Miller Titerle +Company

2026 Pay Transparency Report



November 2026

MILLER TITERLE LAW CORPORATION
Pay transparency report

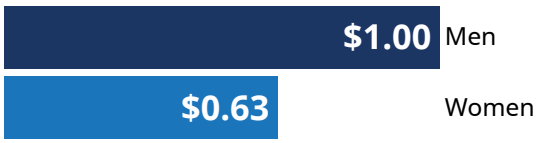
MT+Co strives to approach compensation in a way that reflects our commitment to being **Authentic + Equitable, thoughtful, and accountable**. We regularly look at our pay practices through the lens of internal compensation data, industry market data and most recently pay transparency reporting. This helps us understand where and why differences exit and identify opportunities to keep strengthening our approach to equitable compensation over time.
This report covers April 1, 2025 to March 31, 2026 and includes all employees who worked during this period, including those on paid leaves. The data includes principal lawyer salaries, in comparison to partnership law firms where partner income would be excluded. Pay data is derived from MT Co.'s payroll and HRIS systems.

Employer details

Employer:	MILLER TITERLE LAW CORPORATION
Address:	300 - 638 SMITHE STREET, VANCOUVER, BC
Reporting Year:	2026
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 37% less than men's. For every dollar men earn in average hourly wages, women earn 63 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 47% less than men's. For every dollar men earn in median hourly wages, women earn 53 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]

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

Median overtime pay [4]

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

Mean overtime paid hours [5]

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Median overtime paid hours [6]

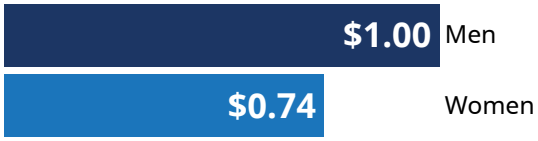
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

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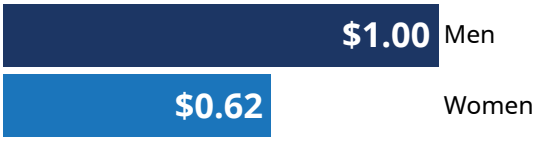
Bonus pay

Mean bonus pay [7]



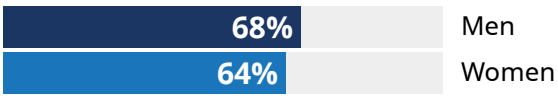
In this organization women's average bonus pay is 26% less than men's. For every dollar men earn in average bonus pay, women earn 74 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 38% less than men's. For every dollar men earn in median bonus pay, women earn 62 cents in median bonus pay. *

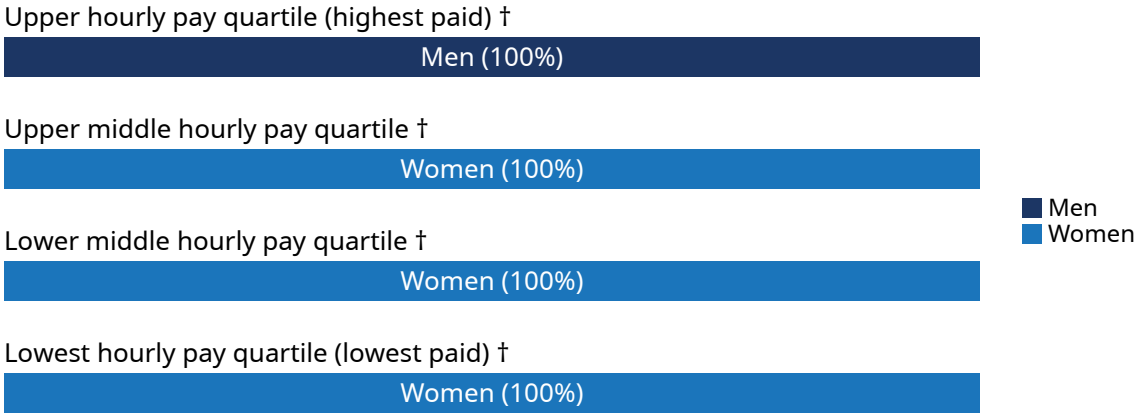
Percentage of employees in each gender category receiving bonus pay



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.
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 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 April 1, 2025 to March 31, 2026 and includes all employees who worked during this period, including those on paid leaves. The data includes principal lawyer salaries, in comparison to partnership law firms where partner income would be excluded. Pay data is derived from MT Co.'s payroll and HRIS systems.

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.