

MOTION LP

Pay transparency report

Motion is Canada's leading provider of comprehensive and customized mobility and home accessibility solutions for a wide variety of clients from children to seniors. Serving communities in Alberta, BC, Manitoba, Ontario, and Saskatchewan for 40 years, it is Motion's mission to make life accessible for everyone with solutions that are delivered professionally, consistently and with integrity. Of the 157 BC employees included in this report, 24% are women, 32% are men, and 44% preferred not to say or are unknown.

Employer details

Employer:	MOTION LP
Address:	1600 - 925 GEORGIA ST W, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	44-45 - Retail trade
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$1.03	Women
\$1.41	Prefer not to say / Unknown

In this organization women's average hourly wages are 3% more than men's. For every dollar men earn in average hourly wages, women earn \$1.03 in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$0.97	Women
\$0.95	Prefer not to say / Unknown

In this organization women's median hourly wages are 3% less than men's. For every dollar men earn in median hourly wages, women earn 97 cents in median hourly wages. *

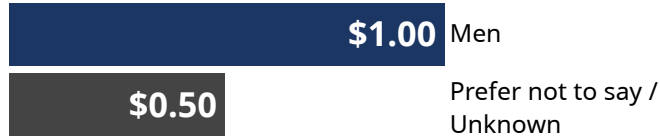
Explanatory notes

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.



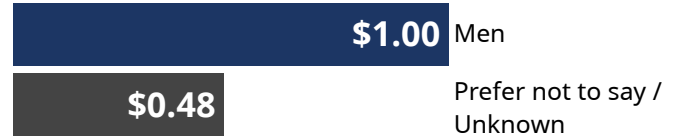
Overtime pay

Mean overtime pay³



In this organization . For every dollar men earn in average overtime pay, in average overtime pay. *

Median overtime pay⁴



In this organization . For every dollar men earn in median overtime pay, in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-14
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In this organization . *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-13
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In this organization . *

Percentage of employees in each gender category receiving overtime pay



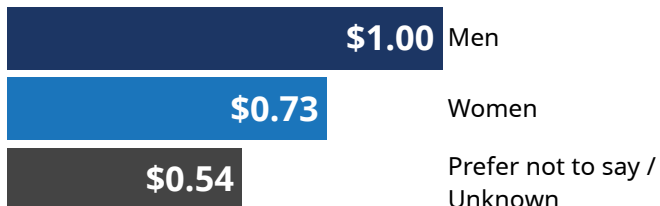
Explanatory notes

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.



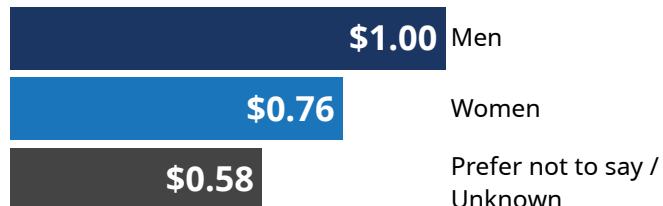
Bonus pay

Mean bonus pay ⁷



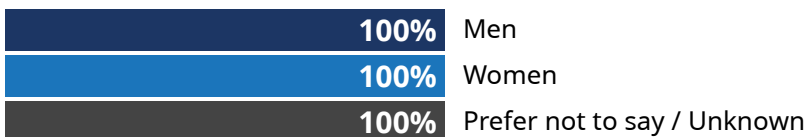
In this organization women's average bonus pay is 27% less than men's. For every dollar men earn in average bonus pay, women earn 73 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 24% less than men's. For every dollar men earn in median bonus pay, women earn 76 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



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

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 28% of the highest paid jobs and 33% of the lowest paid jobs.

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

Data constraints

This data includes all employees who worked any paid hours or overtime hours in 2025. Gender categories may have been excluded in areas of this report due to insufficient numbers. The “prefer not to say/unknown” gender category includes employees who are on leave, are no longer working for Motion, employees who have not manually entered their optional gender identification in Motion’s HRIS, and employees who requested to opt out of having their gender included in the data set.

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.