

CASINO NANAIMO LIMITED PARTNERSHIP

Pay transparency report

Established in 1986, Casino Nanaimo is a premier entertainment destination located in downtown Nanaimo, British Columbia. It features over 400 slot machines, live table games, and a variety of dining options at The Well Public House. Our team of ~100 knowledgeable staff members offer a welcoming atmosphere while ensuring an exceptional gaming experience. Guests can enjoy a range of promotions, events, and themed parties, making it a great spot for both gaming and dining.

Employer details

Employer:	CASINO NANAIMO LIMITED PARTNERSHIP
Address:	Suite 2400 - 745 Thurlow Street, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	71 - Arts, entertainment and recreation
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.76	Prefer not to say / Unknown

In this organization prefer not to say / unknown's average hourly wages are 24% less than men's. For every dollar men earn in average hourly wages, prefer not to say / unknown earn 76 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$0.78	Prefer not to say / Unknown

In this organization prefer not to say / unknown's median hourly wages are 22% less than men's. For every dollar men earn in median hourly wages, prefer not to say / unknown earn 78 cents 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

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

Median overtime pay⁴

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

Mean overtime paid hours⁵

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

Median overtime paid hours⁶

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

Percentage of employees in each gender category receiving overtime pay

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

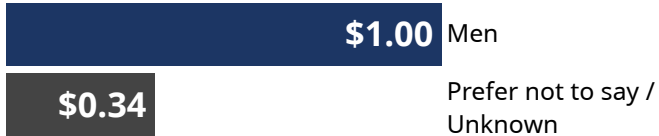
Explanatory notes

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.



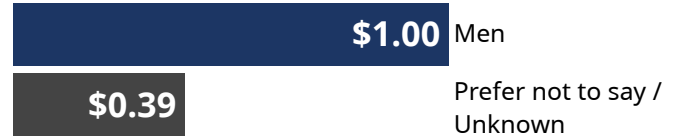
Bonus pay

Mean bonus pay ⁷



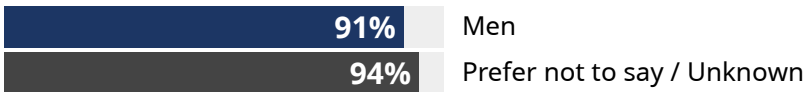
In this organization prefer not to say / unknown's average bonus pay is 66% less than men's. For every dollar men earn in average bonus pay, prefer not to say / unknown earn 34 cents in average bonus pay. *

Median bonus pay ⁸



In this organization prefer not to say / unknown's median bonus pay is 61% less than men's. For every dollar men earn in median bonus pay, prefer not to say / unknown earn 39 cents 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) †

Prefer not to say / Unknown (100%)

Upper middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lower middle hourly pay quartile †

Prefer not to say / Unknown (100%)

■ Prefer not to say / Unknown

Lowest hourly pay quartile (lowest paid) †

Prefer not to say / Unknown (100%)

In this organization, Prefer not to say / Unknown occupy 100% of the highest paid jobs and 100% of the lowest paid jobs.

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

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.