

NUCLEUS NETWORKS INC.

Pay transparency report

What makes Nucleus different from other Managed IT Services providers? To start, our focus goes beyond just keeping the lights on. We work with every one of our clients to help supercharge their business, transforming their IT from a system that just needs support to one that is driving business results and helping them grow.

We are a team of over 80 experienced professionals focused on providing industry-leading IT Services to clients across Canada. Headquartered in downtown Vancouver with operations in BC, Alberta and Ontario, Nucleus operates on a remote-first, hybrid work model.

We've been nominated as one of BC's top 10 Best Workplaces and have been a top 5 Finalist for BC's Best Company. We pride ourselves on our culture, our unique approach to delivering rapid-response IT services, and our continued obsession with providing the best client experience possible.

We've been recognized as one of North America's top Managed IT Services Providers as well as one of the top ten MSPs in Canada. Our vision is to be the best MSP in Canada for SMBs.

Employer details

Employer:	NUCLEUS NETWORKS INC.
Address:	880 - 505 Burrard Street, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 5% more than men's. For every dollar men earn in average hourly wages, women earn \$1.05 in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 10% less than men's. For every dollar men earn in median hourly wages, women earn 90 cents in median hourly wages. *



Overtime pay

Mean overtime pay³

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

Median overtime pay⁴

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

Mean overtime paid hours⁵

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

Median overtime paid hours⁶

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

Percentage of employees in each gender category receiving overtime pay

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

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.
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

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

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

Upper hourly pay quartile (highest paid) †

Men (100%)

Upper middle hourly pay quartile †

Men (100%)

■ Men

Lower middle hourly pay quartile †

Lowest hourly pay quartile (lowest paid) †

Men (100%)

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

Data constraints

Due to the relatively small percentage of staff identifying as female in 2025 (18%), many of the categories are not displayed due to insufficient data.

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.

* 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.