

WOW UNLIMITED MEDIA INC.

Pay transparency report

Originally founded as Mainframe Entertainment, we operated under the name Rainmaker Entertainment for over a decade, but we’ve now returned to our roots.

Founded in 1993, Mainframe created the very first fully-CG TV series, ReBoot. Since then, we’ve produced more than 1000 half-hours of TV, over 60 feature-length projects, and two theatrical feature films. We’ve been innovators and creators since day one, and have partnered with some of the biggest names in the business. Our creative-driven approach marries seamlessly with our rock-solid production processes, allowing us to deliver great storytelling that’s on-time and on-budget.

Mainframe Studios is a Vancouver-based computer animation studio that specializes in producing high-quality CGI animated content for television, streaming platforms, and feature films. The studio offers full-service production, covering all stages of the creative process, including concept and story development, modeling, animation, lighting, rendering, and post-production. In addition to developing its own original programming, Mainframe collaborates with major global entertainment companies to deliver animation services on a contract basis. The studio is recognized as a pioneer in computer-generated animation, having produced ReBoot, widely regarded as the first fully CGI-animated television series. Mainframe Studios continues to play a significant role in the animation industry, contributing hundreds of hours of content for international audiences.

Employer details

Employer:	WOW UNLIMITED MEDIA INC.
Address:	200 - 2025 West Broadway, Vancouver, BC
Reporting Year:	2026
Time Period:	November 1, 2025 - October 31, 2026
NAICS Code:	51 - Information and cultural industries
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.89	Women
\$1.24	Prefer not to say / Unknown

In this organization women's average hourly wages are 11% less than men's. For every dollar men earn in average hourly wages, women earn 89 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$0.89	Women
\$1.19	Prefer not to say / Unknown

In this organization women's median hourly wages are 11% less than men's. For every dollar men earn in median hourly wages, women earn 89 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.

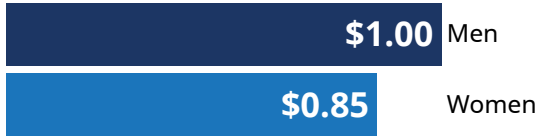
Explanatory notes

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



In this organization women's average bonus pay is 15% less than men's. For every dollar men earn in average bonus pay, women earn 85 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 48% less than men's. For every dollar men earn in median bonus pay, women earn 52 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



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.



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 63% of the lowest paid jobs.

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

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.