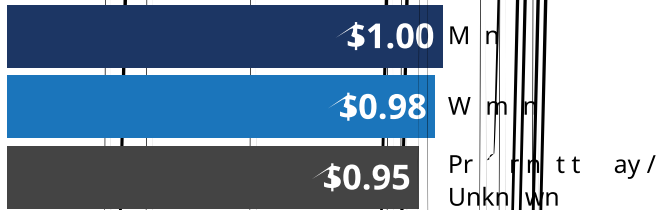


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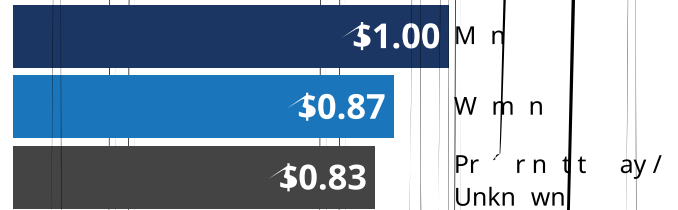
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wage is 2% lower than men's. For every dollar men earn in average hourly wage, women earn 98 cents in average hourly wage.*

Median hourly pay gap²

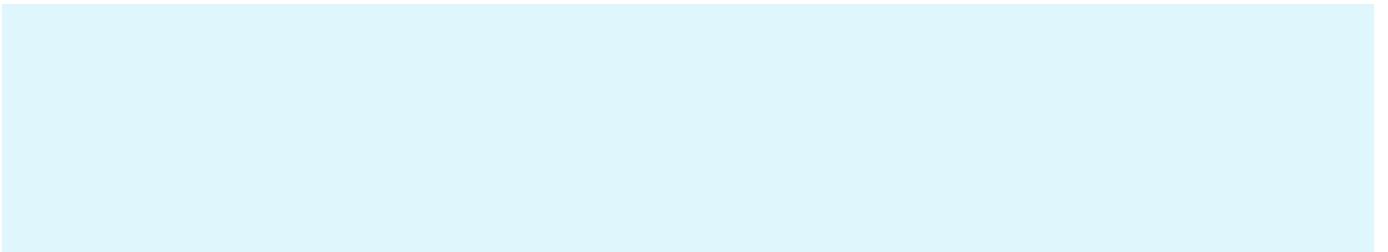


In this organization women's median hourly wage is 13% lower than men's. For every dollar men earn in median hourly wage, women earn 87 cents in median hourly wage.*

Explanatory note

1. Mean hourly pay gap reports the difference in pay between groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. Median hourly pay gap reports the difference in pay between groups calculated by the midrange pay for each group. Hourly pay does not include bonuses and overtime.





Explanatory note

7. Mean basic pay refers to basic pay when averaged over a year.
8. Median basic pay refers to the middle point of basic pay over a year.
9. Pay until refers to the percentage change over within a year, based on their hourly pay.

* In accordance with the Transparency Act and reporting rules, we do not protect the anonymity and privacy of respondents, nor merge our categories.