



Featured project: Oakridge Redevelopment, Vancouver, BC | Rendering courtesy of QuadReal Property Group

SMITH + ANDERSEN (VANCOUVER)

Pay Transparency Report 2026

Reporting period: June 1, 2025 – May 31, 2026 | Prepared under the BC Pay Transparency Act

Who we are and why this matters

About Smith + Andersen

Founded in 1965, Smith + Andersen has grown from an established reputation as trusted mechanical and electrical consultants, reaching new levels of engineering and design excellence in communications, security, audiovisual, lighting, building automation systems, and intelligent integrated systems design. Our approach is consistently client-focused, and we apply efficient, sustainable, and reliable design and engineering solutions to exciting projects across Canada.

Simply put: we love what we do, and we love who we work with. From fully integrated hospitals and welcoming schools to healthy workplaces and secure transit stations, our team has established lasting relationships with public- and private-sector clients across the country. We're connected and committed.

The success of the firm is centred around attracting, developing and retaining talented people. As an equal opportunity employer, we are committed to fair compensation and opportunities to build rewarding careers in building engineering. This year's report shows similar bonus participation among employees who identified as women and men, with women receiving higher average bonus payments among recipients. Our core values are the foundation for how we serve clients, support one another, and build the future of our firm.

This year at a glance

57%/55% Bonus participation Men and women received bonus pay at similar rates.	\$1.08 Mean bonus pay Women's average bonus for every \$1.00 men received.	91¢ Mean hourly pay Women's average hourly pay for every \$1.00 men earned.	87¢ Median hourly pay Women's median hourly pay for every \$1.00 men earned.
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Reading this report

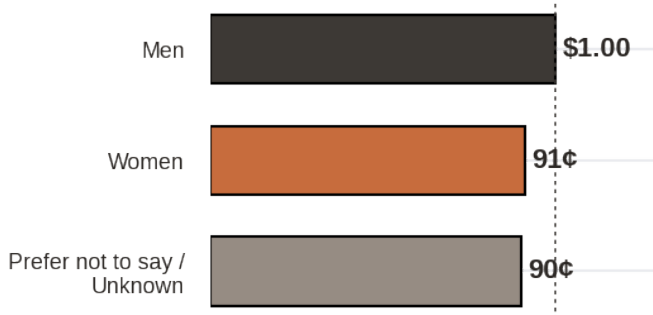
Most results are shown as **cents earned for every \$1.00 earned by men**, the reference group set by the BC Pay Transparency Act. Hourly pay excludes overtime and bonuses. Where a gender group had fewer than ten employees, results were suppressed to protect privacy.

Employer details

Employer	Smith + Andersen (Vancouver)
Address	300 - 6400 Roberts Street, Burnaby, BC V5G 4C9
Reporting year	2026
Time period	June 1, 2025 – May 31, 2026
NAICS code	54 – Professional, scientific and technical services
Number of employees	50–299

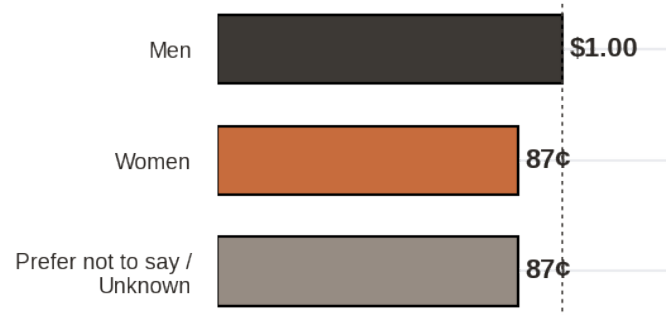
Hourly pay

Mean hourly pay¹



Women earn **91 cents** for every dollar men earn in average hourly wages — a 9% difference.

Median hourly pay²



Women earn **87 cents** for every dollar men earn in median hourly wages — a 13% difference.

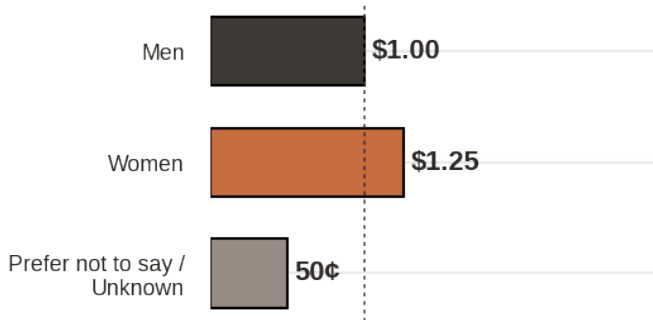
Mean vs. median

The **mean** is the average of everyone's hourly pay, while the **median** is the middle value when pay is lined up from lowest to highest. Looking at both gives a fuller picture of how pay is distributed.

DEFINITIONS

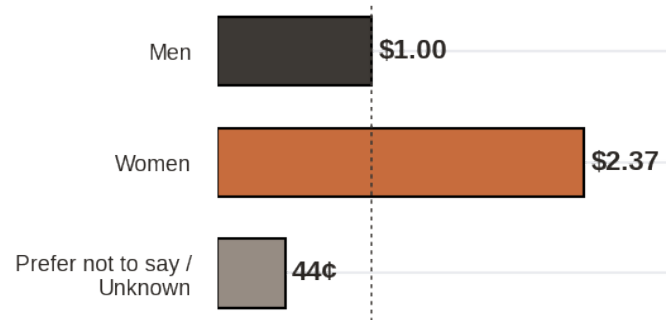
1. **Mean hourly pay gap**: difference in pay between gender groups calculated by average pay; excludes bonuses and overtime.
2. **Median hourly pay gap**: difference in pay between gender groups calculated by the mid-point of pay for each group; excludes bonuses and overtime.

Mean overtime pay³



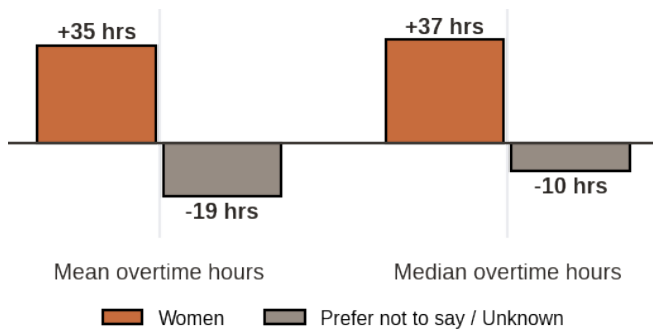
Women earn **\$1.25** in average overtime pay for every dollar men earn — 25% more.

Median overtime pay⁴

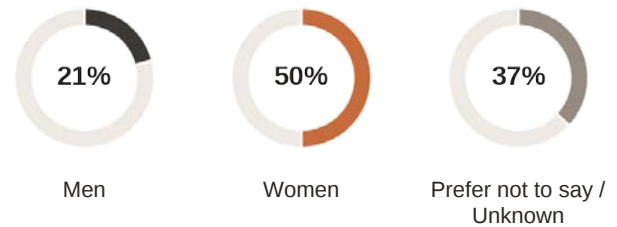


Women earn **\$2.37** in median overtime pay for every dollar men earn — 137% more.

Overtime hours vs. men^{5,6}



Share receiving overtime pay



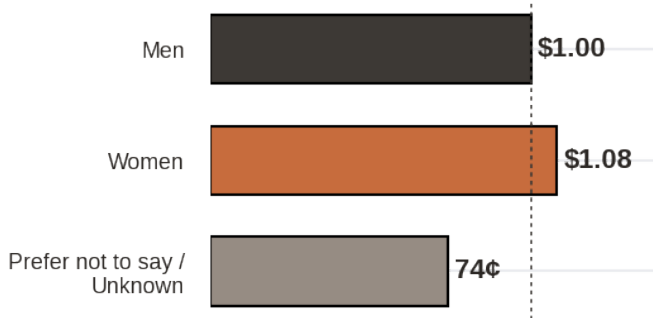
Women worked on average **35 more** overtime hours than men (median: **37 more**). Half of women received overtime pay, compared with 21% of men.

DEFINITIONS

3. **Mean overtime pay**: overtime pay averaged for each group.
4. **Median overtime pay**: the middle point of overtime pay for each group.
5. **Mean overtime paid hours**: the average number of overtime hours worked by each group.
6. **Median overtime paid hours**: the middle point of the number of overtime hours worked by each group.

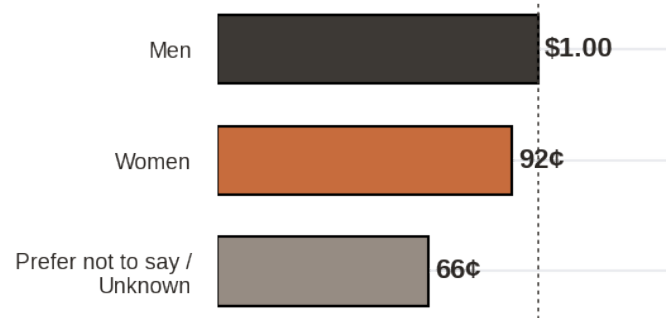
Bonus pay

Mean bonus pay⁷



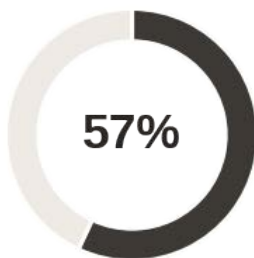
Women receive **\$1.08** in average bonus pay for every dollar men receive — 8% more.

Median bonus pay⁸

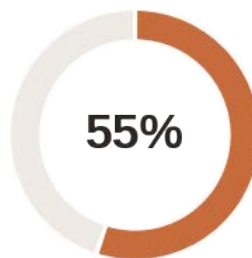


Women receive **92 cents** in median bonus pay for every dollar men receive — 8% less.

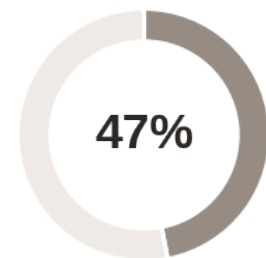
Share of employees receiving bonus pay



Men



Women



Prefer not to say / Unknown

What this tells us

Bonus participation was similar for employees who identified as men (57%) and women (55%), and among those who received a bonus, women's average bonus was higher than men's.

DEFINITIONS

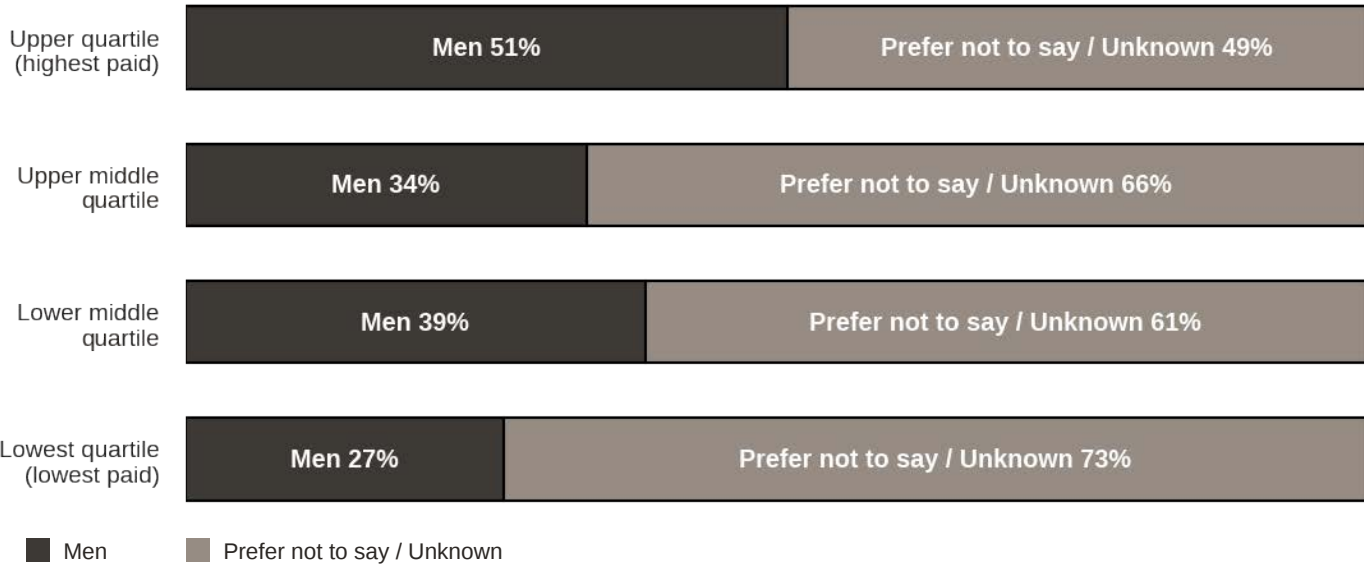
7. **Mean bonus pay**: bonus pay averaged for each group.

8. **Median bonus pay**: the middle point of bonus pay for each group.

Pay quartiles

Percentage of each gender in each pay quartile⁹

Employees ranked by hourly pay and split into four equal-sized groups.



Why only two groups appear here

Gender information is voluntarily disclosed, and employees whose gender information was unavailable or not disclosed are included in “Prefer not to say / Unknown.” To protect individual privacy, gender categories with fewer than ten (10) employees are suppressed in each pay quartile, so the percentages reflect only Men and Prefer not to say / Unknown. In this organization, the Prefer not to say / Unknown group holds 49% of the highest-paid jobs and 73% of the lowest-paid jobs. These aggregate results do not adjust for differences in roles, seniority, or experience.

DEFINITIONS

9. **Pay quartile:** 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.