2026 British Columbia Pay Transparency Report

Brock Solutions Inc.

Brock's 2025 aggregate results show a negligible difference in hourly pay between men and women. Women's mean and median hourly pay were approximately 2% lower than men's, while women's mean and median bonus pay were higher than men's. Overall, the results show no meaningful aggregate difference in hourly pay, virtually identical bonus participation, and bonus-pay results that favour women.

These are aggregate figures for Brock's British Columbia workforce. They compare women and men as groups, without accounting for differences in role, seniority, experience, or other factors that may affect pay.

Employer information

Employer	Brock Solutions Inc.	**Reporting period**	January 1 to December 31, 2025
Mailing address	6001 Grant McConachie Way, Richmond, BC V7B 1K3	**NAICS sector**	54 – Professional, scientific and technical services
Employees in B.C.	50 to 299	**Reference category**	Man

Key results

Measure	Result for women compared with men
Mean hourly pay	2% lower
Median hourly pay	2% lower
Overtime pay and overtime hours (mean and median)	Not applicable – no employees received overtime pay
Received overtime pay	Women 0%; Men 0%
Mean bonus pay	2% higher
Median bonus pay	39% higher (among employees who received bonus pay)
Received bonus pay	Women 85.7%; Men 84.1%

Pay quartiles

Employees are ranked by hourly pay and divided into four equal groups. Each figure shows a gender category's share of that group.

Quartile	Men	Women	Non-binary	Unknown
Upper (highest paid)	100%	Not reported	Not reported	Not reported
Upper middle	100%	Not reported	Not reported	Not reported
Lower middle	100%	Not reported	Not reported	Not reported
Lowest (lowest paid)	100%	Not reported	Not reported	Not reported

In each quartile, the Women, Non-binary, and Unknown categories each had fewer than 10 employees. The Pay Transparency Regulation requires their percentages to be omitted. The 100% figure for men is based on the remaining employees and does not mean that any quartile contained only men.

Notes

The Pay Transparency Regulation requires information to be omitted for any gender category with fewer than 10 employees. Hourly pay is ordinary pay and excludes overtime and bonus pay. Bonus results compare only employees who received bonus pay. Mean is the average; median is the middle value.