

GENDER PAY GAP DATA - INTERCON

Overall **mean** gender pay gap for all employees based on hourly pay

2.55%

Mean gender pay gap for part-time employees based on hourly pay

n/a

Mean gender pay gap for temporary contractors based on hourly pay

0.85%

Mean gender pay gap bonus pay

-20.08%

Overall **median** gender pay gap for all employees based on hourly pay

2.44%

Median gender pay gap for part-time employees based on hourly pay

n/a

Median gender pay gap for temporary contractors based on hourly pay

0%

Median gender pay gap bonus pay

2.71%

	Male	Female
Percentage of employees who received a bonus	6.10%	3.45%
Percentage of employees in receipt of BIK	0%	0%

PAY QUARTILES

Percentage of employees in each pay quartile

	Lower	Lower Middle	Upper Middle	Upper
Male	40%	44%	49%	63%
Female	60%	56%	51%	37%

