Justworks

Justworks Pay Transparency Report

About this report

Via Global Ventures Talent Mobility Services Canada Inc, doing business as Justworks ("Justworks"), presents this Pay Transparency Report for **British Columbia-based employees**. It covers January 1 to December 31, 2025. The report compares hourly pay, overtime pay, bonus pay and quartile distribution by gender. Gender categories and calculations follow the B.C. Pay Transparency Regulation.

Employer	Via Global Ventures Talent Mobility Services Canada Inc DBA Justworks
Address	C/O DLA Piper Canada, 1133 Melville Street, Suite 2700, Vancouver, BC V6E 4E5, Canada
Reporting year	2026
Time period	January 1 to December 31, 2025
NAICS code	561330
Number of employees	50 to 299

Limitations and data considerations

- Justworks is the Employer of Record for the employees included in this report. Pay differences may reflect the roles, levels and pay decisions of client organizations. Publishing an aggregate report does not reflect an internal corporate compensation policy.
- The figures are raw, unadjusted gaps. They do not account for tenure, experience, job function, job level or performance, and they do not establish whether any difference is justified.
- A large group of employees is in the "Prefer not to say / Unknown" category, so the results may not fully represent the pay of the whole workforce.
- Non-binary employees are not reported because there are fewer than 10.
- No overtime was recorded in the period, so overtime comparisons are not calculated.
- Questions can be directed to international-support@justworks.com.

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Pay Transparency Report - British Columbia

Justworks is committed to pay transparency and to helping close the gender pay gap.

Measure	Men (Reference Category)	Women	Non-binary	Prefer not to say / Unknown
Mean hourly pay (per $1.00 earned by men)	$1.00	$0.71	Not reported (fewer than 10)	$0.94
Mean hourly pay difference vs. men (%)	--	29%	Not reported (fewer than 10)	6%
Median hourly pay (per $1.00 earned by men)	$1.00	$0.59	Not reported (fewer than 10)	$0.93
Median hourly pay difference vs. men (%)	--	41%	Not reported (fewer than 10)	7%
Mean overtime pay (per $1.00 earned by men)	--	--	Not reported (fewer than 10)	--
Median overtime pay (per $1.00 earned by men)	--	--	Not reported (fewer than 10)	--
Mean overtime paid hours (difference vs. men)	--	--	Not reported (fewer than 10)	--
Median overtime paid hours (difference vs. men)	--	--	Not reported (fewer than 10)	--
Percentage receiving overtime pay	0.0%	0.0%	Not reported (fewer than 10)	0.0%
Mean bonus pay (per $1.00 earned by men)	$1.00	$0.23	Not reported (fewer than 10)	$0.72
Mean bonus pay difference vs. men (%)	--	77%	Not reported (fewer than 10)	28%
Median bonus pay (per $1.00 earned by men)	$1.00	$0.60	Not reported (fewer than 10)	$1.45
Median bonus pay difference vs. men (%)	--	40%	Not reported (fewer than 10)	-45%
Percentage receiving bonus pay	54.1%	35.3%	Not reported (fewer than 10)	23.3%
Lowest hourly pay quartile (lowest paid) (share of quartile by gender)	Supp.	Supp.	Not reported (fewer than 10)	44.0%
Lower middle hourly pay quartile (share of quartile by gender)	41.7%	Supp.	Not reported (fewer than 10)	41.7%
Upper middle hourly pay quartile (share of quartile by gender)	54.2%	Supp.	Not reported (fewer than 10)	Supp.
Upper hourly pay quartile (highest paid) (share of quartile by gender)	Supp.	Supp.	Not reported (fewer than 10)	54.2%

Pay quartiles: employees are ranked by hourly pay and split into four groups of equal size as nearly as possible. Supp. = not reported, because that gender category has fewer than 10 employees in that quartile. Each percentage is of all employees in the quartile.