

MCAP Service Limited Partnership

Pay transparency report

Employer Details

Employer:	MCAP Service Limited Partnership
Address:	400-200 King St W, Toronto, ON
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	52 - Finance and insurance
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 4% more than men's. For every dollar men earn in average hourly wages, women earn \$1.04 in average hourly wages.

**This is a comparison of average hourly pay by gender. It does not compare the pay of women and men performing the same or similar work.*

Median hourly pay gap²



In this organization women's median hourly wages are 7% less than men's. For every dollar men earn in median hourly wages, women earn 93 cents in median hourly wages.

**The median represents the midpoint of hourly pay within each gender group. This result does not mean that women performing the same or similar work are paid 93 cents for every dollar paid to men.*

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

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

Median overtime pay⁴

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

Mean overtime paid hours⁵

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

Median overtime paid hours⁶

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

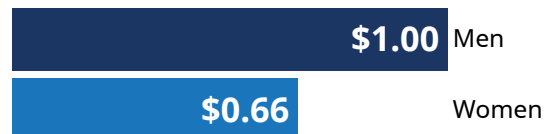
Mean bonus pay⁷



In this organization women's average bonus pay is 11% more than men's. For every dollar men earn in average bonus pay, women earn \$1.11 in average bonus pay.

**This represents the average bonus payment across bonus recipients in each gender group and is not a comparison of individual bonus awards for comparable roles.*

Median bonus pay⁸



In this organization women's median bonus pay is 34% less than men's. For every dollar men earn in median bonus pay, women earn 66 cents in median bonus pay.

**The median represents the midpoint of bonus payments within each gender group. It does not mean that women receive 66 cents in bonus pay for every dollar received by men performing the same or similar work.*

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.
- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.



Percentage of each gender in each pay quartile ⁹

Percentage of each gender in each pay quartile

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

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.