

	2021		2020		2019		2018		2017	
Difference in mean hourly rate of pay	-6.0%		1.7%		-1.6%		1.3%		4.1%	
Difference in median hourly rate of pay	3.1%		1.7%		2.4%		4.0%		0.6%	
Difference in mean bonus pay	-102.1%		-69.9%		-104.3%		33.1%		51.3%	
Difference in median bonus pay	-308.7%		-180.0%		-10.2%		81.6%		66.4%	

	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Percentage of employees who received bonus pay	37.5%	76.7%	80.0%	68.6%	75.0%	74.2%	50.0%	71.1%	100.0%	70.8%
Employees by pay quartile	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Upper quartile	63.5%	36.5%	62.7%	37.3%	59.6%	40.4%	65.6%	34.4%	66.7%	33.3%
Upper middle quartile	59.8%	40.2%	48.0%	52.0%	63.6%	36.4%	64.1%	35.9%	67.7%	32.3%
Lower middle quartile	54.0%	46.0%	69.3%	30.7%	64.2%	35.8%	64.1%	35.9%	67.5%	32.5%
Lower quartile	45.7%	54.3%	40.0%	60.0%	46.4%	53.6%	55.0%	45.0%	65.4%	34.6%

Temps Only

Difference in mean hourly rate of pay	4.6%		6.8%		6.4%		10.3%		9.5%	
Difference in median hourly rate of pay	5.1%		0.0%		3.4%		6.7%		-2.2%	
Employees by pay quartile	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Upper quartile	47.1%	52.9%	42.6%	57.4%	48.5%	51.5%	76.4%	23.6%	76.0%	24.0%
Upper middle quartile	52.5%	47.5%	72.1%	27.9%	65.7%	34.3%	64.5%	35.5%	66.9%	33.1%
Lower middle quartile	61.7%	38.3%	50.0%	50.0%	66.0%	34.0%	65.0%	35.0%	69.4%	30.6%
Lower quartile	70.0%	30.0%	70.6%	29.4%	64.7%	35.3%	54.0%	46.0%	65.3%	34.7%