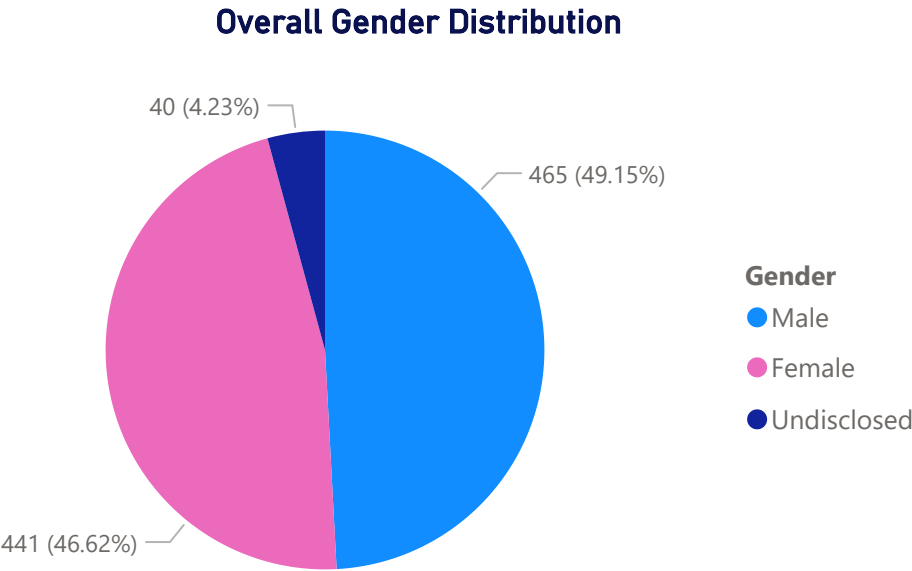
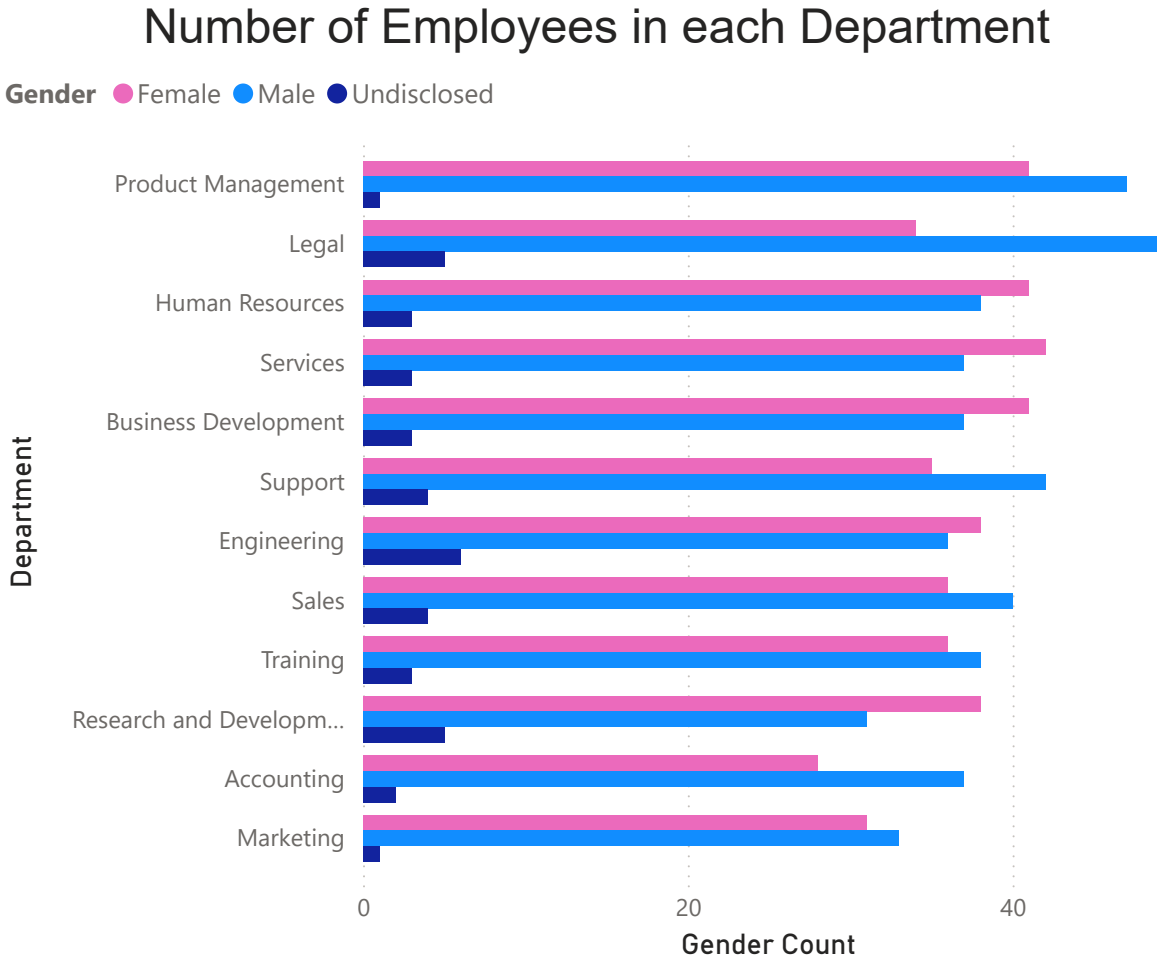
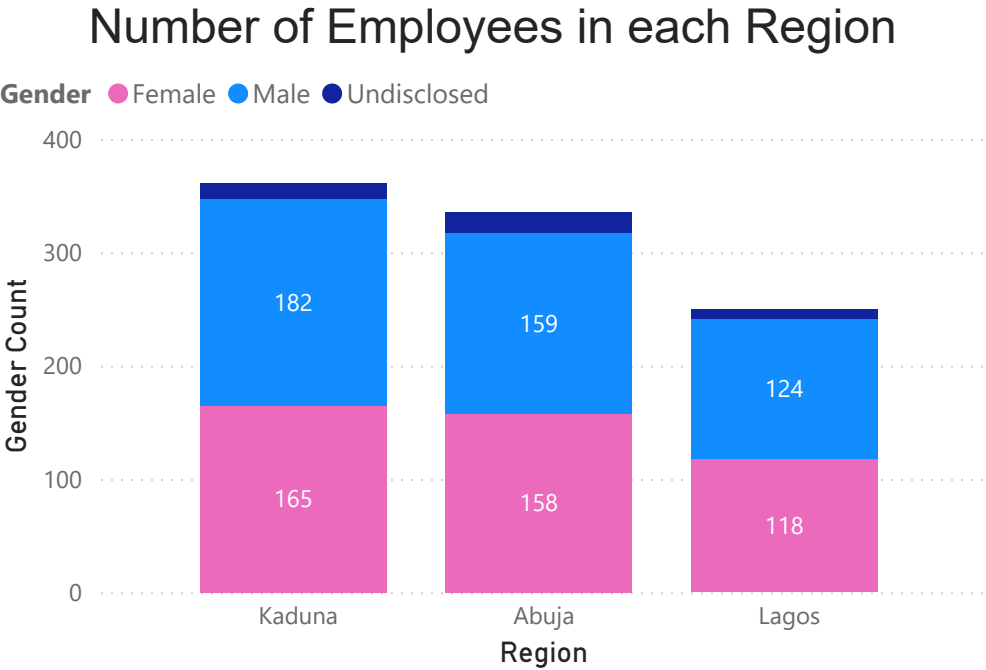


- Region
- Abuja
 - Kaduna
 - Lagos

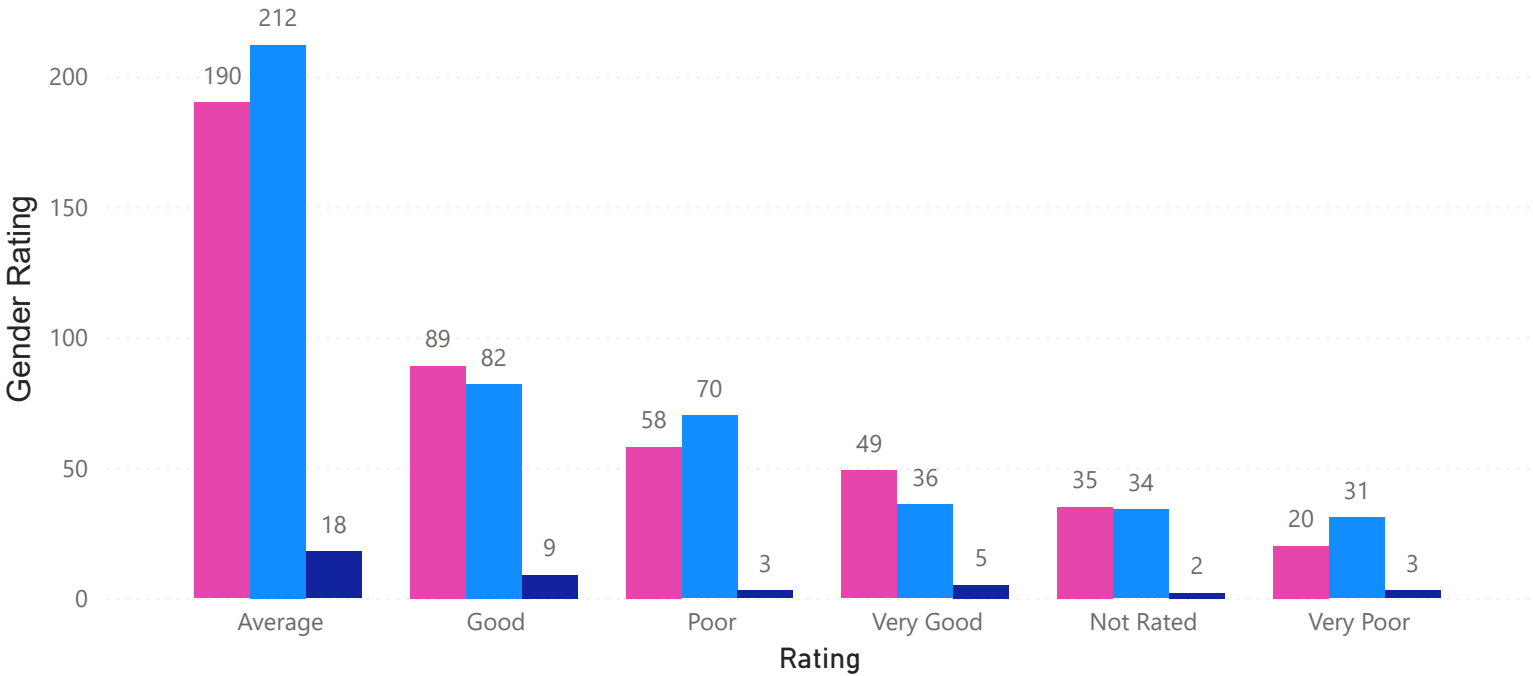


Comment 1

The Company has more males than females. Palmoria Group has 946 employees, 465 are males, 441 are female and 40 are undisclosed. Kaduna has the highest number of employees, followed by Abuja and then Lagos.

Gender Rating

Gender ● Female ● Male ● Undisclosed



Gender Slicer

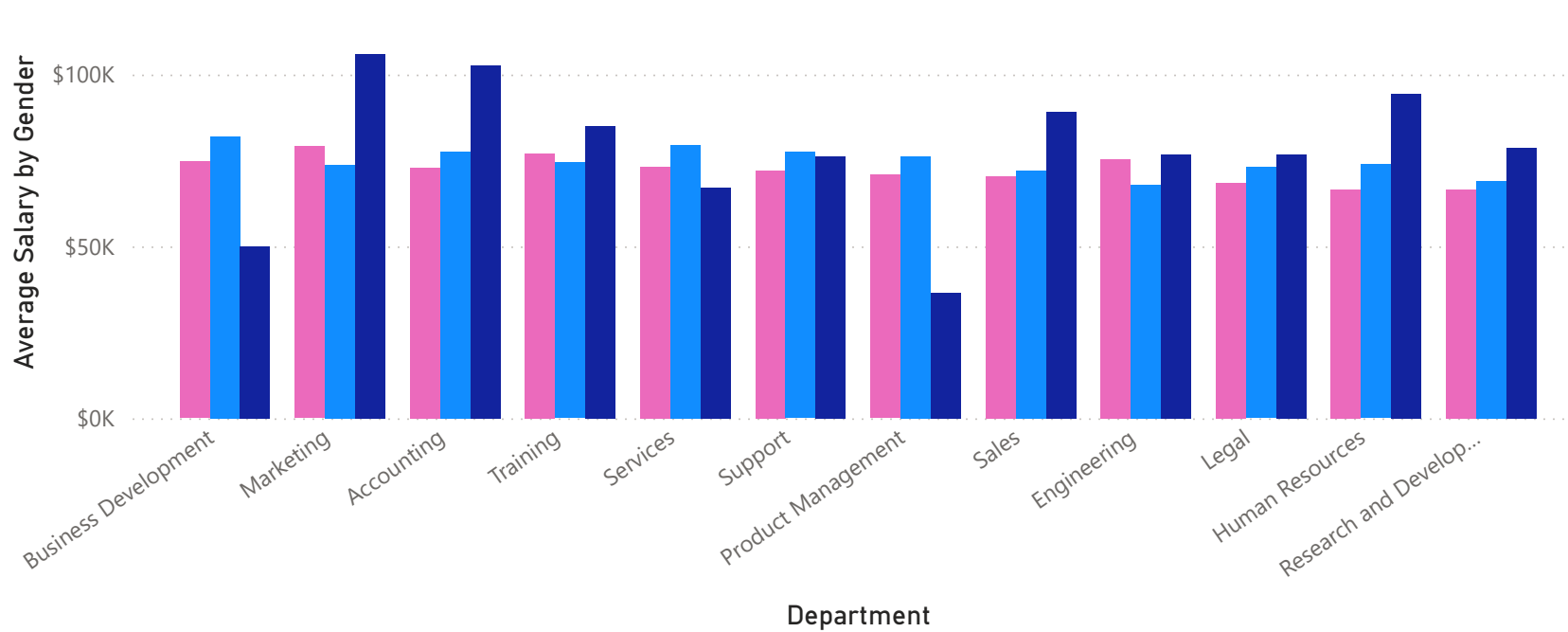
Gender
Undisclosed
Male
Female

Comment 2

Females are rated more positively than males.
For negative rating males are more compared to females and other genders.

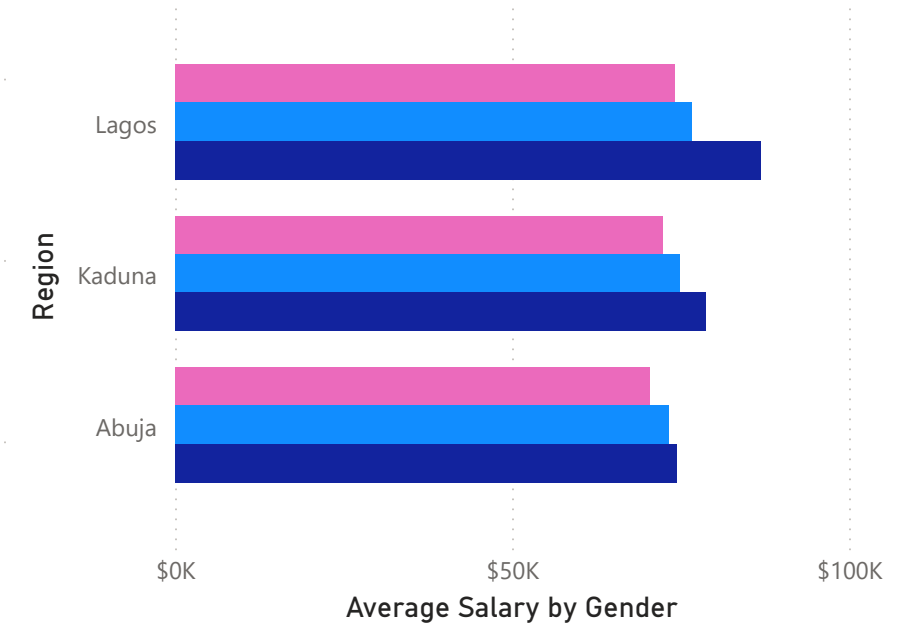
Salary by Department

Gender Female Male Undisclosed

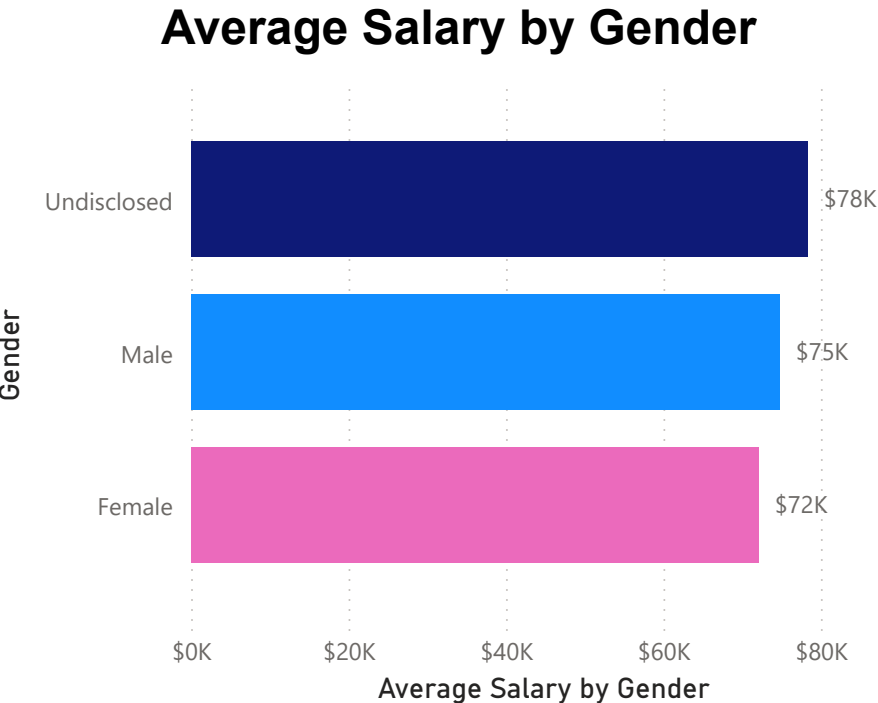


Average Salary by Region

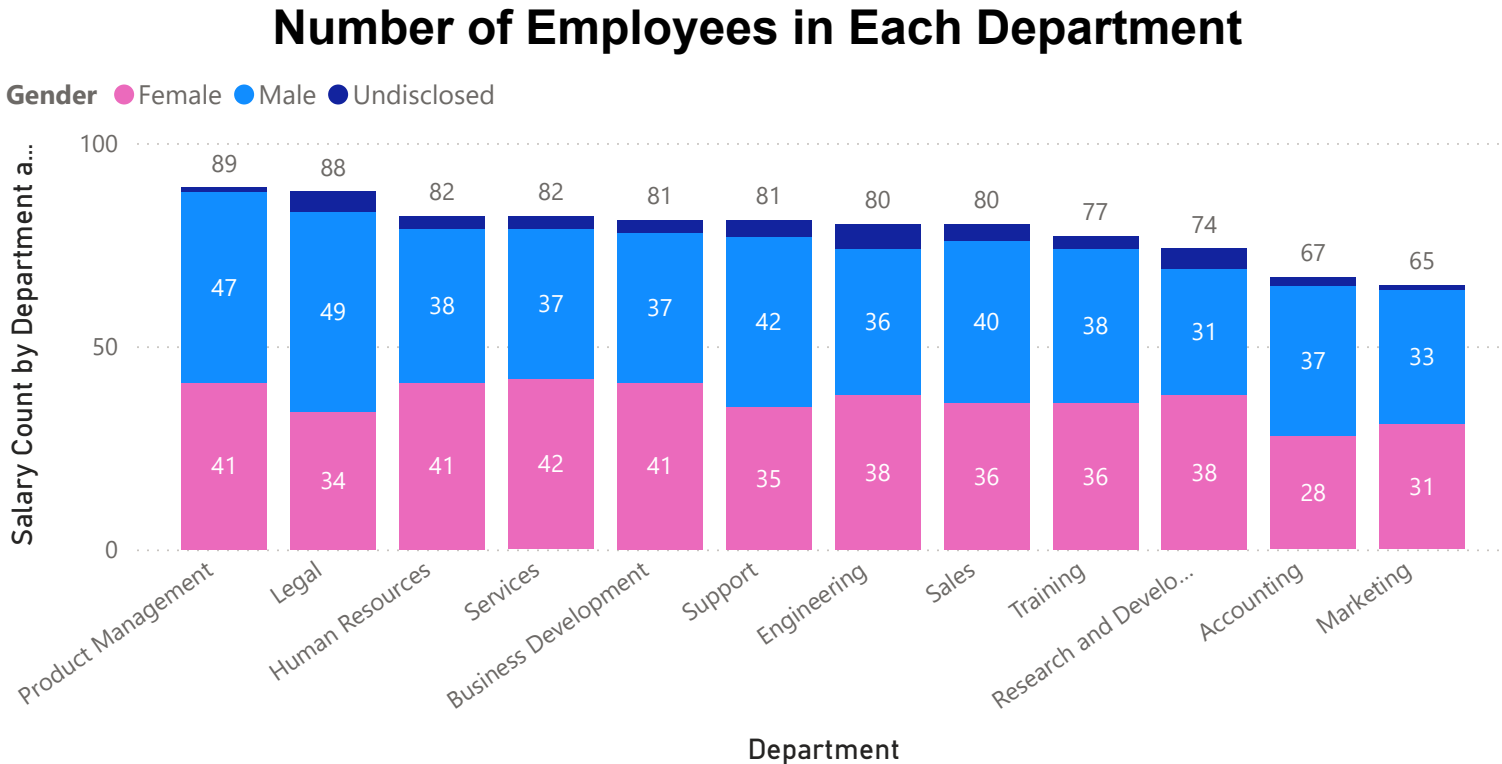
Gender Female Male Undisclosed



1. Comparing Females to Males in each Region and Departments. Out of 12 department, **3 (Marketing, Training, Engineering) pays the females more whilst 9 pays the males more.** The major reason being that males are more than females in the company,
2. However, In Department like **(Business Development, Services, Human Resource, and Research and Development), despite the number of females being higher than males, the males are being paid more and higher than the females.**
3. **In all the Region Males are being paid Higher than Females.**
4. **There is a huge Gender pay gap in all the Regions**

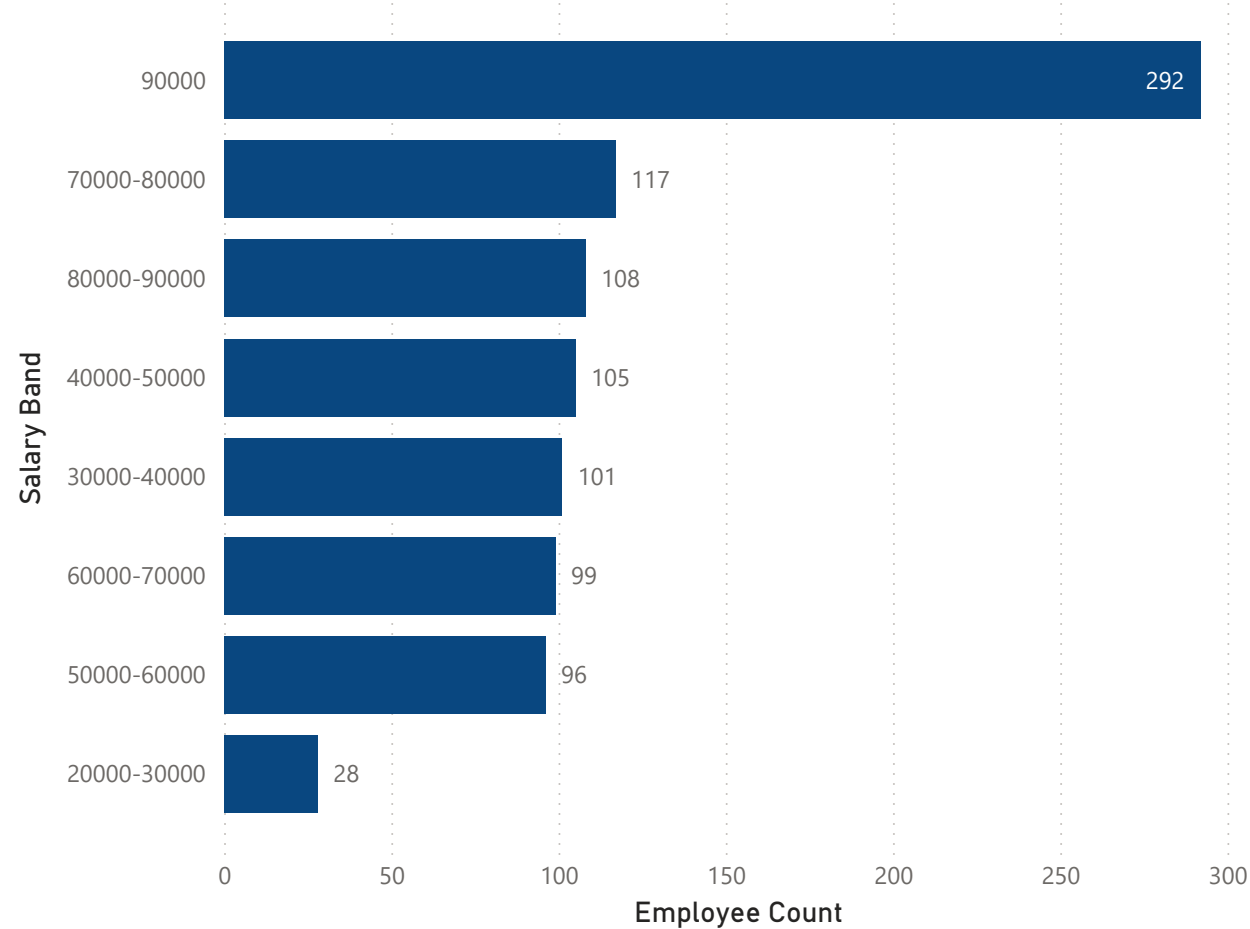


Average Salary by Gender
Male employees earn an average of \$75K compared to \$72K for Female employees.



Number of Employees in each Dapartment
Out of 12 Department, 5 has more Females than males while, 7 has more Males than Females.

Pay Distribution



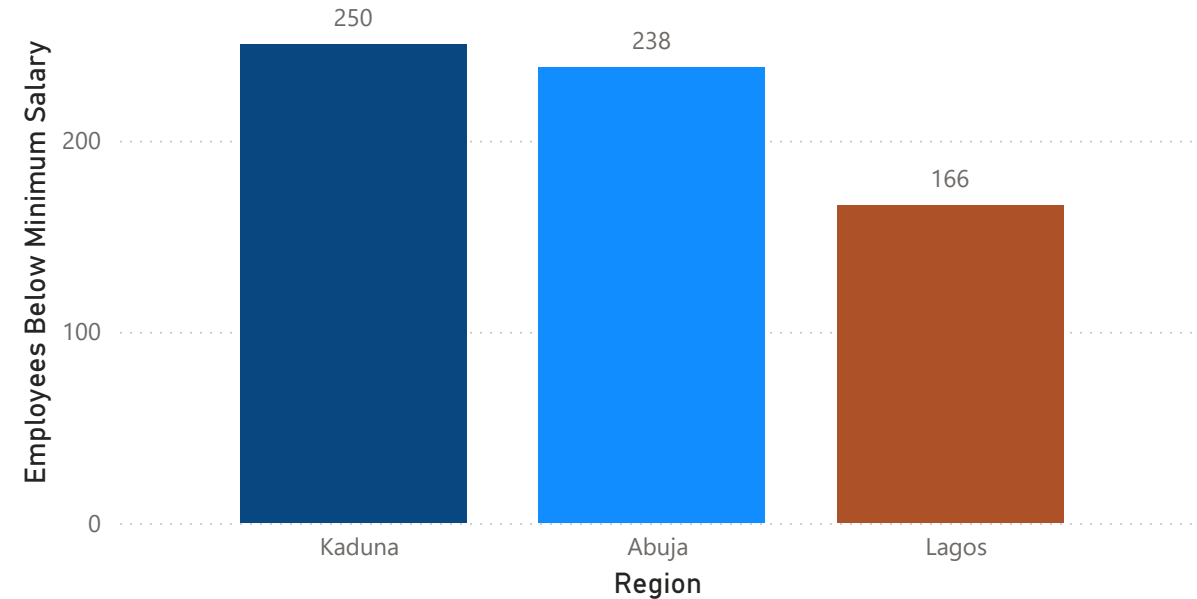
Region

Abuja

Kaduna

Lagos

Employees Below Minimum Salary by Region



- . **Palmeria does not the minimum requirement as only 292 employees are paid above \$90,000.**
- . **654 Employees are paid below the minimum requirement.**

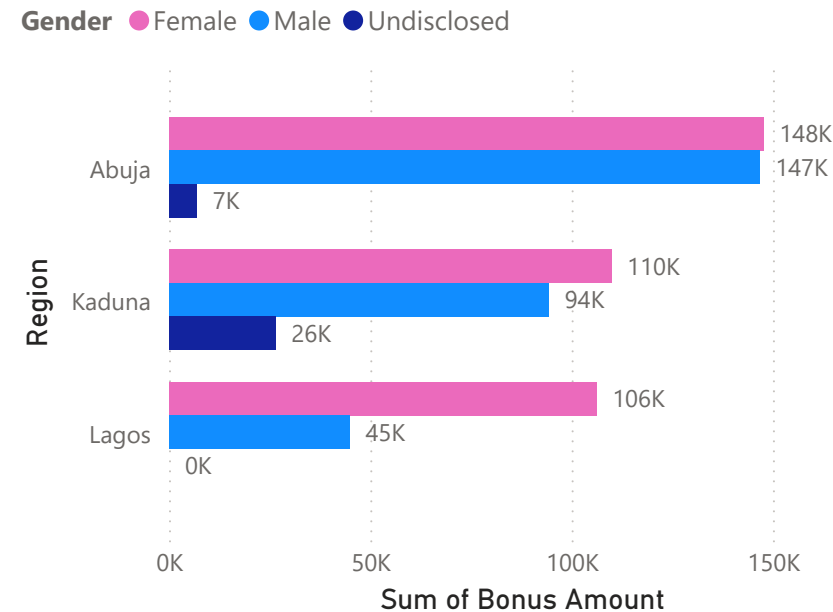
Region

Abuja

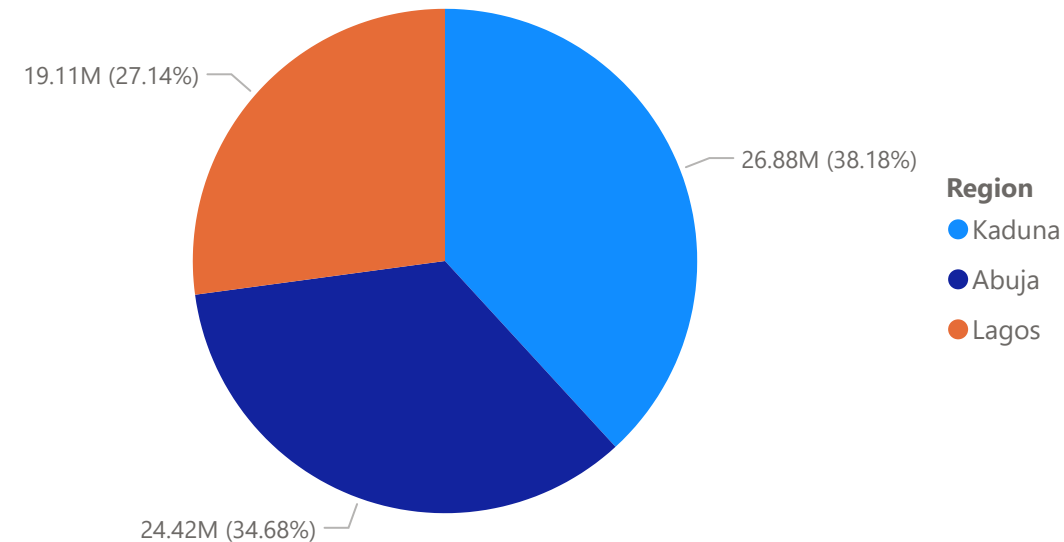
Kaduna

Lagos

Total Bonus Payout Per Region and Gender



Payment to be made by Region



Total Amount Company Wide

70.41M

Sum of Total Amount to be Paid

Kaduna Region received the highest bonus payout (38.18%), indicating a high concentration of top-performing employees. In contrast, Lagos Region (27.14%) had the lowest bonus allocation, suggesting potential underperformance or rating inconsistencies.

Full Breakdown of Payment For Every Employee

Name	Department	Region	Rating	Sum of Salary	Sum of Bonus Amount	Sum of Total Amount to be Paid
Zebulon Allmen	Business Development	Abuja	Average	\$52,140	0.00	52,140.00
Zach Polon	Marketing	Kaduna	Poor	\$53,540	0.00	53,540.00
Yvette Bett	Human Resources	Lagos	Good	\$76,320	0.00	76,320.00
Yves Pawlik	Accounting	Abuja	Very Good	\$57,930	5,793.00	63,723.00
Yves Clunie	Marketing	Lagos	Average	\$75,440	0.00	75,440.00
Yoshiko Tamblingson	Sales	Kaduna	Good	\$29,590	0.00	29,590.00
Yolande O'Dare	Accounting	Abuja	Good	\$51,650	0.00	51,650.00
Yasmeen Klimkiewich	Legal	Abuja	Very Good	\$48,140	4,814.00	52,954.00
Yanaton Wooster	Marketing	Abuja	Average	\$76,930	0.00	76,930.00
Xylina Pargette	Legal	Kaduna	Average	\$109,790	0.00	109,790.00
Xavier Filipic	Marketing	Kaduna	Good	\$31,050	0.00	31,050.00
Wyn Treadger	Business Development	Abuja	Average	\$69,190	0.00	69,190.00
Wyn Treadger	Business Development	Kaduna	Good	\$69,190	0.00	69,190.00
Wyatt Clinch	Engineering	Lagos	Good	\$52,590	0.00	52,590.00
Winny Millam	Business Development	Lagos	Not Rated	\$94,050	0.00	94,050.00
Win Arthurs	Support	Abuja	Average	\$43,200	0.00	43,200.00
Win Arthurs	Support	Abuja	Very Good	\$43,200	4,320.00	47,520.00
Wilt Wayvill	Legal	Kaduna	Average	\$99,750	0.00	99,750.00
Wilone O'Kielt	Business Development	Lagos	Not Rated	\$114,870	0.00	114,870.00
William Reeveley	Training	Abuja	Good	\$107,740	0.00	107,740.00
William Coveny	Legal	Abuja	Good	\$66,140	0.00	66,140.00
Willi Vasey	Support	Kaduna	Average	\$43,020	0.00	43,020.00
Westbrook Brandino	Legal	Lagos	Poor	\$113,620	0.00	113,620.00
Wendel Malletratt	Business Development	Kaduna	Very Poor	\$67,660	0.00	67,660.00
Warner Carwithan	Support	Kaduna	Good	\$113,760	0.00	113,760.00
Wald Bountiff	Support	Lagos	Very Good	\$28,970	2,897.00	31,867.00
Von Boeter	Product Management	Lagos	Good	\$36,370	0.00	36,370.00
Vlad Strangeway	Product Management	Abuja	Good	\$77,740	0.00	77,740.00
Virginia McConville	Human Resources	Abuja	Very Good	\$76,900	7,690.00	84,590.00
Virge Garfield	Training	Abuja	Poor	\$110,890	0.00	110,890.00
Violetta Vial	Engineering	Kaduna	Average	\$68,970	0.00	68,970.00
Total				\$69,723,670	682,891.00	70,406,561.00

The Table shows: The amount to be paid as a bonus to individual employees and the total amount to be paid to individual employees (salary inclusive of bonus)