Powerex



Photo by Fauxels

2025/2026
Pay Transparency Report

Supply. Flexibility. Commitment.

Employer Details

Employer	Powerex Corp.
Address	#1300 666 Burrard St., Vancouver, BC, V6C 2X8
Time Period	April 1, 2025 - March 31, 2026
NAICS Code	22 - Utilities
Number of Employees	50 to 299 employees

Pay Transparency Act

The Pay Transparency Act requires British Columbia employers to meet certain requirements to help address the gender pay gap, including specifying the expected pay or pay range in all publicly advertised job postings. That requirement has applied to all provincially regulated British Columbia employers since November 1, 2023. The Act separately requires employers of a certain size to prepare an annual pay transparency report by November 1 each year and to publish it on a publicly accessible website as soon as practicable afterwards, keeping it available until the following year's report replaces it. The reporting requirement applies to employers with 50 or more employees from November 1, 2026.

The Pay Transparency Act and the Pay Transparency Regulation require Powerex to report on its gender pay gap using prescribed metrics, including differences in mean and median hourly pay, overtime pay, overtime hours, and bonus pay across gender categories.

About Powerex

Powerex is the exclusive marketer of BC Hydro's surplus capabilities, providing innovative electricity solutions across the West. Active since 1988 with a 24/7 trade floor in Vancouver, British Columbia, we are one of the longest operating energy marketing companies in the West. We serve over 230 customers and trading partners, including large commercial and industrial companies, and public power and investor-owned utilities. Powerex is consistently ranked by these customers as an industry-leading provider of wholesale energy and related environmental products.

Powerex has access to a diverse portfolio of market resources that allow us to be responsive to changing energy markets and to support our customers' needs. The surplus capabilities of the BC Hydro generating system and Powerex's portfolio of transmission service rights enable Powerex to buy, sell and shape power deliveries to our customers across the Western Electricity Coordinating Council region.

Our competitive advantages are the quality of our service, the integrity and expertise of our people, and our ability to reliably deliver clean energy products and services to our customers.

About Powerex's Workforce

Our workforce includes professionals across Energy Trading, Technology, Risk Management, Finance, Market Policy, Legal, and Corporate Support functions who work together to support our operations. This report covers the 265 employees who were paid during the reporting period, which includes employees who left during the year as well as co-op students. Powerex offered all current employees with the opportunity to provide and update their gender information. Based on our records provided by employees, 53.2% are men and 29.4% are women, while 17.4% did not disclose their gender. Most of this is attributed to former employees who have left, including co-op students, whose earnings are generally lower than full-time professional employees.

Powerex's compensation framework is designed to support consistent pay for comparable work. However, consistent with broader representation challenges in the energy trading industry, women are underrepresented in some higher paying roles, particularly in Trading positions. This difference in workforce representation is an important factor contributing to Powerex's overall gender pay gap.

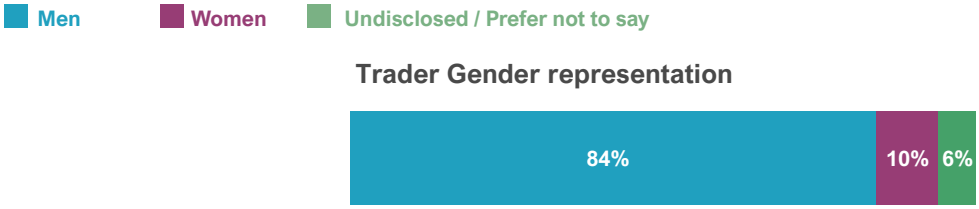
These factors should also be considered when interpreting the overall results.

Hourly Base Pay

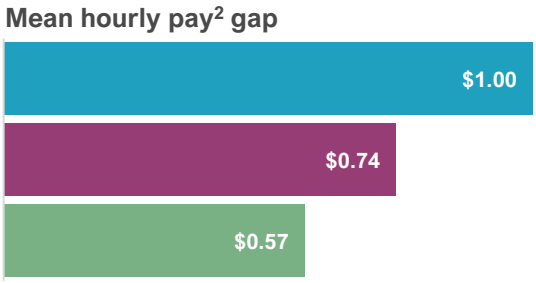
Why is there a base pay difference?

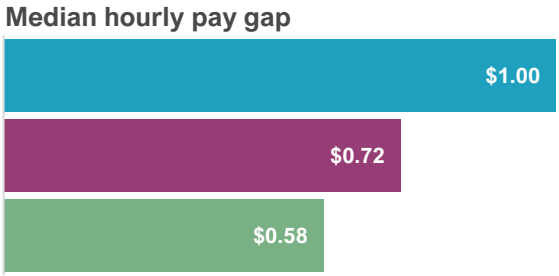
Powerex's compensation framework is designed to support consistent pay for comparable work across a broad range of roles and pay levels. Men and women are paid comparably at Powerex for doing comparable jobs. However, given Powerex's relatively small workforce of 265 employees, differences in workforce representation can have a significant percentage impact on overall results.

In particular, women are underrepresented in higher-paying Trading roles. Trading roles are predominantly held by men, who represent 84% of employees in these roles, compared with 10% women and 6% undisclosed.



Mean and Median hourly base pay gap for all Powerex employees





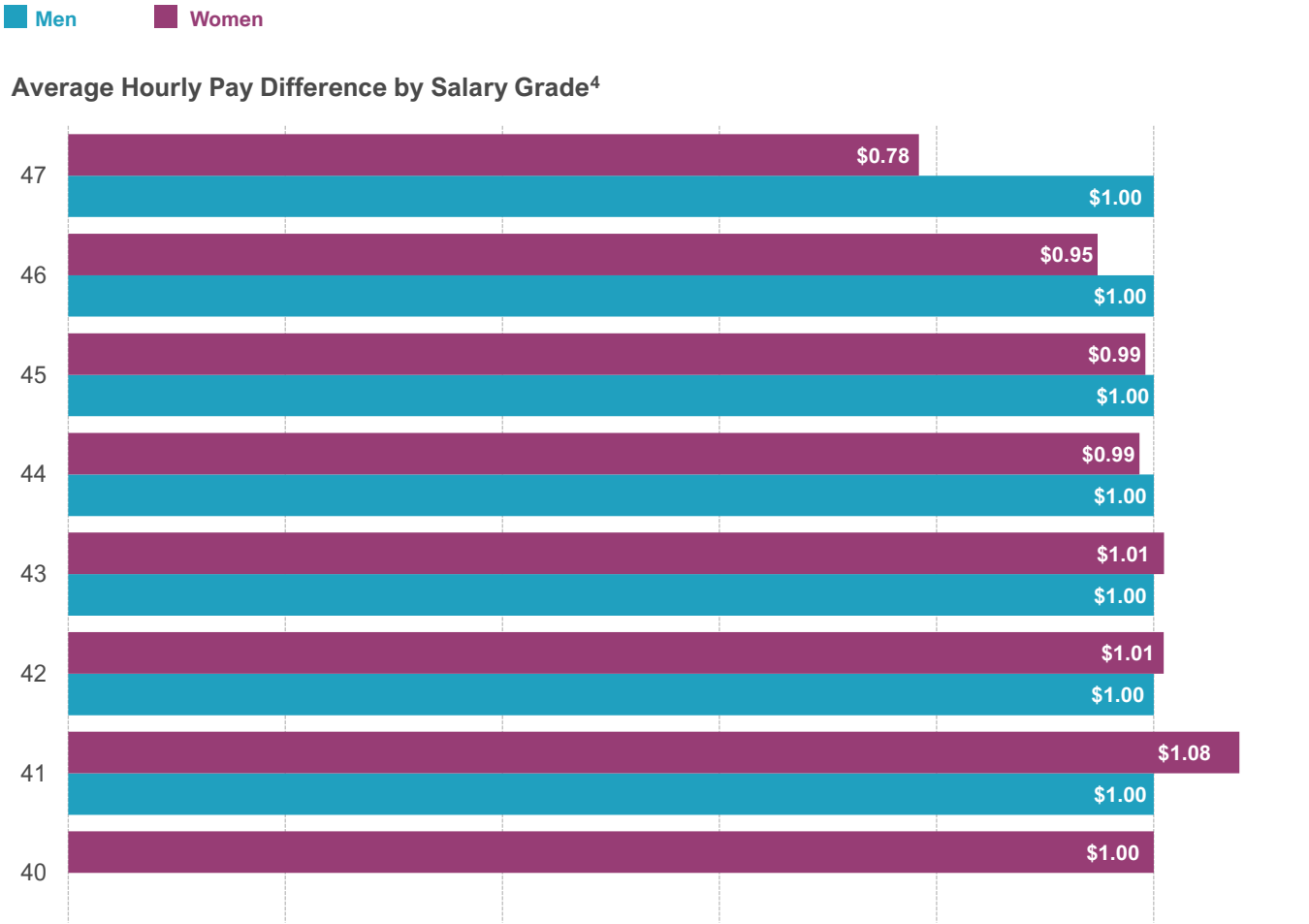
Explanatory Notes

1. Powerex collects employee gender info using the following four gender classifications:
   - Men
   - Women
   - Prefer not to say/unknown. A total of 46 employees (17.4%) are recorded in this gender classification.
   - Non-binary. No employee reported their gender as non-binary and therefore that gender classification is not included in this report.
2. Hourly pay includes salaries earned for regular work hours. This does not include bonus payments.
3. The lower mean and median hourly pay reported in the "Undisclosed / Prefer not to say" category is primarily attributed to former co-op students and temporary contract employees who left the organization before having the opportunity to disclose their gender. As co-op students generally receive lower hourly compensation than full-time professional employees, their inclusion in this category contributes to the reported pay differences.

The concentration of men in the higher-paying trading roles contributes to the overall mean hourly pay gap across the workforce noted above. This reflects the historical composition of the broader energy trading industry, where men have traditionally had greater representation and longer tenure in these roles, which may also influence the composition of the experienced talent pool available for senior and specialized positions.

How is base pay set for comparable work?

Employees in the same salary grade are paid within the same range, with individual positioning reflecting relevant experience, demonstrated proficiency, performance, and scope of responsibilities. Differences within individual grades can arise from differences in workforce composition and the small number of employees in certain roles. This is particularly evident in the higher salary grades, where women are underrepresented and a small number of highly compensated senior trading positions with specialized skills can have a significant impact on average hourly pay. As a result, differences at these grades reflect differences in workforce representation and the mix of roles held by men and women, rather than differences in pay for comparable work at the same salary grade.



Explanatory Notes

4. Powerex uses an eight-level salary grade structure (grades 40-47) for jobs. The following are typical jobs at each salary grade:
   - 40 Support staff
   - 41 to 44 Professional staff
   - 45 Senior professional staff and Managers
   - 46 and 47 Senior Traders and Senior Leadership

Overtime Pay

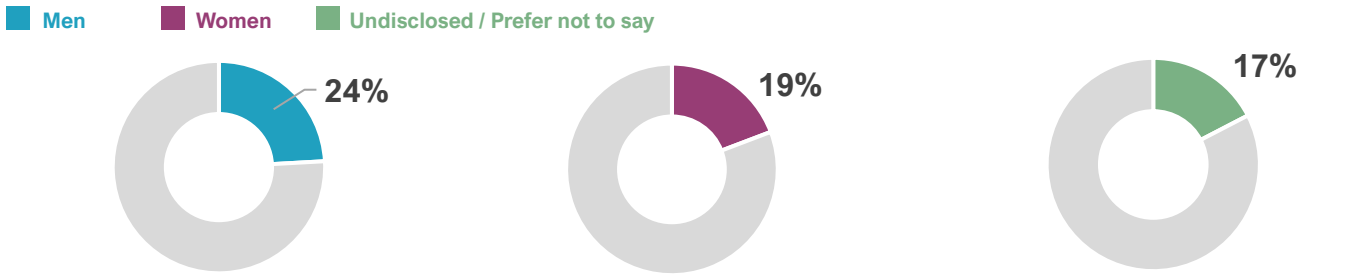
Who works overtime?

Overtime is primarily worked by our Application Support, Infrastructure & Security Support, Desktop Support, and Database teams. These teams provide critical after-hours support for the applications and infrastructure that enable our 24-hour trading desk, including responding to outages, incidents, and maintenance requirements.

Of the 57 employees who received overtime pay, 43 (75%) worked in these teams. Of these employees, 25 (58.1%) were men, 10 (23.3%) were women, and 8 (18.6%) did not disclose gender. These overtime-intensive teams are predominantly male, including among senior employees who provide specialized after-hours support.

This concentration contributes to the overtime pay gap. Among employees who received overtime pay, men averaged 26 overtime hours compared with 21 hours for women, while median overtime hours were 12 hours for men and 8 hours for women. Men and women receive the same applicable overtime premium rates. Differences in overtime earnings therefore reflect factors such as the number of overtime hours worked and employees' underlying rates of pay.

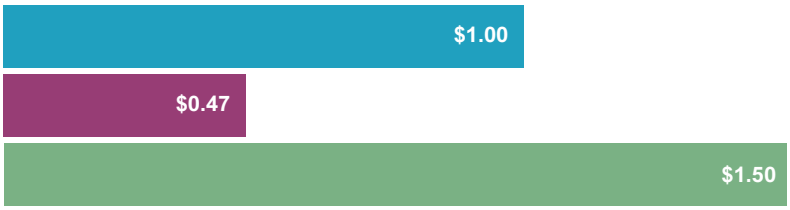
Percentage of employees in each gender category receiving overtime pay



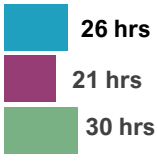
Mean overtime pay[5]



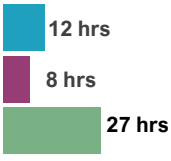
Median overtime pay



Mean overtime paid hours



Median overtime paid hours



Explanatory Notes

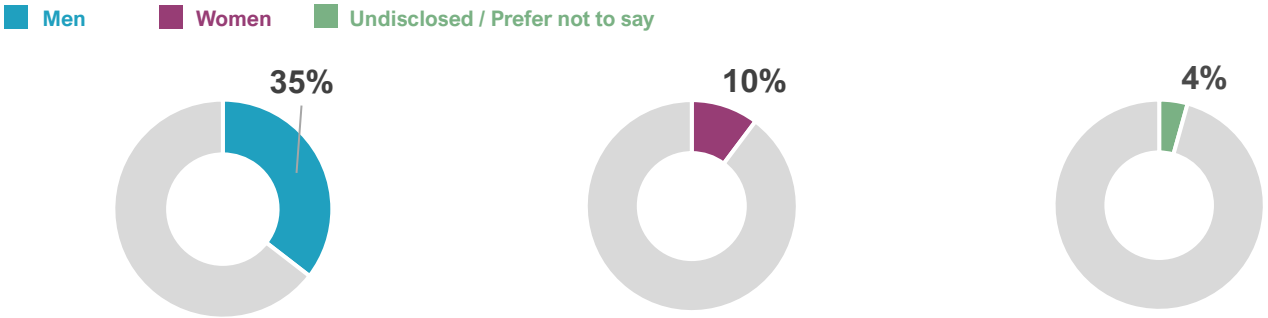
5. Overtime pay includes all overtime paid, or previously banked and paid out, in the fiscal year reporting period. Overtime that was banked and taken as time off or not paid out within the fiscal year reporting period is excluded. Calculations only include employees that received overtime pay in the fiscal year reporting period. Employees who had no overtime pay are excluded from the mean and median calculations.
6. The higher median overtime pay in the “Undisclosed / Prefer Not to Say” category reflects overtime earnings among a small number of employees who elected not to disclose their gender.

Bonus Pay

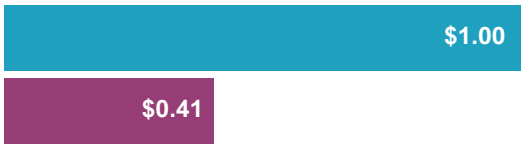
Who receives bonus pay?

Bonus pay at Powerex is concentrated among Trading employees and executives, with target and maximum incentive opportunities varying based on role and incentive plan design. Actual payouts are directly linked to Powerex's net income performance, with Powerex's historically strong organizational performance contributing to bonus payouts for employees in these roles. As Trading roles are predominantly held by men, as illustrated in the charts on page three, the gender composition of these roles contributes to the overall gender bonus pay gap, rather than differences in incentive treatment between men and women in comparable positions.

Percentage of employees in each gender category receiving bonus pay



Mean Bonus Pay



Median bonus pay



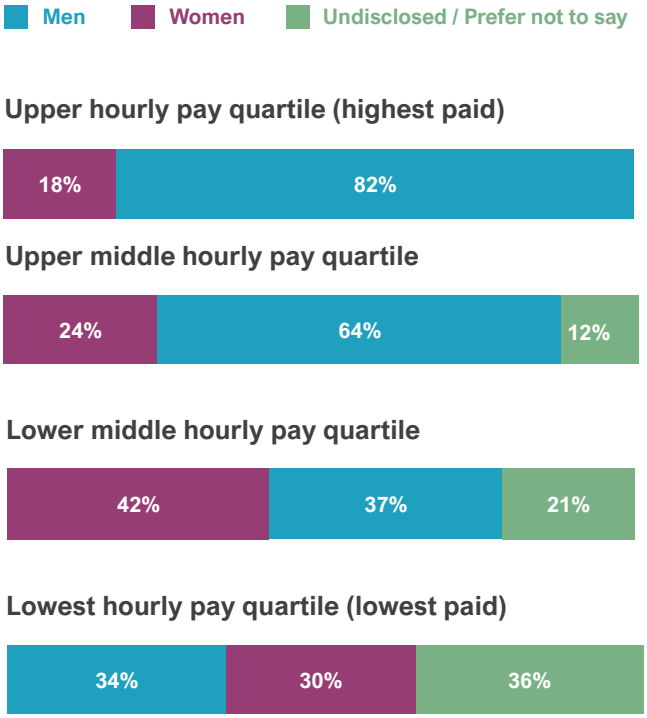
Explanatory Notes

7. Calculations only include employees that received bonus pay in the fiscal year reporting period. Employees who had no bonus pay are excluded from the mean and median calculations.

Percentage of each gender in each pay quartile

The following shows the gender representation within each hourly base pay quartile. Women represent 18% of employees in the upper hourly pay quartile (the top 25% of earners), compared with 82% men.

This again reflects the historical composition of the broader energy trading industry, where men have traditionally had greater representation and longer tenure in trading positions, which may also influence the composition of the experienced talent pool available for senior and specialized positions.



Our Commitment to Gender Pay Equity

To support greater pay parity and maintain fair and consistent employment practices, Powerex Management continues to strengthen how we identify and address representation gaps across our workforce and leadership pipeline. Our approach remains merit-based and grounded in Powerex's business priorities and talent needs, with decisions based on the qualifications, experience, capabilities, and performance required for each role.

Our focus includes:

- **Recruitment:** Maintaining fair, equitable, and merit-based recruitment practices while broadening candidate pipelines for roles where women are underrepresented.
- **Development, succession, and progression:** Using workforce and talent pipeline analysis to identify representation gaps and development needs, while providing targeted opportunities such as leadership programs, mentorship, stretch assignments, and career pathways to build readiness for future roles.
- **Pay practices:** Continuing to review compensation outcomes and pay positioning to support fair and consistent application of our compensation programs.