2026 BC Pay Transparency Report

Multivista Franchise Systems (Canada) Inc.

Reporting period: January 1 – December 31, 2025

Executive summary

This report summarizes ordinary hourly pay, bonus pay, overtime pay and hours, participation, and hourly pay quartiles for 57 employee records in the 2025 reporting period. Men (39) are the reference gender under the BC Ministry methodology; women account for 18 records. Mean and median hourly pay gaps are 34% and 27% respectively. Mean and median bonus pay gaps among bonus recipients are 81% and 50% respectively. No overtime pay or overtime hours were recorded.

A positive gap means the comparison group receives less than the reference group; a negative gap means the comparison group receives more. Figures are descriptive, unadjusted comparisons and do not establish the reasons for differences.

Employer information

Field	Reported information
Employer legal name	Multivista Franchise Systems (Canada) Inc.
Address	4299 Canada Way, Suite 101, Burnaby BC V5G 1H3
NAICS code	23
Employee count range	50 to 299 employees
Reporting year	2026
Data period	January 1 – December 31, 2025
Records in supplied dataset	57

Hourly pay

All employees included in this report are salaried employees, including executive leadership. For BC pay transparency reporting, each employee's ordinary salary earned during 2025 is divided by their total hours worked and paid for during that period to calculate an equivalent hourly rate. Gender-group means and medians are calculated from these individual hourly equivalents. Overtime and bonus payments are excluded from ordinary hourly pay and reported separately. These calculated rates do not indicate that employees are paid on an hourly basis.

Measure	Men (reference)	Women	Women vs. men gap
Mean hourly pay	$59.37	$39.35	34%
Median hourly pay	$47.07	$34.14	27%

Overtime pay and overtime hours

No overtime pay or overtime hours are recorded for any employee. Accordingly, mean and median overtime pay gaps and overtime hours differences cannot be calculated: there are no overtime recipients or overtime workers in either gender group. These measures are not applicable, not zero-percent gaps.

Measure	Men	Women
Employees receiving overtime pay	0	0
Overtime pay participation	0%	0%
Mean overtime pay gap	N/A	N/A
Median overtime pay gap	N/A	N/A
Mean overtime hours difference	N/A	N/A
Median overtime hours difference	N/A	N/A

Bonus pay

Bonus pay statistics use only employees who received positive bonus pay during the reporting period. Participation percentages use all employees in each gender category as the denominator.

Measure	Men (reference)	Women	Women vs. men gap
Bonus recipients	37	17	—
Bonus participation	95%	94%	—
Mean bonus pay	$11,005.33	$2,042.96	81%
Median bonus pay	$2,261.51	$1,120.71	50%

Hourly pay quartiles

All employees are ranked by individual hourly pay, lowest to highest, and divided into four groups as evenly as possible. Percentages reflect the gender distribution within each quartile. Gender counts below 10 in a quartile are suppressed and excluded from the published denominator, as required by the Ministry guide.

Hourly pay quartile	All employees	Men	Women
Lowest	15	Suppressed (<10)	Suppressed (<10)
Lower-middle	14	Suppressed (<10)	Suppressed (<10)
Upper-middle	14	100%	Suppressed (<10)
Highest	14	100%	Suppressed (<10)

Suppression note: Where a gender category has fewer than 10 employees in a quartile, its percentage is not published. Remaining published percentages, if any, are recalculated using only non-suppressed categories; they therefore may not represent the full quartile population. All-employee quartile sizes are included to describe the methodology and should be reviewed for disclosure sensitivity.

Methodology and validation

- Input file contains 57 rows, 7 data columns, and no missing values in required fields.
- Gender codes: 39 M and 18 W; no X or U records. M is the reference gender because its count is at least 10.
- All recorded hours worked are greater than zero, permitting an hourly rate for each employee. All monetary and hours fields are numeric.
- Special Salary is zero for every record; it was not added to ordinary pay. All overtime hours and overtime pay values are zero.
- One pair of records is identical across all seven supplied fields. The employer has confirmed that these are two distinct employees; both records are retained.

- The CSV does not include employee identifiers, employment dates, or location/eligibility indicators. The employer has confirmed that all 57 records belong to the BC reporting population; this confirmation is employer-provided rather than independently verifiable from the CSV.
- Bonus pay is treated as the supplied Bonus Pay field. The employer has confirmed the bonus classification for reporting purposes.
- Pay gaps and participation rates are rounded to the nearest whole percent; quartile distributions are computed using counts after suppression.

Reporting statement

This report has been prepared from employer-supplied payroll data for the reporting period stated above, following the calculation procedures in the British Columbia Ministry of Finance, Pay Transparency Report Calculations guide (13 pages). The employer has confirmed the reporting population, distinctness of matching records, and bonus classification. The figures are based on the supplied data and employer confirmations. The employer remains responsible for final review and compliance with applicable publication and submission requirements.

Reporting year 2026