

## Gender Pay Gap Reporting - Omar Park Homes

Measure	2021	2022	2023	2024
Mean Gender Pay Gap	6.00%	6.10%	7.00%	9.80%
Median Gender Pay Gap	14.00%	3.80%	4.70%	2.90%
Mean Bonus Gender Pay Gap	-38.00%	-34.00%	2.50%	-4.00%
Median Bonus Gender Pay Gap	0.00%	-6.80%	40.60%	-31.20%
% Males Receiving Bonus	46.00%	82.80%	86.00%	93.80%
% Females Receiving Bonus	50.00%	75.30%	79.20%	96.20%
% Female Employees	11.00%	12.00%	14.00%	14.00%
% Male Employees	89.00%	88.00%	86.00%	86.00%

Pay Quartiles	2021		2022		2023		2024	
	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female
Lower Quartile	78%	22%	80%	20%	79%	21%	76%	24%
Lower Middle Quartile	94%	6%	92%	8%	89%	11%	92.5%	7.5%
Upper Middle Quartile	94%	6%	89%	11%	88%	12%	84%	16%
Upper Quartile	89%	11%	89%	11%	87%	13%	87.5%	12.5%