FLINT ENERGY SERVICES LIMITED PARTNERSHIP
Pay transparency report

FLINT is committed to fostering a workplace that values fairness, respect, and equal opportunity for all employees. We regularly review our compensation practices to support equitable pay and to ensure compensation decisions are based on job requirements, skills, qualifications, experience, and business needs. This report has been prepared in accordance with the British Columbia Pay Transparency Act and provides a snapshot of compensation outcomes for employees included in the reporting period.

Employer details

Employer:	FLINT ENERGY SERVICES LIMITED PARTNERSHIP
Address:	3500-205 5 Ave SW, Calgary, AB
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	23 - Construction
Number of Employees:	50-299

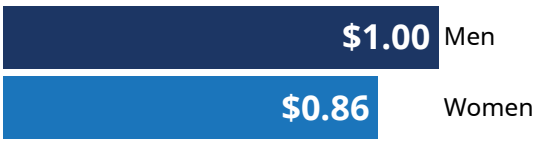
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 5% less than men's. For every dollar men earn in average hourly wages, women earn 95 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 14% less than men's. For every dollar men earn in median hourly wages, women earn 86 cents 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 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 pay [3]



In this organization women's average overtime pay is 9% less than men's. For every dollar men earn in average overtime pay, women earn 91 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 75% more than men's. For every dollar men earn in median overtime pay, women earn $1.75 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	0

In this organization the average number of overtime hours worked by women was 0 less than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	76

In this organization the median number of overtime hours worked by women was 76 more than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

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

Bonus pay

Mean bonus pay [7]

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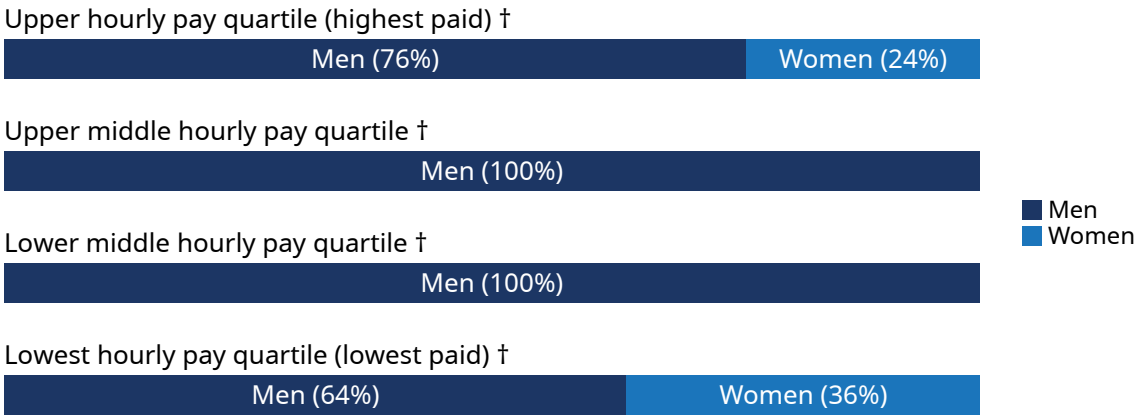
Median bonus pay [8]

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

Percentage of employees in each gender category receiving bonus pay

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

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 24% of the highest paid jobs and 36% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

Data constraints

This report was prepared using available payroll and employee data for the reporting period. Compensation calculations are based on payroll earnings and hours worked, and demographic information available within FLINT's HR systems. Results reflect the composition of the workforce during the reporting period and may be influenced by factors such as employee tenure, occupational distribution, work schedules, overtime eligibility, and workforce demographics. To protect employee privacy and comply with reporting requirements, certain values have been suppressed where disclosure could identify individuals or where population sizes are small.

* 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.