SEM Resort Limited Partnership Pay transparency report

St. Eugene Golf Resort & Casino is an Indigenous-owned hospitality, tourism and entertainment destination located in the East Kootenay region of British Columbia. Owned by the Ktunaxa Nation and operated by SEM Resort Ltd., the resort offers hotel accommodations, conference facilities, food and beverage services, an 18-hole golf course and the Casino of the Rockies.
With a diverse workforce across hospitality, gaming, administration, facilities and guest services, St. Eugene is committed to providing a respectful, inclusive and equitable workplace. We value our employees and recognize the importance of fair compensation, pay transparency and equal opportunities for all.

Approximately 10% of our workforce are members of the BCGEU (British Columbia General Employees Union). All classifications within the union are entry level roles.

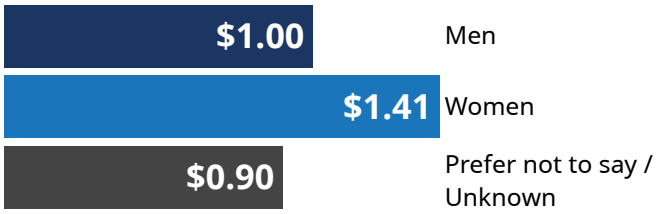
Approximately 85% of our management team identifies as women, reflecting a strong representation of women in leadership across our organization. This representation contributes to the results presented.

Employer details

Employer:	SEM Resort Limited Partnership
Address:	7731 Mission Rd, Cranbrook, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	72 - Accommodation and food services
Number of Employees:	50-299

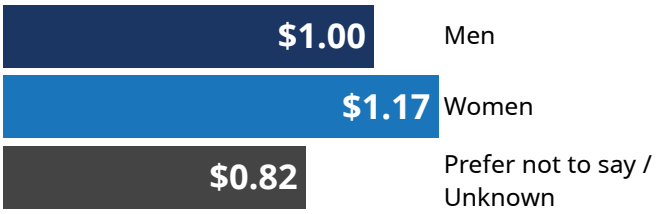
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 41% more than men's. For every dollar men earn in average hourly wages, women earn $1.41 in average hourly wages. *

Median hourly pay gap[2]



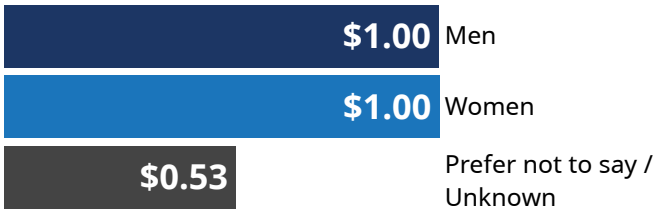
In this organization women's median hourly wages are 17% more than men's. For every dollar men earn in median hourly wages, women earn $1.17 in median hourly wages. *

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.

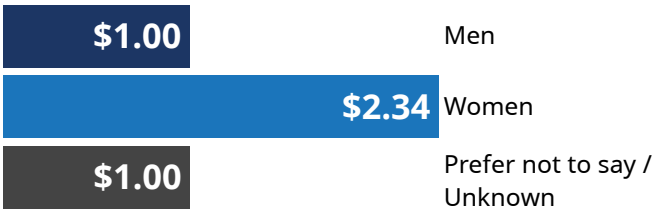
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 0% more than men's. For every dollar men earn in average overtime pay, women earn $1.00 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 134% more than men's. For every dollar men earn in median overtime pay, women earn $2.34 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	7
Prefer not to say / Unknown	-15

In this organization the average number of overtime hours worked by women was 7 more than by men. *

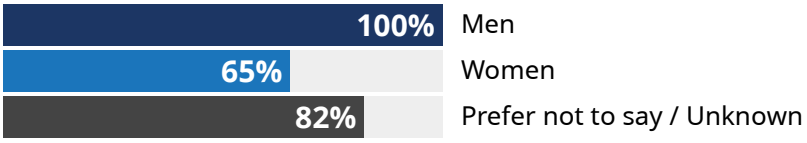
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	33
Prefer not to say / Unknown	-5

In this organization the median number of overtime hours worked by women was 33 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.

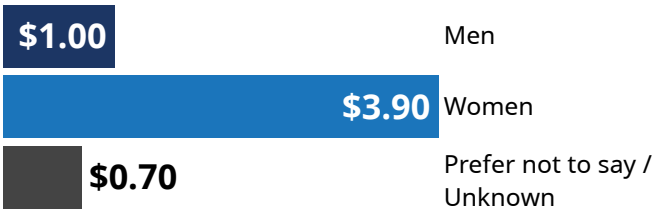
Bonus pay

Mean bonus pay [7]



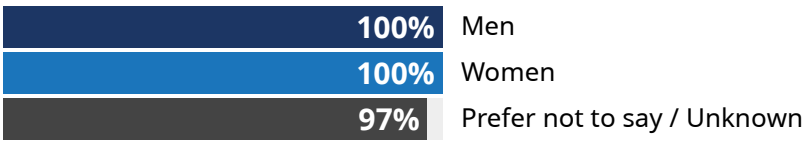
In this organization women's average bonus pay is 131% more than men's. For every dollar men earn in average bonus pay, women earn $2.31 in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 290% more than men's. For every dollar men earn in median bonus pay, women earn $3.90 in median bonus pay. *

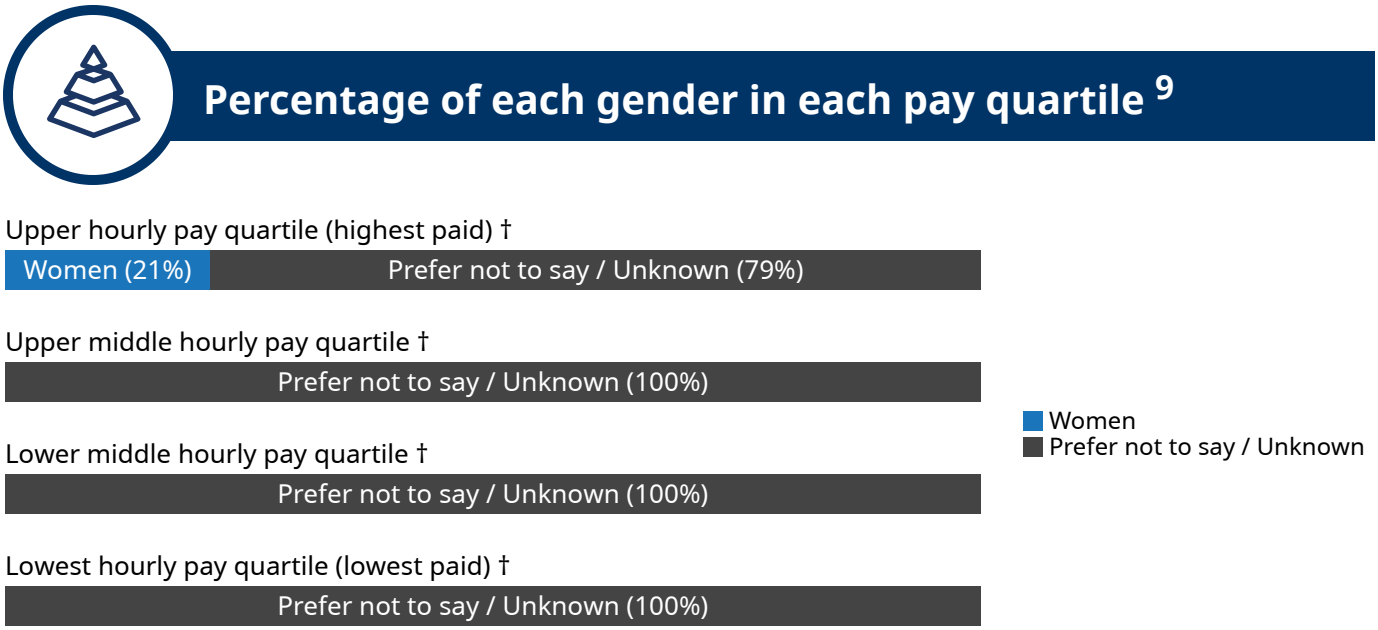
Percentage of employees in each gender category receiving bonus pay



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.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 21% of the highest paid jobs. Prefer not to say / Unknown occupy 79% of the highest paid jobs and 100% of the lowest paid jobs.

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

Data constraints

This report covers the time period from January 1, 2025 to December 31, 2025. Due to payroll system reporting constraints, the bonus pay includes all pay codes except regular and overtime earnings. Gender identity information in this report is collected on a voluntary basis through the payroll system which began December 2024.

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.