

AGECARE MANAGEMENT LTD.

Pay transparency report

WHO WE ARE:

Founded in 1998, AgeCare is dedicated to providing care and housing options that celebrate and support aging with dignity, independence and community interaction. We offer high-quality, resident-centred care, programs, amenities and services through long-term care, retirement living, supportive living, memory care, mental health, hospice and adult day programs. In everything we do, we strive to honour our residents as individuals and uphold our mission to provide them with an excellent quality of life.

OUR COMMUNITIES:

AgeCare operates over 50 continuing care communities across BC, Alberta and Ontario. Each of our communities features a warm and welcoming atmosphere, professional and specialized care, friendly and qualified staff, and first-class dining experiences. Our goal is always to create a safe and supportive environment where our residents can truly feel at home.

Employer details

Employer:	AGECARE MANAGEMENT LTD.
Address:	1500, 850 - 2nd Street SW, Calgary, AB
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	62 - Health care and social assistance
Number of Employees:	1000 or more



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$1.01	Women
\$0.99	Prefer not to say / Unknown

In this organization women's average hourly wages are 1% more than men's. For every dollar men earn in average hourly wages, women earn \$1.01 in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$1.01	Women
\$0.99	Prefer not to say / Unknown

In this organization women's median hourly wages are 1% more than men's. For every dollar men earn in median hourly wages, women earn \$1.01 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 33% more than men's. For every dollar men earn in average overtime pay, women earn \$1.33 in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 45% more than men's. For every dollar men earn in median overtime pay, women earn \$1.45 in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	32
Prefer not to say / Unknown	-59

In this organization the average number of overtime hours worked by women was 32 more than by men. *

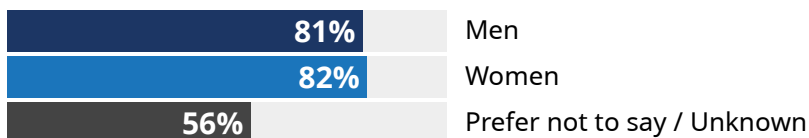
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	24
Prefer not to say / Unknown	-33

In this organization the median number of overtime hours worked by women was 24 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 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
■ Prefer not to say / Unknown

In this organization, women occupy 67% of the highest paid jobs and 65% of the lowest paid jobs.

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

Data constraints

Data compiled is subject to omissions and/or errors due to manual adjustments in attempting to align with reporting categories and requirements.

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.