

SUMMIT RESORT MPM INC.

Pay transparency report

Clique Hotels & Resorts is an equal opportunity employer. We believe in hiring a diverse workforce and sustaining an inclusive, people-first culture. We are committed to non-discrimination on any protected basis, such as disability and veteran status, or any other basis covered under applicable law. We hire colleagues who are dedicated hospitality professionals eager to learn and have fun while doing it. If you are passionate about what you do each day you will enjoy coming to work, and this is what we look for in our colleagues.

Employer details

Employer:	SUMMIT RESORT MPM INC.
Address:	4899 PAINTED CLIFF ROAD, WHISTLER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	72 - Accommodation and food services
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 44% less than men's. For every dollar men earn in average hourly wages, women earn 56 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 0% less than men's. For every dollar men earn in median hourly wages, women earn \$1.00 in median hourly wages. *

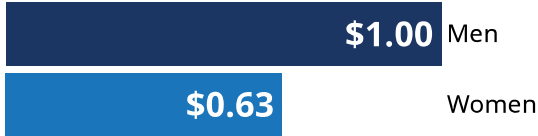
Explanatory notes

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 37% less than men's. For every dollar men earn in average overtime pay, women earn 63 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 73% less than men's. For every dollar men earn in median overtime pay, women earn 27 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-10
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In this organization the average number of overtime hours worked by women was 10 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-15
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In this organization the median number of overtime hours worked by women was 15 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

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

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

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women

In this organization, women occupy 48% of the highest paid jobs and 54% of the lowest paid jobs.

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

Data constraints

Pay increases are based on the results of a performance review, or in one department a collective agreement. There were no bonuses during this period.

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.