

BC Pay Transparency Report

BFL CANADA Risk and Insurance Services Inc.

Mailing Address	200- 1177 W Hastings St., Vancouver, BC V6E 2K9
NAICS Code	52- Finance and Insurance
Reporting Period	January 1, 2024- December 31, 2024
Number of BC employees as of January 1, 2025	300 to 999 employees
Reference Category	Man

Founded in 1987 by Barry F. Lorenzetti, BFL CANADA is one of the largest employee-owned and operated Risk Management, Insurance Brokerage, and Employee Benefits consulting services firms in North America. The firm's President and Chief Operating Officer, Lisa Giannone, has a workforce of over 1,500 professionals located in 27 offices across the country. Thanks to its Local International Office Network of independent brokers (LION), BFL CANADA provides clients with privileged access to insurance partners in over 140 countries, helping to support their operations both in Canada and globally.

At BFL CANADA, we pride ourselves on our unique culture. Our core values are central to how we work. One of our core values is Respect and Belonging. This value is important at BFL CANADA as it promotes a workplace that values, respects and celebrates individuals of all backgrounds and experiences. By focusing on this principle, we aim to create a fair, inclusive and welcoming environment where all employees show up as their authentic self, feel valued and empowered to be able to fully contribute.

Gender Data Disclosure Statement

The gender data presented in this report was based on employees' voluntary self-identification through a gender identity survey distributed to all BC employees. A significant number of employees chose not to respond and were therefore categorized as "Unknown/ Prefer not to say."

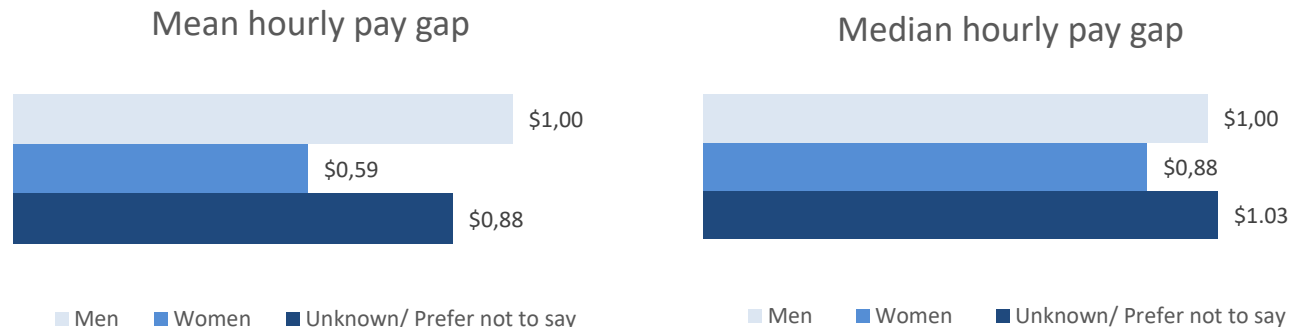
The number of employees who self-identified as non-binary was below the minimum reporting threshold and was not included in this analysis.

Employees who were no longer with BFL CANADA or were on leave at the time of reporting were excluded, as they did not have the opportunity to voluntarily self-identify their gender.

This report provides a general comparison based on voluntarily disclosed gender

information. Given the relatively high number of individuals in the “Unknown / Prefer not to say” category, this report should not be interpreted as a precise reflection of the gender pay gap.

Hourly Pay



Women’s mean hourly pay is 41% less per hour than men’s; their median hourly pay is 12% less than men’s. Unknown/ Prefer not to say mean hourly pay is 12% less than men’s and is 3% more than men’s median hourly pay.

The median pay gap between men and women is narrower than the mean gap, indicating that while some disparities exist at the higher end of the pay scale, the typical earnings are more equitable. It is important to note that all roles at BFL CANADA are open to applicants of any gender and we encourage diverse participation across all levels and functions of the organization.

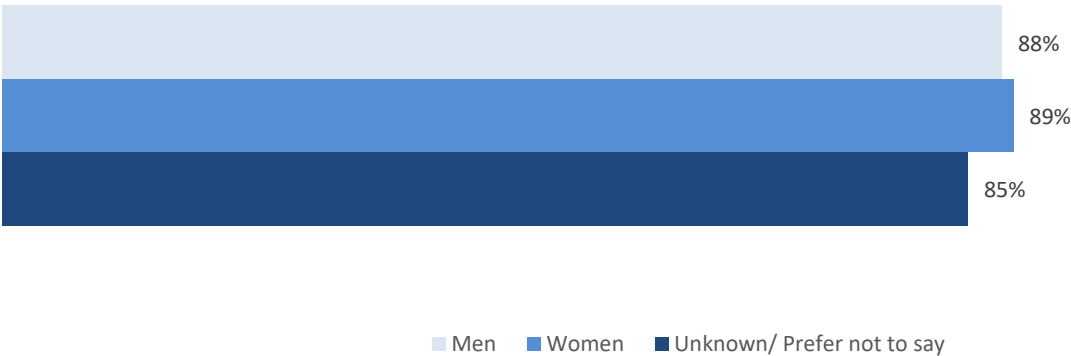
Overtime Hours and Pay

BFL CANADA does not offer overtime hours as part of its standard scheduling practices and commission-based employees are generally not eligible for overtime pay; therefore, overtime hours and pay are not applicable. This approach aligns with BFL’s operation model.

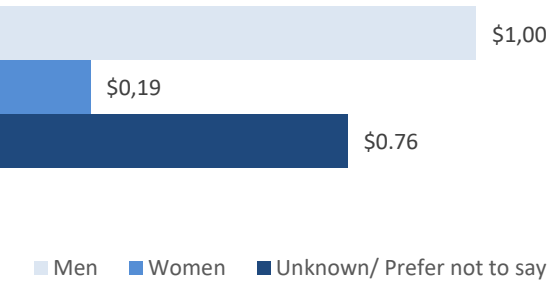
Bonus Pay

The percentage of employees in each gender category who received bonus pay during the reporting period:

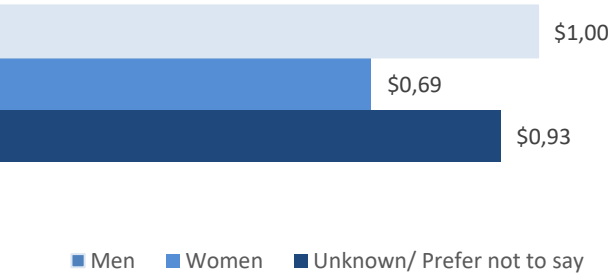
Percentage of employees in each gender category receiving bonus pay



Mean bonus pay gap



Median bonus pay gap



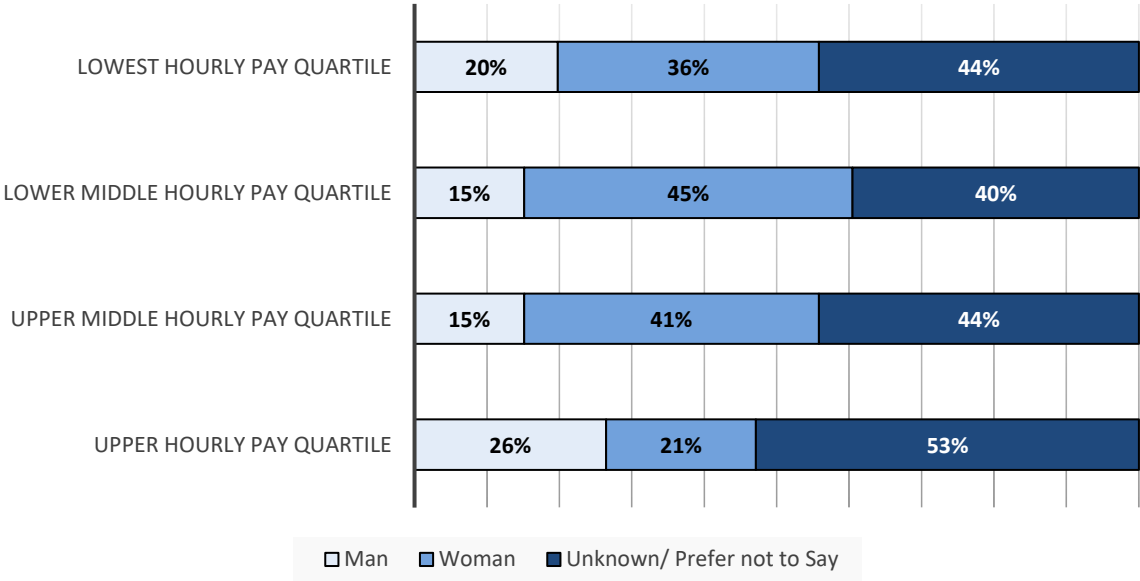
This means that women’s mean bonus pay is 81% less than men’s and their median bonus pay is 31% less than men’s. Unknown/ Prefer not to say mean bonus is 14% less than men’s and is 7% less than men’s median bonus pay.

The median bonus gap for women is significantly narrower than the mean, indicating that while some high-value bonuses may skew the average, typical bonus amounts are more equitable.

Pay Quartiles

Pursuant to the *Pay Transparency Act*, all employees were listed in order of their hourly pay from lowest to highest, then grouped into four pay quartiles with the indicated gender distribution.

Gender Categories in each Pay Quartile



While the Unknown/ Prefer not to say category comprises the largest share across all pay quartiles, women are well represented in the first three quartiles, indicating broad inclusion across various roles.

Closing Remarks

BFL CANADA is committed to fostering equity and encouraging diverse representation across all roles and levels of the organization.