



**PUSHOR
MITCHELL**
LAWYERS

Pay Transparency Report

Prepared By :

Human Resources

2026



Employer information	Report value
Employer	Legum Services LTD
Mailing address	301 - 1665 Ellis Street, Kelowna, BC V1Y 2B3
NAICS code	541110 - Offices of lawyers
Reporting period	September 1, 2025 to August 31, 2026
Employee count range	50 to 299 employees

Who we are

Legum Services LTD is the management company for the law firm Pushor Mitchell LLP, located in B.C., serving clients in the Okanagan and throughout British Columbia.



Our Purpose

To enrich our clients, team, and community through law.

Our Values

Strive For Excellence

We're committed to life-long development and delivering the highest standard of work and service.

Community

We make sure to support our community and do all that we can to help it thrive.

People First

We invest in our people.

Do the Right Thing

We always choose to do the right thing, even when it's not the easiest thing to do.





About this report

This report follows the reporting order and privacy requirements established by the B.C. Pay Transparency Regulation. It summarizes 145 employee records for the reporting period, including 19 directors or working owners.

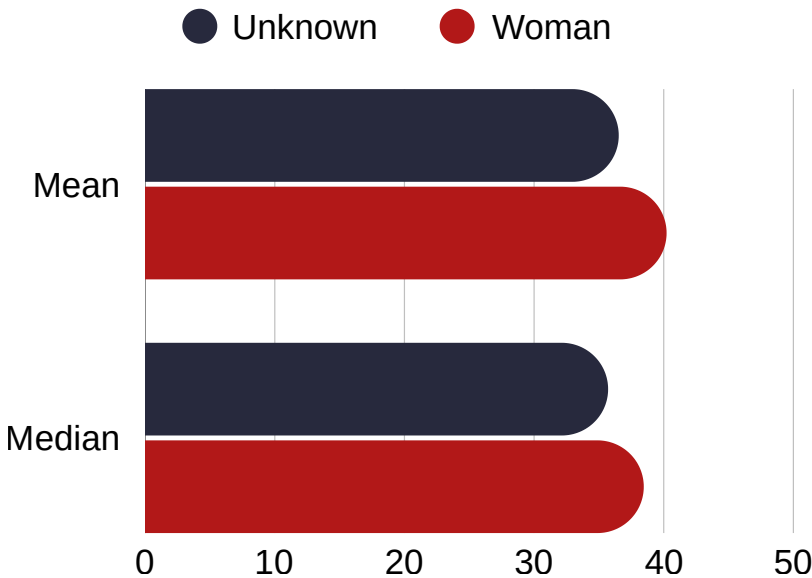
We invited 85 employees to voluntarily disclose their gender and received 60 responses. Employees who did not respond to the survey, as well as 41 former employees or employees on a leave of absence who were not surveyed, were categorized as “Unknown or Prefer Not to Answer.” All employees who responded to the survey identified as either female or male.

Because the “Man” category contains fewer than 10 employees, information for this category has been suppressed. No employees identified as non-binary; therefore, information for the “Non-binary” category has also been suppressed.

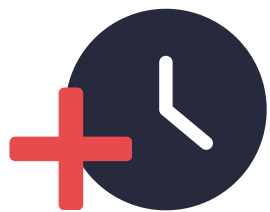


Hourly Pay

Measure	Unknown/Prefer not to answer	Woman	Reported difference
Mean hourly rate	\$36.53	\$40.22	10% more
Median hourly rate	\$35.71	\$38.46	8% more

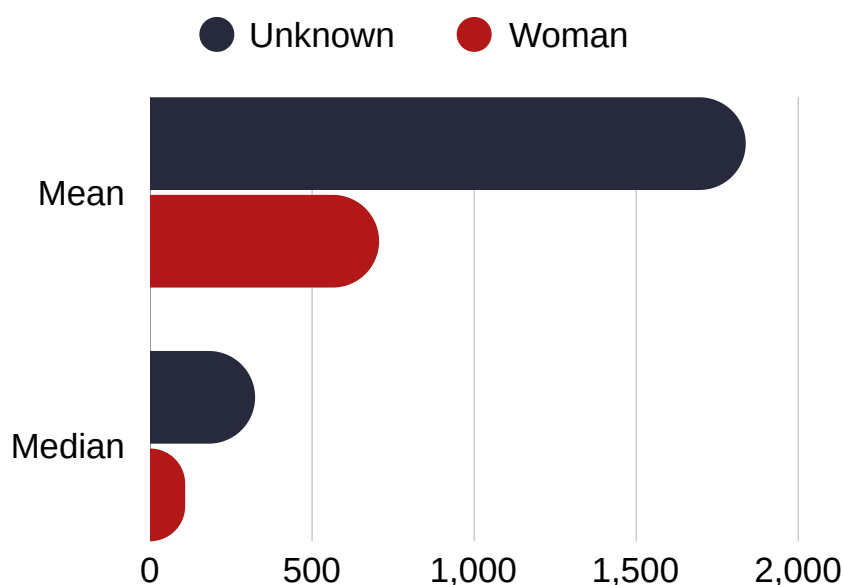


The figures show the difference between the Unknown category and the Woman category, they don't include bonuses or overtime.

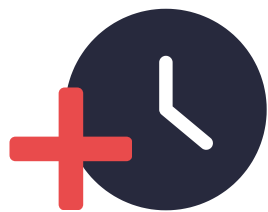


Overtime Pay

Measure	Unknown/Prefer not to answer	Woman	Reported difference
Mean overtime pay among recipients	\$1,837.95	\$706.72	62% less
Median overtime pay among recipients	\$324.18	\$108.45	67% less

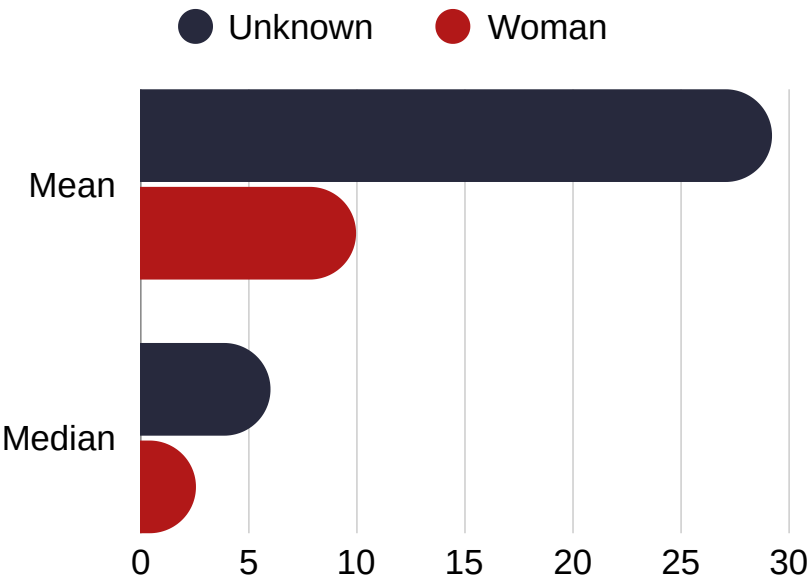


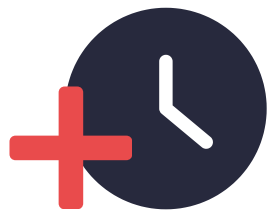
The figures show the difference between the Unknown/Prefer not to say category and the Woman category, they don't include bonuses or regular earnings.



Overtime Hours

Measure	Unknown/Prefer not to answer	Woman	Reported difference
Mean overtime hours among recipients	29.21	9.96	66% less
Median overtime hours among recipients	6	2.55	58% less





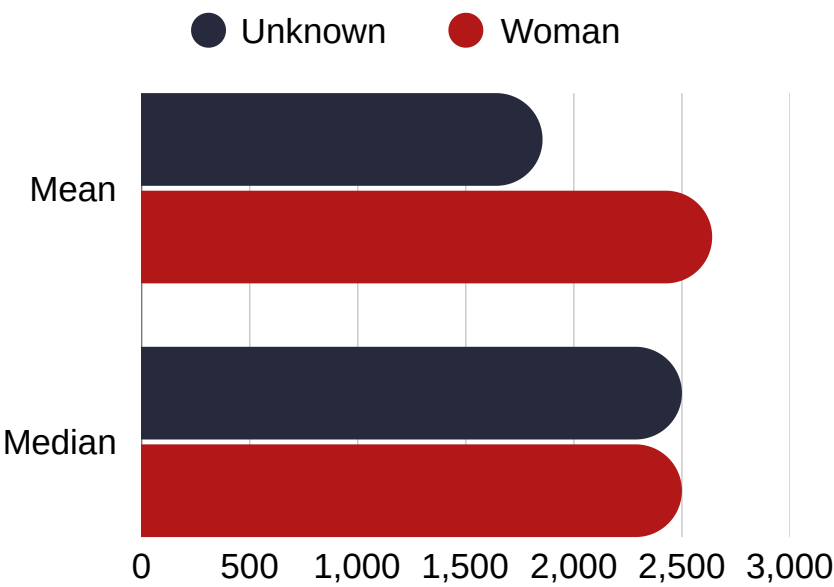
Employees receiving Overtime Pay

Gender category	Employees	Received overtime pay
Unknown or prefer not to answer	73	18%
Woman	86	17%
Man	8	Suppressed
Non-binary	0	No records



Bonus Pay

Measure	Unknown/Prefer not to answer	Woman	Reported difference
Mean bonus pay among recipients	\$1,854.65	\$2,639.57	42% more
Median bonus pay among recipients	\$2,500.00	\$2,500.00	No difference



The figures show the difference between the “Unknown/Prefer Not to Say” category and the “Woman” category. They do not include regular or overtime earnings. The bonus information is based on bonuses employees received at the end of 2025, as 2026 bonuses have not yet been calculated.



Pay Quartiles

Quartile	Woman	Unknown	Man	Non-binary
Upper hourly pay quartile	53.33%	46.67%	Suppressed	No records
Upper-middle hourly pay quartile	43.33%	56.67%	Suppressed	No records
Lower-middle hourly pay quartile	35.48%	64.52%	Suppressed	No records
Lower hourly pay quartile	40.74%	59.26%	Suppressed	No records



Calculation basis

Item	Method used in this draft
Hourly pay	Average and median among employees who received a positive amount during the reporting period.
Overtime	Average and median among employees who received a positive amount during the period from January 1, 2026, to August 31, 2026.
Bonus pay	Average and median among employees who received a bonus in 2025.
Participation	Employees receiving a positive amount divided by all employees in the applicable gender category.
Quartiles	All employees ranked by derived hourly rate, divided into four groups, with privacy suppression applied.