Pay Transparency Report

Employer Details

Employer:	Transportation Investment Corporation
Address:	2100 – 401 Georgia St W, Vancouver, BC
Reporting Year:	2026
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	91 – Public administration
Number of Employees:	50-299

Transportation Investment Corporation's (TI Corp) Context

TI Corp delivers over $19.5 billion in major infrastructure on behalf of the Ministry of Transportation and Transit. Additionally, TI Corp provides services to the Ministry of Tourism, Arts, Culture and Sport for the Collections and Research Building Project.

TI Corp's current projects include the Pattullo Bridge Replacement, the Broadway Subway Project, the Fraser River Tunnel Project and Steveston Interchange Project (components of the Highway 99 Tunnel Program), the Surrey Langley SkyTrain and the Belleville Terminal Redevelopment Project. The Kicking Horse Canyon Project – Phase 4 was completed in July 2024.

Re-purposed in 2018 by the Government of B.C. as a leading governance and delivery organization for major infrastructure, TI Corp is committed to building capacity both within its organization and the BC Public Service. By applying robust and consistent controls and practices, TI Corp ensures excellence across all its projects.

Disclaimer: Limitations and Data Considerations

The results presented in this report are based on the gender information available for the reporting period and should be interpreted in the context of the limitations described below.

- The sample size: (17%) of employee self-disclosure is too small to provide statistically accurate results and findings.
- Employees who did not provide gender information or selected 'prefer not to answer' are reported as 'unknown/prefer not to say'.
- TI Corp has a comprehensive job classification framework comprised of 10 levels where role placement and associated compensation ranges are determined by criteria within nine accountabilities. Though the results show gaps, they do not allow for analysis of the variant roles, levels, education and/or experience represented in the workforce.

As a result of the above limitations and data considerations, the gender-related pay results may not be representative of the workforce as a whole.

The aggregate pay differences reported in this report do not, on their own, indicate whether employees performing comparable work are paid differently or explain the factors contributing to the differences. Further analysis is required to understand the results and the factors that may contribute to the observed differences.

Privacy requirements apply to the reporting of gender information within pay quartiles. Where the number of employees in a gender category does not meet the applicable reporting threshold, information is suppressed. As a result, some quartile results do not represent the complete gender distribution of employees across the pay range.

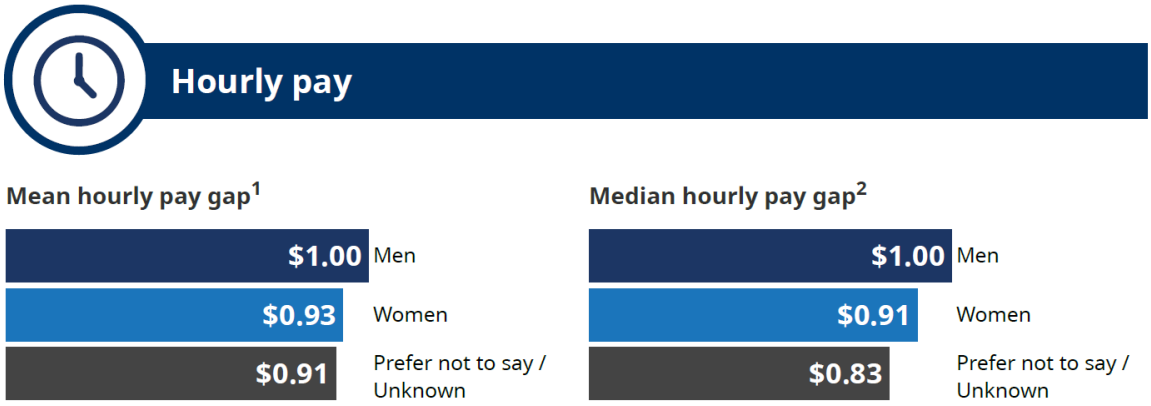
Additionally, the report itself is based on aggregated data for three factors that, on their own, do not determine pay equity – gender identity, hours worked and pay – important factors such as employees' position level, years of experience, specialized education or certification, unpaid leaves and performance are not analyzed in the data.

Data Used in this Report

This is the first report in accordance with BC's *Pay Transparency Act* and provides a baseline view of gender-related pay patterns for the period of April 1, 2025, to March 31, 2026. TI Corp currently employs nearly 300 full-time employees, and the gender information used for the purposes of this report is based on voluntary self-disclosure. For this reporting period, 350 different people were actively employed at some point during the year. Only 17% of these employees (59 individuals) chose to self-disclose gender information. All others are represented in the 'prefer not to say/unknown' category. The option to self-disclose has only been available to employees since June 2025.

TI Corp employees have been informed about self-disclosure and onboarding material now includes a self-disclosure consent question; therefore, a gradual increase in the number of employees who choose to self-disclose is anticipated. As more employees share their identity, there will be a more comprehensive dataset to analyze.

TI Corp intends to undertake further analysis of the results of this report with respect to hourly pay data and the organization's current pay practices as a starting point in understanding gender-related pay patterns at TI Corp.



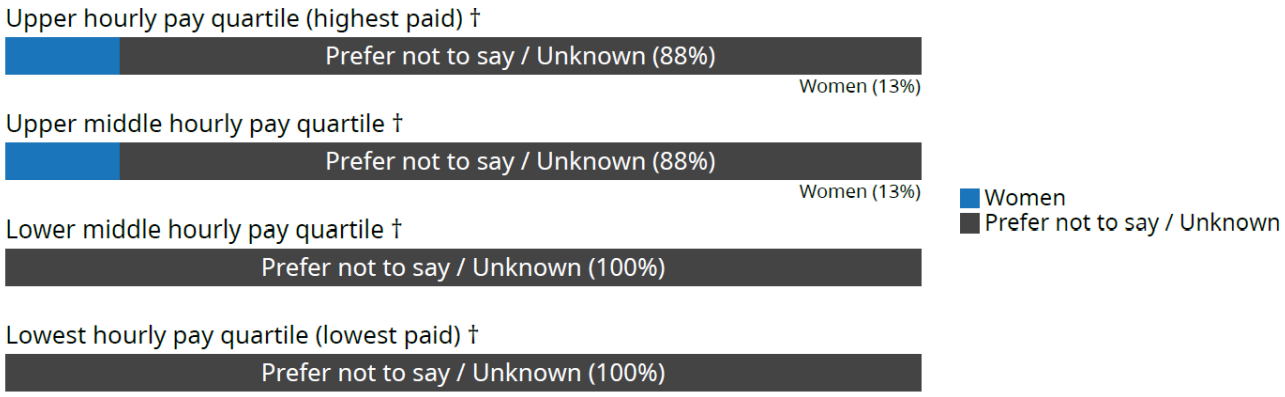
The mean hourly pay analysis shows a 7% difference between women and men. On average, women earned 93 cents for every dollar earned by men during the reporting period.

This aggregate comparison reflects differences in hourly pay across the reported gender groups. It does not, on its own, identify the factors contributing to the difference or establish whether employees performing comparable work are paid differently.

The median hourly pay analysis shows a 9% difference between women and men. The median hourly pay for women was 91 cents for every dollar earned by men during the reporting period.

As with the mean hourly pay results, this is an aggregate comparison and does not, on its own, explain the factors contributing to the difference.

Percentage of each gender in each pay quartile [9]



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

Data constraints

Transportation Investment Corporation does not offer bonus pay as part of its compensation practices. Overtime pay is not applicable to TI Corp employees under the organization's compensation structure. As a result, no bonus or overtime pay data is included in this report.

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.

Employees are divided into four groups based on hourly pay, from the highest-paid to the lowest-paid quartile. In the reportable data for the highest-paid hourly pay quartile, women are represented at 13%. Women also represent 13% of the reportable data in the upper-middle hourly pay quartile.

The quartile results are subject to privacy-related suppression requirements. Where a gender category includes fewer than 10 employees within a pay quartile, that category is suppressed. As a result, the percentages shown do not represent the complete gender distribution within each quartile and should be interpreted with caution.

Looking Ahead

An increase in self-disclosure from TI Corp's employees would improve our data set and allow for further analysis of comparable roles and/or levels within our organization. This will provide valuable information related to possible pay equity disparity amongst our employees. TI Corp is committed to ensuring that our compensation practices present a fair and consistent approach and a more robust dataset will support that effort.