wages are 0% less than men's. For every dollar men earn in median hourly wages, women earn 35 cents and non-binary people earn \$1.00 in median hourly wages.

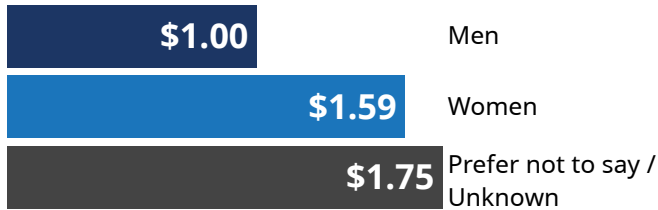
Explanatory notes

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.



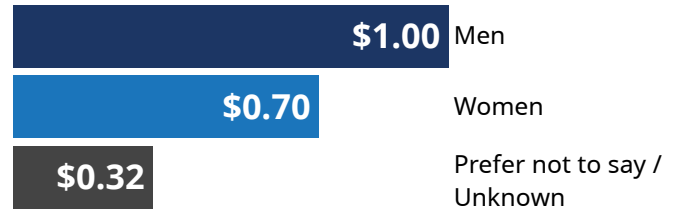
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 59% more than men's. For every dollar men earn in average overtime pay, women earn \$1.59 in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 30% less than men's. For every dollar men earn in median overtime pay, women earn 70 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

| | |
|-----------------------------|----|
| Women | 21 |
| Prefer not to say / Unknown | 19 |

In this organization the average number of overtime hours worked by women was 21 more than by men. *

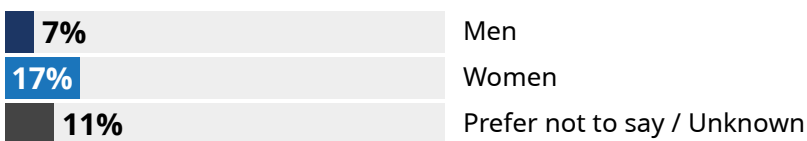
Median overtime paid hours⁶

Difference as compared to reference group (Men)

| | |
|-----------------------------|----|
| Women | 1 |
| Prefer not to say / Unknown | -6 |

In this organization the median number of overtime hours worked by women was 1 more than by men. *

Percentage of employees in each gender category receiving overtime pay



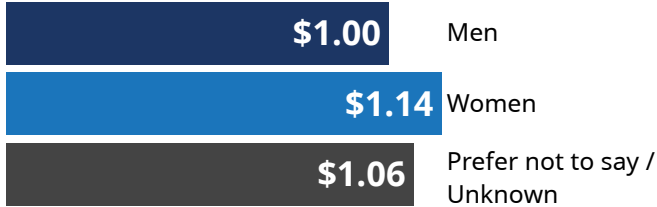
Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



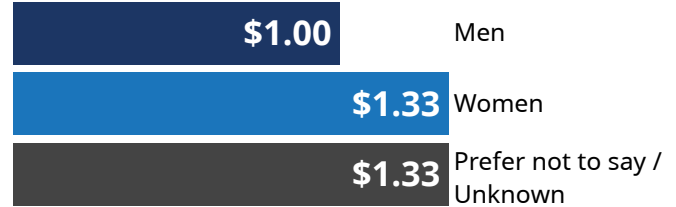
Bonus pay

Mean bonus pay⁷



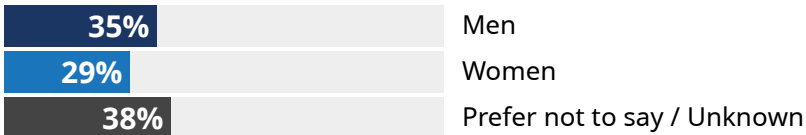
In this organization women's average bonus pay is 14% more than men's. For every dollar men earn in average bonus pay, women earn \$1.14 in average bonus pay. *

Median bonus pay⁸



In this organization women's median bonus pay is 33% more than men's. For every dollar men earn in median bonus pay, women earn \$1.33 in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



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.



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



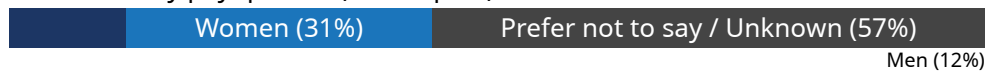
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 20% of the highest paid jobs and 31% of the lowest paid jobs.

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

Data constraints

An internal Gender Code survey was designed which resulted in 50% responses. These responses were used to complete the 'Gender Code' data in the report. As the reporting data includes terminated employees in the 2023 reporting year, we were unable to retrieve Gender Code data from our internal survey for terminated employees. Sessional Instructor hours are calculated as follows: 6 hours per week per course 2 week per pay period = 12 hours per pay period (6x2) 6 pay periods per term (2x3 (2 pay periods each month for 3 months) = 12x6 = 72 hours in total per term Each term is 3 months in duration

Explanatory notes

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.