CONSOLIDATED FASTFRATE INC.
Pay transparency report

Consolidated Fastfrate Inc. has been providing industry-leading transportation services for more than 50 years. What began as an LTL over-the-road and intermodal carrier has grown into a diverse group of companies operating across Canada. Today, Consolidated Fastfrate Inc. is part of Fastfrate Group, which offers a comprehensive range of asset-based transportation and logistics services, including over-the-road, cross-border, intermodal LTL and TL, drayage and transload, warehousing, distribution, logistics services, and final mile delivery.

Consolidated Fastfrate Inc. is committed to fostering a fair and inclusive workplace and promoting transparency in compensation practices. This report specifically reflects the pay transparency data for Consolidated Fastfrate Inc.'s employees in British Columbia.

Employer details

Employer:	CONSOLIDATED FASTFRATE INC.
Address:	9701 HIGHWAY 50, WOODBRIDGE, ON
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	48-49 - Transportation and warehousing
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]

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 gap[2]

In this organization women's median hourly wages are 1% less than men's. For every dollar men earn in median hourly wages, women earn 99 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]

In this organization women's average overtime pay is 75% less than men's. For every dollar men earn in average overtime pay, women earn 25 cents in average overtime pay. *

Median overtime pay [4]

In this organization women's median overtime pay is 70% less than men's. For every dollar men earn in median overtime pay, women earn 30 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-106

In this organization the average number of overtime hours worked by women was 106 less than by men. *

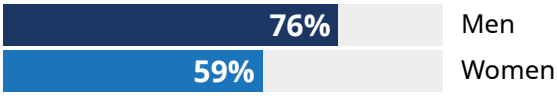
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-57

In this organization the median number of overtime hours worked by women was 57 less 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]

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

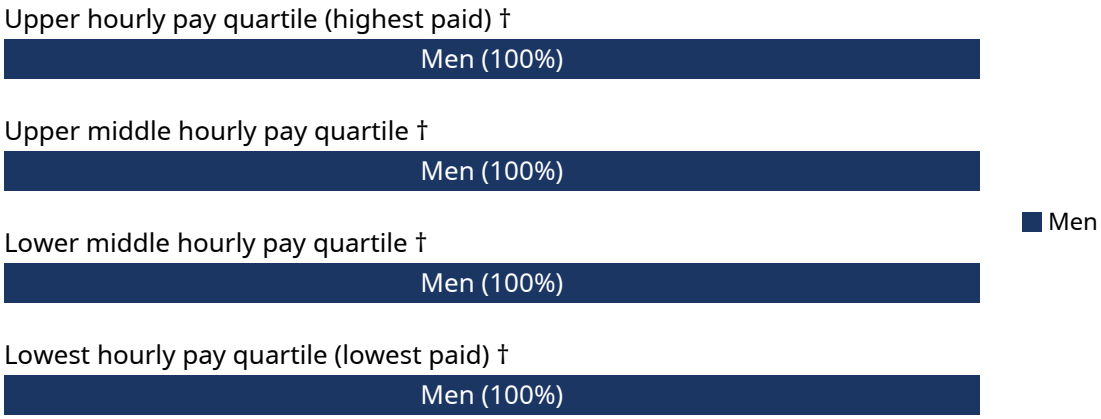
Median bonus pay [8]

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]



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

Data constraints

Bonus pay measures are suppressed due to insufficient data to meet disclosure requirements, as only 7 of the 153 employees included in Consolidated Fastfrate Inc.'s B.C. reporting dataset received bonus pay during the reporting period. All other pay transparency measures were calculated using the available payroll 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.