

HOT TOPIC, INC.

Pay transparency report

Committed to pay transparency and helping close the gender pay gap.

Employer details

Employer:	HOT TOPIC, INC.
Address:	18305 San Jose Ave, City of Industry, CA 91748
Reporting Year:	2026
Time Period:	Feb 2, 2025 - Jan 31, 2026
NAICS Code:	458110
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap

\$1.00	Men
\$1.04	Women
Not reported (<10)	Non-binary
Not reported (<10)	Prefer not to say / Unknown

In this organization women's mean hourly wages are 4% more than men's. For every dollar men earn, women earn \$1.04.

Median hourly pay gap

\$1.00	Men
\$1.00	Women
Not reported (<10)	Non-binary
Not reported (<10)	Prefer not to say / Unknown

In this organization women's median hourly wages are 0% less than men's. For every dollar men earn, women earn \$1.00.

Explanatory notes

- "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.
- "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

Suppressed	Men
Suppressed	Women
Not reported (<10)	Non-binary
Not reported (<10)	Prefer not to say / Unknown

Results are suppressed because fewer than 10 employees in the reference gender group received this payment.

Median overtime pay

Suppressed	Men
Suppressed	Women
Not reported (<10)	Non-binary
Not reported (<10)	Prefer not to say / Unknown

Results are suppressed because fewer than 10 employees in the reference gender group received this payment.

Mean overtime paid hours

Difference compared to reference group (Men)

Women	Suppressed
Non-binary	Suppressed
Prefer not to say / Unknown	Suppressed

Results suppressed: fewer than 10 men received overtime pay in the reporting period.

Median overtime paid hours

Difference compared to reference group (Men)

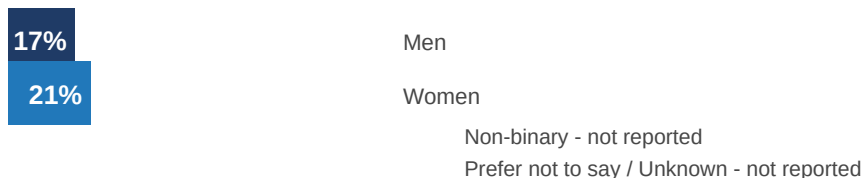
Women	Suppressed
Non-binary	Suppressed
Prefer not to say / Unknown	Suppressed

Results suppressed: fewer than 10 men received overtime pay in the reporting period.

Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Percentage of employees in each gender category receiving overtime pay



Bonus pay

Mean bonus pay

Suppressed	Men
Suppressed	Women
Not reported (<10)	Non-binary
Not reported (<10)	Prefer not to say / Unknown

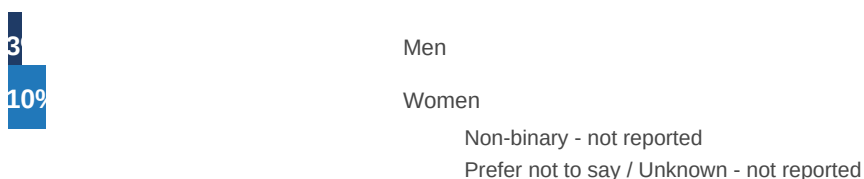
Results are suppressed because fewer than 10 employees in the reference gender group received this payment.

Median bonus pay

Suppressed	Men
Suppressed	Women
Not reported (<10)	Non-binary
Not reported (<10)	Prefer not to say / Unknown

Results are suppressed because fewer than 10 employees in the reference gender group received this payment.

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "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)

Men: suppressed (<10)

Women (100% of non-suppressed groups)

Upper middle hourly pay quartile

Men (31%)

Women (69%)

Lower middle hourly pay quartile

Men: suppressed (<10)

Women (100% of non-suppressed groups)

Lowest hourly pay quartile (lowest paid)

Men: suppressed (<10)

Women (100% of non-suppressed groups)

Gender groups with fewer than 10 employees per quartile are suppressed. Remaining percentages exclude suppressed groups.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.