



Fairmont Chateau Whistler

Pay Transparency Report

Reporting Period: January 1, 2024 to December 31, 2024. This report includes data from 631 male employees and 565 female employees

Published October 2025

This report is prepared by Fairmont Chateau Whistler in accordance with the provisions of B.C's *Pay Transparency Act*.

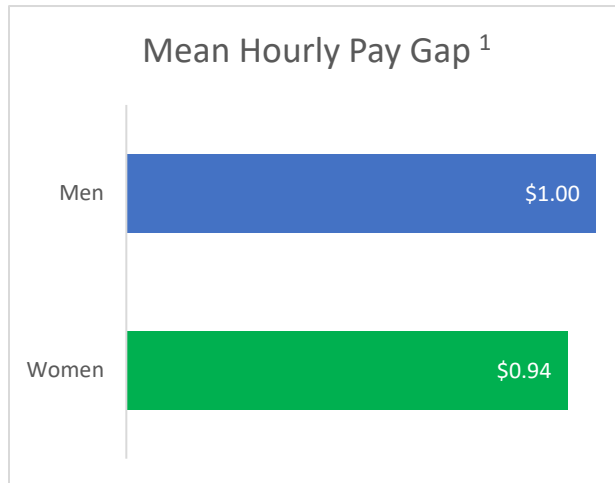
B.C. has one of the highest gender pay gaps in Canada, with women earning 17% less than men in 2023. As part of the province's efforts towards closing the pay gap, starting in 2025 the Fairmont Chateau Whistler must annually report on differences between hourly wages, overtime, and bonus payments between men, women, and non-binary people. In this instance, Fairmont Chateau Whistler does not have enough non-binary colleagues to be tracked on this report.

Employer Details

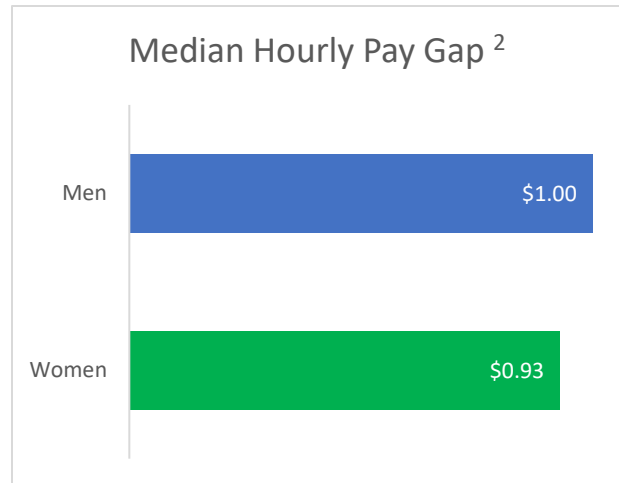
Employer:	Fairmont Chateau Whistler
Address:	4599 Chateau Blvd, Whistler, V8E 0Z5
Time Period:	January 1, 2024 – December 31, 2024
NAICS Code:	72 – Accommodation and food services
Number of Employees:	300-999



Hourly pay



At Fairmont Chateau Whistler, women's average hourly wages are 6% less than men's. For every dollar men earn in average hourly wages, women earn 94 cents.



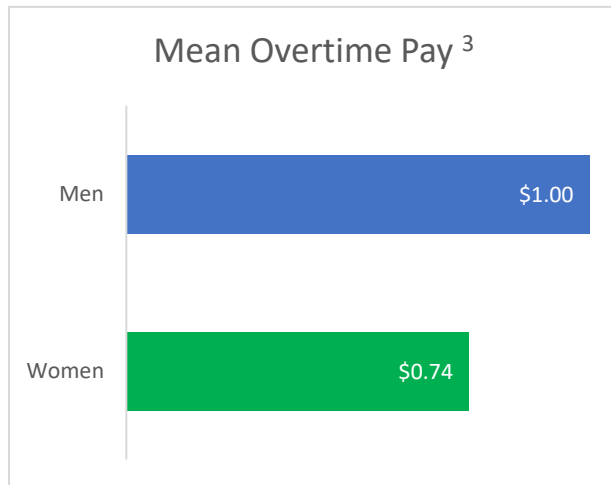
At Fairmont Chateau Whistler, women's median hourly wages are 7% less than men's. For every dollar men earn in average hourly wages, women earn 93 cents.

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.



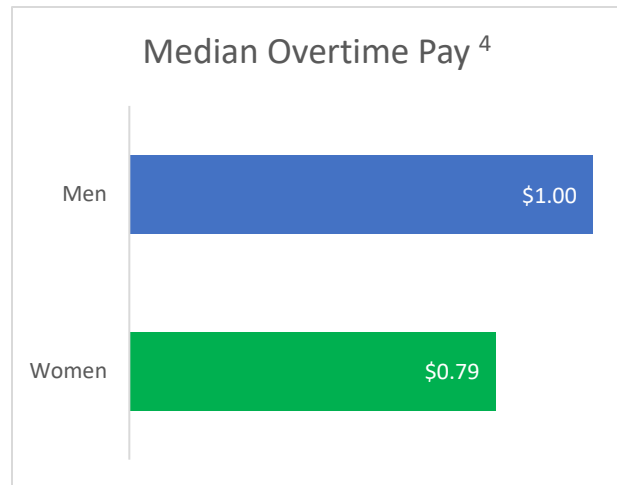
Overtime pay



At Fairmont Chateau Whistler, women's average overtime pay is 26% less than men's. For every dollar men earn in average overtime pay, women earn 74 cents.

Mean overtime paid hours ⁵

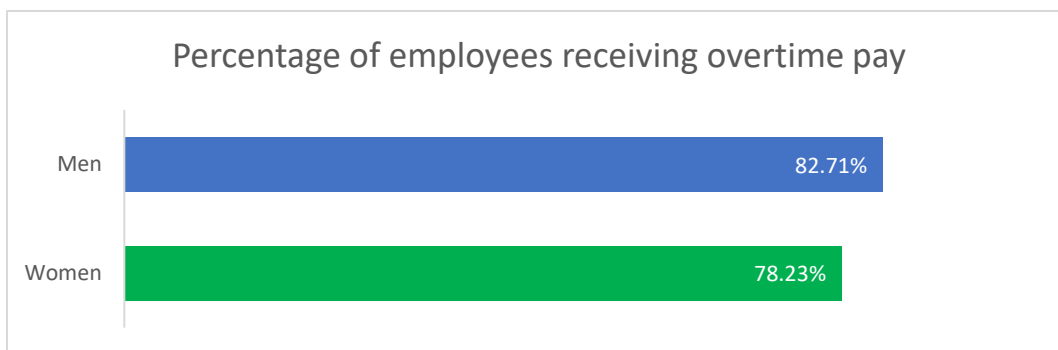
The average number of overtime hours worked by women was 12 less than by men.



At Fairmont Chateau Whistler, women's median overtime pay is 21% less than men's. For every dollar men earn in median overtime pay, women earn 79 cents.

Median overtime paid hours ⁶

The median number of overtime hours worked by women was 8 less than by men.

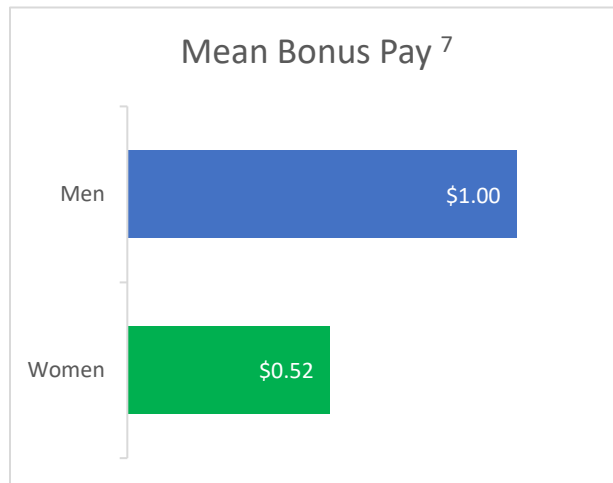


Explanatory notes

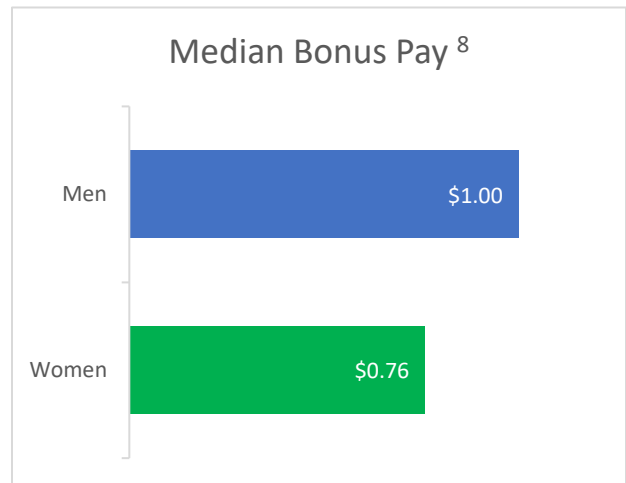
3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



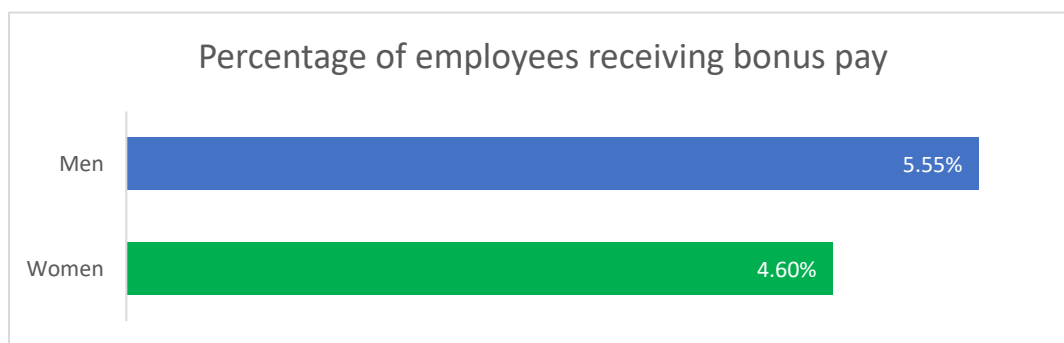
Bonus pay



At Fairmont Chateau Whistler, women's average bonus pay is 48% less than men's. For every dollar men earn in average bonus pay, women earn 52 cents.



At Fairmont Chateau Whistler, women's median bonus pay is 24% less than men's. For every dollar men earn in median bonus pay, women earn 76 cents.

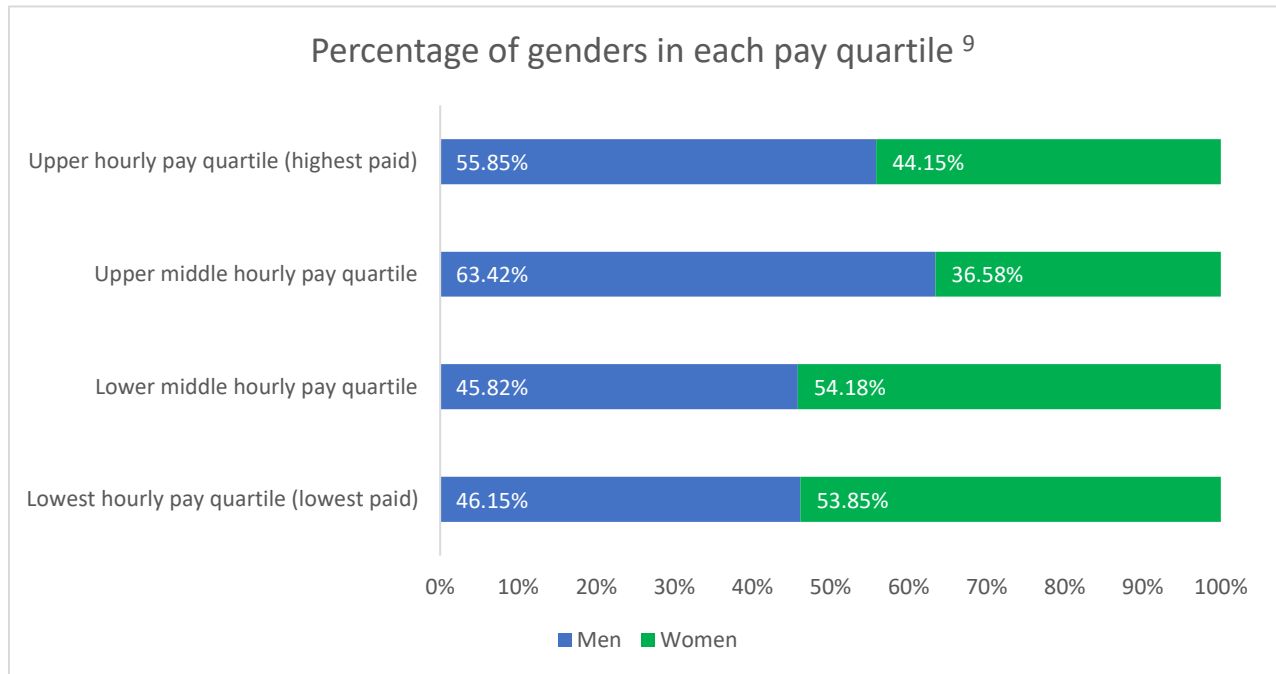


Explanatory notes

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



Within Fairmont Chateau Whistler, women occupy 44.15% of the highest paid jobs and 53.85% of the lowest paid jobs.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.