Miltom Management LP a service provider to Miller Thomson LLP
2026 Pay transparency report

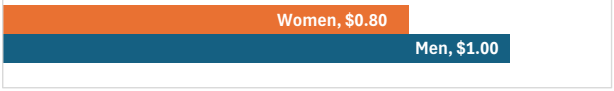
Miller Thomson LLP is committed to pay transparency and helping close the gender pay gap. This report represents pay information for the business services team in our Vancouver office (Miltom Management LP). Data for the legal professionals is not included in the report as the data does not meet the minimum threshold requirements for reporting.

Employer details

Employer:	Miltom Management LP a service provider to Miller Thomson LLP
Address:	700 West Georgia Street, Suite 2200, Vancouver, BC V7Y 1K8
Reporting Year:	2026
Number of Employees:	66

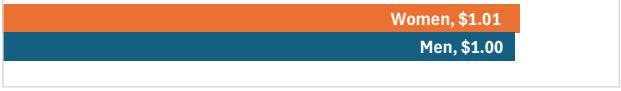
Hourly pay

Mean hourly pay gap[1]



*Women's **mean** hourly wages are 20% less than men's. For every $1.00 men earn in **mean** hourly wages, women earn $0.80 in **mean** hourly wages.*

Median hourly pay gap[2]



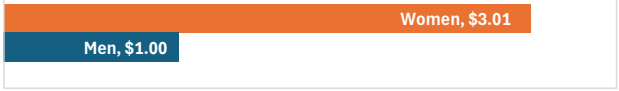
*Women's **median** hourly wages are 1% more than men's. For every $1.00 men earn in **median** hourly wages, women earn $1.01 in **median** hourly wages.*

Note: 25% men are in management roles compared to <1% of women in management roles. When the management roles are removed in both men and women's groups:
*· Women's **mean** hourly wages are equal to men's. For every $1.00 men earn in **mean** hourly wages, women earn $1.00 in **mean** hourly wages.*
*· Women's **median** hourly wages are 6% more than men's. For every $1.00 men earn in **median** hourly wages, women earn $1.06 in **median** hourly wages.*

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 or 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 overtime.

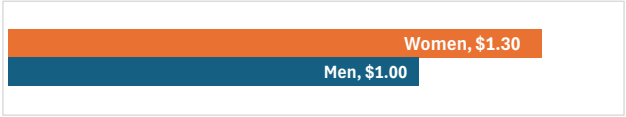
Overtime pay

Mean overtime pay[3]



*Women's **mean** overtime pay is 201% more than men's. For every $1.00 men earn in **mean** overtime pay, women earn $3.01 in **mean** overtime pay.*

Median overtime pay[4]



*Women's **median** overtime pay is 30% more than men's. For every $1.00 men earn in **median** overtime pay, women earn $1.30 in **median** overtime pay.*

Mean overtime paid hours[5]

Women	36.2
Men	20.8

*The **mean** number of overtime hours worked by women was 15.5 hours more than men.*

Median overtime paid hours[6]

Women	16.5
Men	20.8

*The **median** number of overtime hours worked by women was 4.3 hours less than men.*

Percentage of employees in each gender category receiving overtime pay

Women	45%
Men	17%

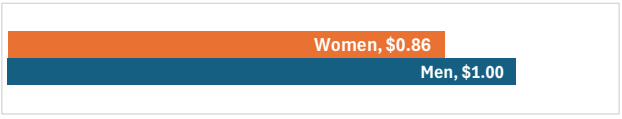
Explanatory notes
[3]"Mean overtime pay" refers to the overtime pay when averaged for each gender group.
[4]"Median overtime pay" refers to the middle point of overtime pay for each gender group.
[5]"Mean overtime paid hours" refers to the average number of hours of overtime worked for each gender group.
[6]"Median overtime paid hours" referes to the middle point of number of overtime hours worked for each gender group.

Bonus pay

Mean bonus pay[7]

*Women's **mean** bonus pay is 68% less than men's. For every $1.00 men earn in **mean** bonus pay, women earn $0.32 in **mean** bonus pay.*

Median bonus pay[8]



*Women's **median** bonus pay is 14% less than men's. For every $1.00 men earn in **median** bonus pay, women earn $0.86 in **median** bonus pay.*

Note: 25% men are in management roles compared to <1% of women in management roles. When the management roles are removed in both men and women's groups:
*· W omen's **mean** bonus pay is 18% more than men's. For every $1.00 men earn in **mean** bonus pay, women earn $1.18 in **mean** bonus pay*
*· Women's **median** bonus pay is equal to men's. For every $1.00 men earn in **median** bonus pay, women earn $1.00 in **median** bonus pay*

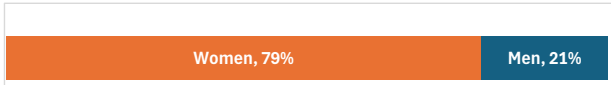
Percentage of employees in each gender category receiving bonus pay

Women	75%
Men	83%

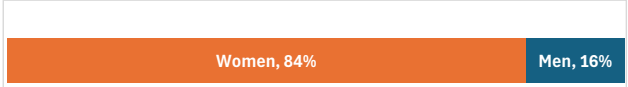
Explanatory notes
[7] "Mean bonus pay" refers to bonus pay when averaged for each gender group.
[8]"Median bonus pay" refers to the middle point of bonus pay for each gender group.

Percentage of each gender in each pay quartile [9]

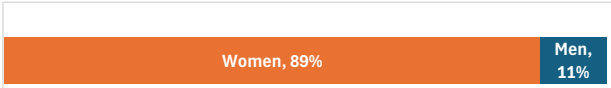
Upper hourly pay quartile (highest paid)



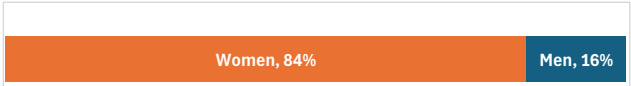
Lower/Middle hourly pay quartile



Upper/Middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



*Women occupy 79% of the **highest** paid jobs and 84% of the **lowest** paid jobs.*

Explanatory notes
[9] "Pay quartile refers to the percentage of each gender within four equal sized groups based on their hourly rate.