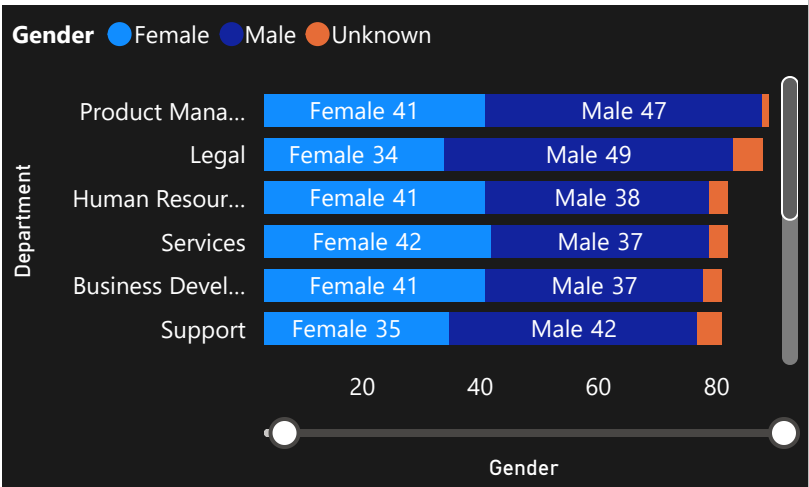
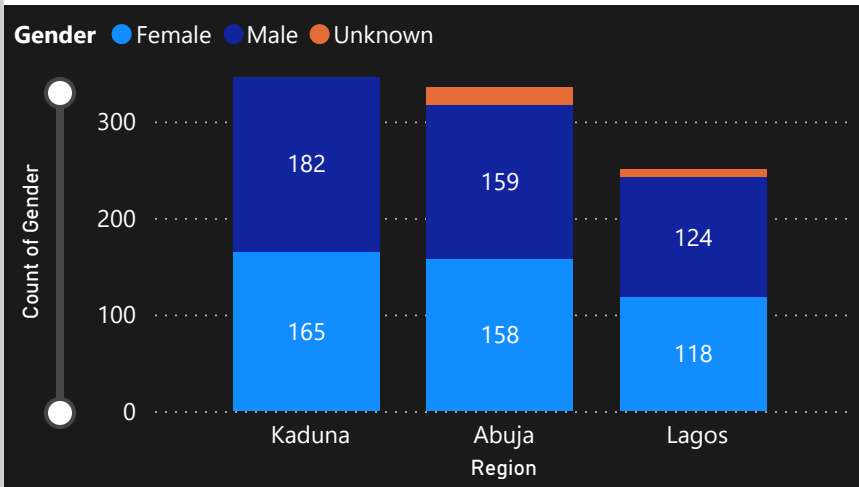


PALMORA GROUP HR ANALYSIS

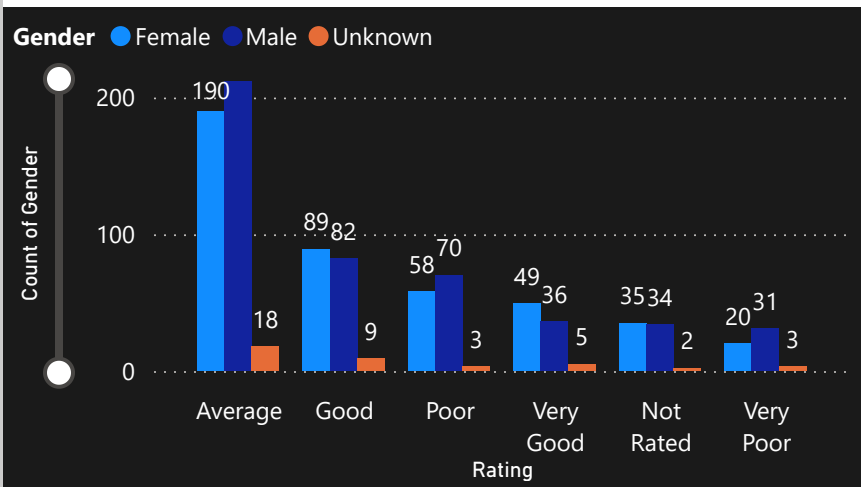
Gender Distribution by Department



Gender Distribution by Region



Rating Based on Gender



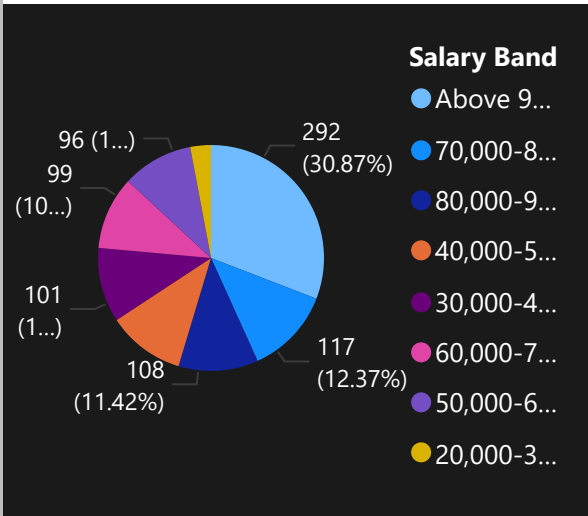
Gender Pay Gap By Department and Region

Department	Region	Gender Pay Gap %
Accounting	Abuja	0.20
Business Development	Abuja	0.06
Engineering	Abuja	-0.09
Human Resources	Abuja	0.25
Legal	Abuja	0.05
Marketing	Abuja	-0.23
Product Management	Abuja	0.04
Research and Development	Abuja	-0.18
Sales	Abuja	0.02
Total		0.04

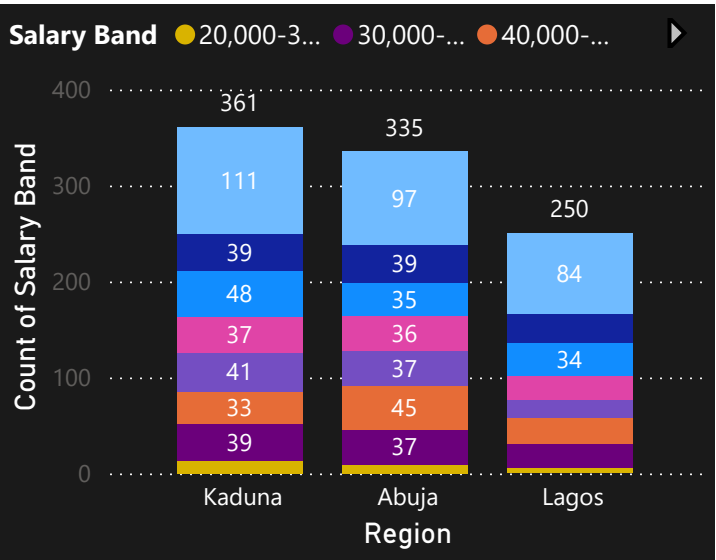
Count of Employee Earning Below \$90,000

654

Distribution of Employee Based on Salary Band



Employee Salary Band Based on Region



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Salary Table

Name	Annual Bonus	Total Pay (Salary + Bonus)
Abbie Tann	5826	122346
Abigael Basire	2156.7	63776.7
Abigael Basire	677.82	62297.82
Abramo Labbez	2541	79541
Abran Danielsky	1145.2	33865.2
Addi Studdeard	362.5	72862.5
Addi Studdeard	725	73225
Addia Penwright	562.6	28692.6
Addy Pimblett	2126.72	68586.72
Addy Pimblett	2668.56	87688.56

Total Amount Paid in Lagos
Region

\$18,954,570.00

Total Amount Paid in Abuja
Region

\$24,116,280.00

Total Amount Paid in Kaduna
Region

\$26,652,820.00