# AVISON YOUNG COMMERCIAL REAL ESTATE SERVICES, LP
# Pay transparency report

## Employer details

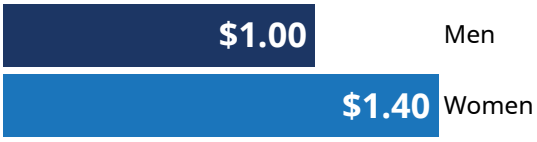
| | |
|---|---|
| **Employer:** | AVISON YOUNG COMMERCIAL REAL ESTATE SERVICES, LP |
| **Address:** | 222 BAY ST, SUITE 2500, TORONTO, ON |
| **Reporting Year:** | 2026 |
| **Time Period:** | January 1, 2025 - December 31, 2025 |
| **NAICS Code:** | 53 - Real estate and rental and leasing |
| **Number of Employees:** | 50-299 |
| | All employees without 100% commissioned employees. |

## Hourly pay

### Mean hourly pay gap[1]

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 gap[2]




In this organization women's median hourly wages are 40% more than men's. For every dollar men earn in median hourly wages, women earn $1.40 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 pay [3]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

### Median overtime pay [4]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

### Mean overtime paid hours [5]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

### Median overtime paid hours [6]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

### Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

## 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.

**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.
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]

Upper hourly pay quartile (highest paid) †
Upper middle hourly pay quartile †
Lower middle hourly pay quartile †
Lowest hourly pay quartile (lowest paid) †

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

**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.

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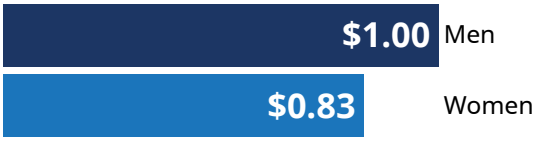
| **NAICS Code:** | 53 - Real estate and rental and leasing |
| **Number of Employees:** | 50-299 |
| | All employees inclusive of 100% commissioned employees. |

## Hourly pay

### Mean hourly pay gap[1]

In this organization women's average hourly wages are 42% less than men's. For every dollar men earn in average hourly wages, women earn 58 cents in average hourly wages. *

### Median hourly pay gap[2]




In this organization women's median hourly wages are 17% less than men's. For every dollar men earn in median hourly wages, women earn 83 cents 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 pay [3]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

### Median overtime pay [4]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

### Mean overtime paid hours [5]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

### Median overtime paid hours [6]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

### Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

## 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.

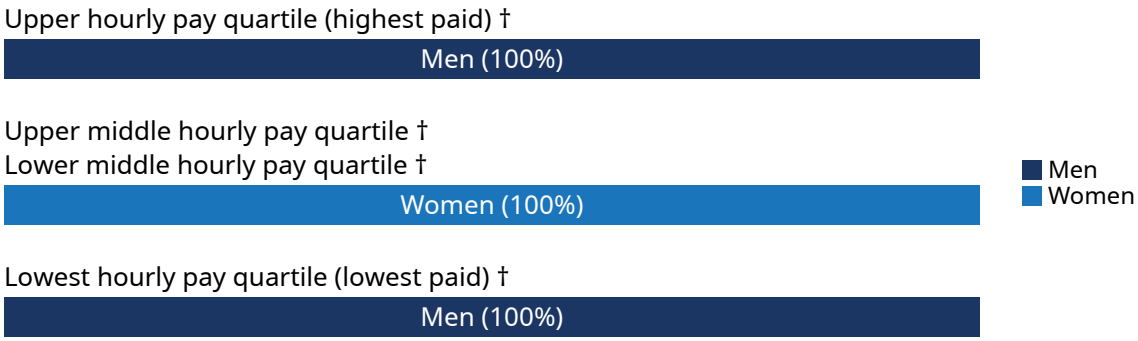
### Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

**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.
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]




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

**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.