

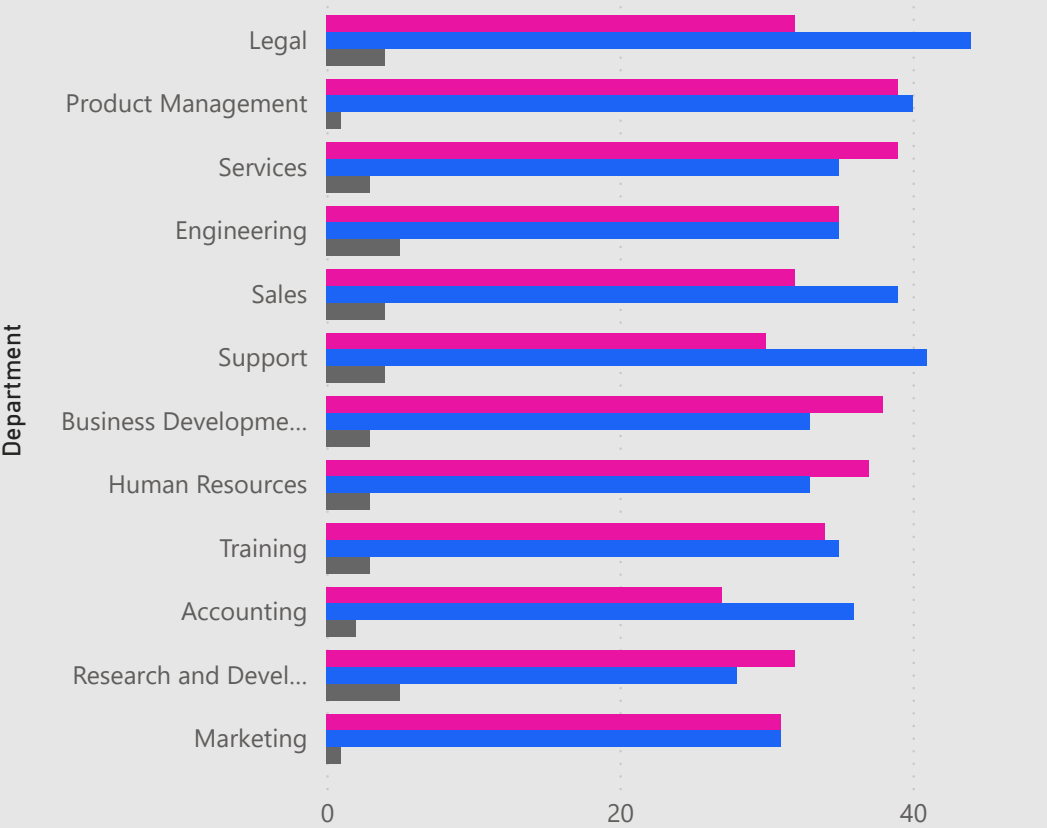
Comment on Company Gender Distribution

Almost half of the Company Employees are Male with 430 Employees at 49.2% of the Total Number of Employees.

Kaduna has highest number of Employees with 38.56% of the Company Employees, as well as the highest number of Male and Female Employees.

Both Legal and Product Management Departments has the highest number of Employees is the Company
While the highest number of Female Employees are from the Services and Product Management Departments, the highest number of Male Employees is from the Legal Department.

Employee Gender Distribution by Department



PALMORIA GROUP
HR Data Analysis

Number of Employees

874

Location

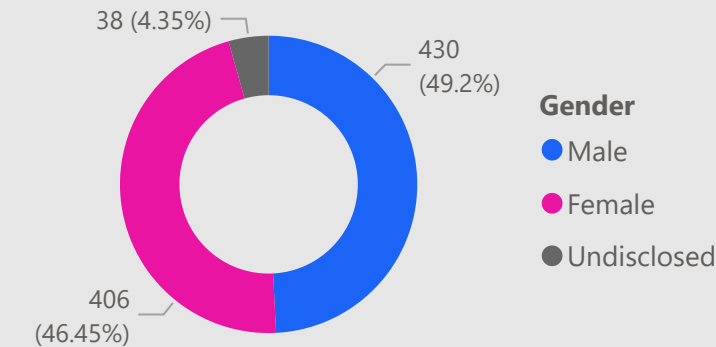
All

Department

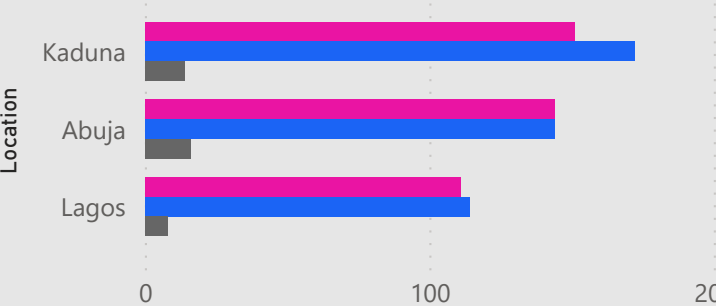
All

Department	Female	Male	Undiscl osed	Total
Accounting	3.09%	4.12%	0.23%	7.44%
Business Development	4.35%	3.78%	0.34%	8.47%
Engineering	4.00%	4.00%	0.57%	8.58%
Human Resources	4.23%	3.78%	0.34%	8.35%
Legal	3.66%	5.03%	0.46%	9.15%
Marketing	3.55%	3.55%	0.11%	7.21%
Product Management	4.46%	4.58%	0.11%	9.15%
Research and Development	3.66%	3.20%	0.57%	7.44%
Sales	3.66%	4.46%	0.46%	8.58%
Services	4.46%	4.00%	0.34%	8.81%
Support	3.43%	4.69%	0.46%	8.58%
Training	3.89%	4.00%	0.34%	8.24%
Total	46.45%	49.20%	4.35%	100.00%

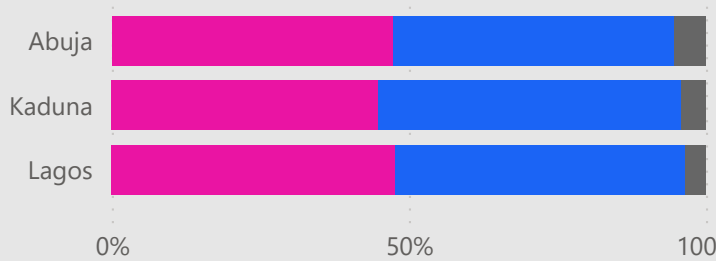
Employees Gender Distribution in Palmoria Group



Employee Gender Distribution by Location (Region)



Percentage of Employee by Region and Gender



Location	Female	Male	Undisclosed	Total
Abuja	16.48%	16.48%	1.83%	34.78%
Kaduna	17.28%	19.68%	1.60%	38.56%
Lagos	12.70%	13.04%	0.92%	26.66%
Total	46.45%	49.20%	4.35%	100.00%

Insights on Company Employee Rating

45.77% of the Company Employee are rated 'Average', which also is the most rating as regards Gender and Location.

45% of the 45.77% are made of Female Employees, and Male Employees is 50.75%.

9.27% of the Company Employees were rated 'Very Good' of which more than half are Female Employees.

Number of Employees

874

Location

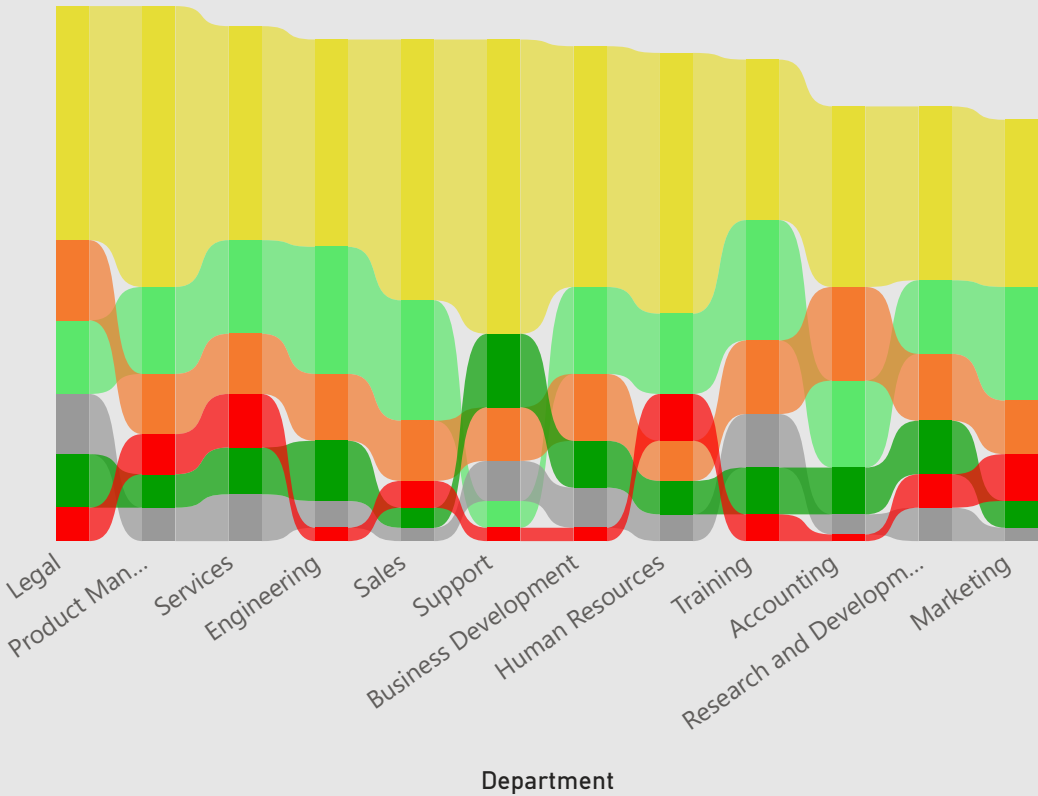
All

Department

All

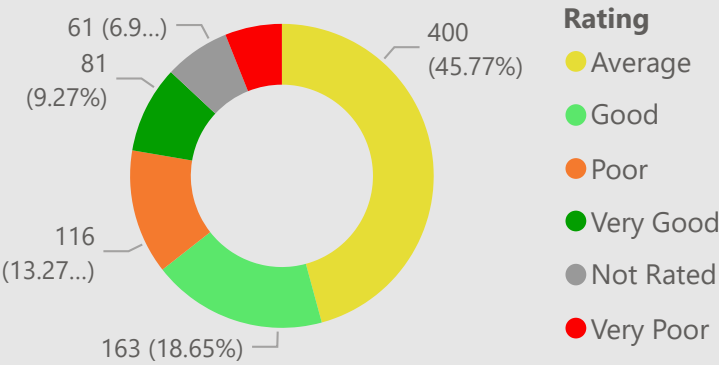
Employee Gender Distribution by Department

Rating ● Average ● Good ● Not Rated ● Poor ● Very Good ● Very Poor



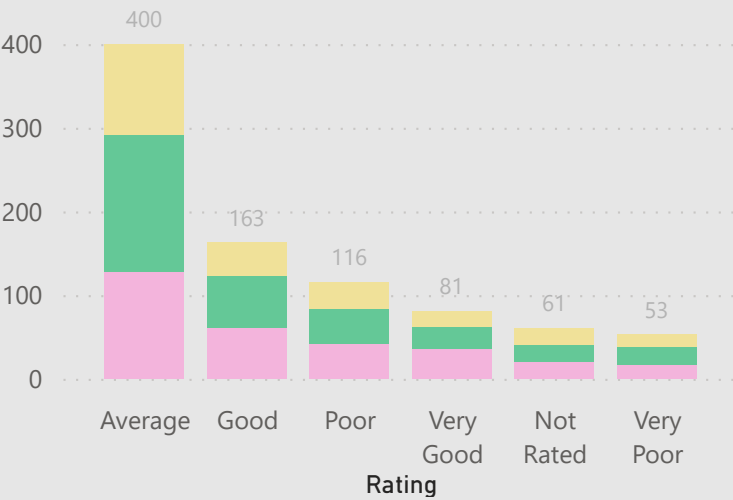
PALMORIA GROUP
HR Data Analysis

Employees Rating Distribution in Palmoria Group

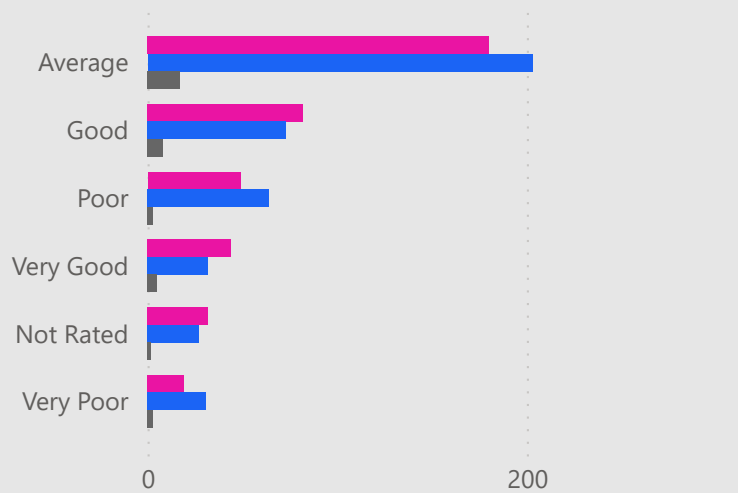


Company Rating by Region and Employee

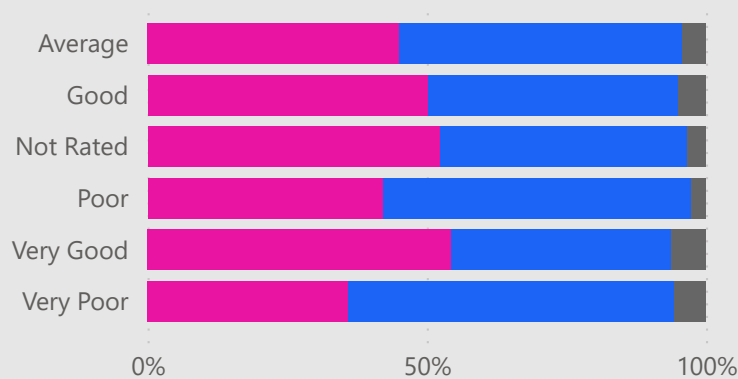
Location ● Abuja ● Kaduna ● Lagos



Company Rating by Number of Employee and Gender



Company Rating by Percent of Employee and Gender



Rating	Female	Male	Undisclosed	Total
Average	20.59%	23.23%	1.95%	45.77%
Good	9.38%	8.35%	0.92%	18.65%
Poor	5.61%	7.32%	0.34%	13.27%
Very Good	5.03%	3.66%	0.57%	9.27%
Not Rated	3.66%	3.09%	0.23%	6.98%
Very Poor	2.17%	3.55%	0.34%	6.06%
Total	46.45%	49.20%	4.35%	100.00%

PALMORIA GROUP

HR Data Analysis

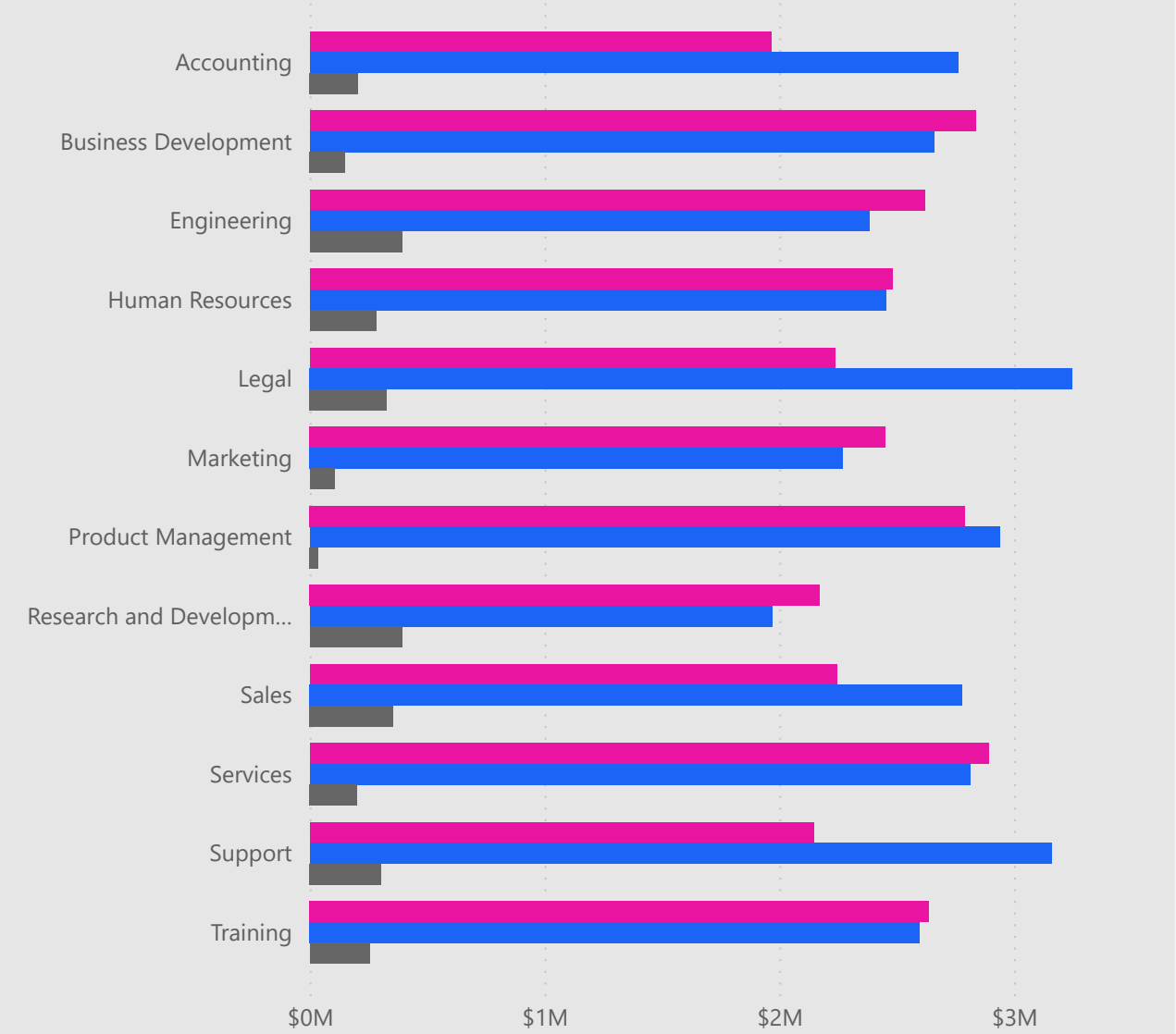
Department

All

Gender

All

Salary by Department and Gender

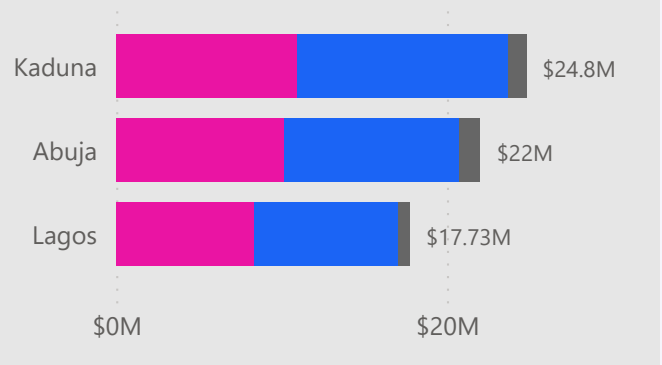


Comment on Company Salary Structure

Generally, The Salary Structure for Services and Human Resources department should be looked into as there are disparities in total salary paid per gender compared to the number of employee per gender in these departments.

Same applies for Bus. Dev. and Hum. Res. departments in Kaduna; Engineering, Hum. Res. and R&D in Abuja;

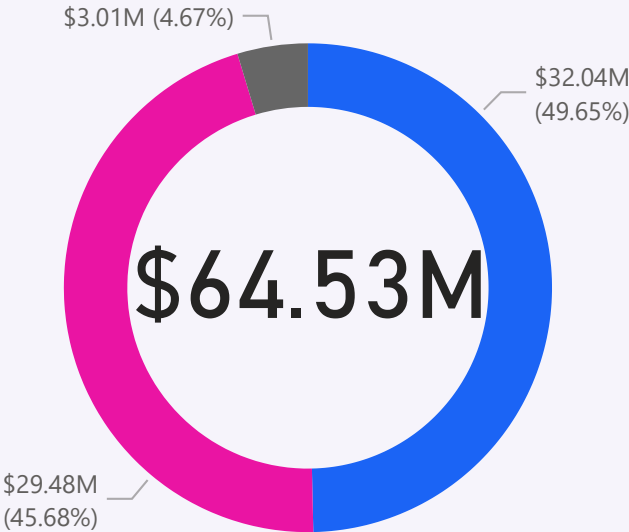
Salary by Location and Gender



Percentage of Employee by Department and Gender

Department	Female	Male	Undisclosed
Accounting	41.54%	55.38%	3.08%
Business Development	51.35%	44.59%	4.05%
Engineering	46.67%	46.67%	6.67%
Human Resources	50.68%	45.21%	4.11%
Legal	40.00%	55.00%	5.00%
Marketing	49.21%	49.21%	1.59%
Product Management	48.75%	50.00%	1.25%
Research and Development	49.23%	43.08%	7.69%
Sales	42.67%	52.00%	5.33%
Services	50.65%	45.45%	3.90%
Support	40.00%	54.67%	5.33%
Training	47.22%	48.61%	4.17%

Overall Salary Distribution by Gender



Maximum Salary

\$119.93K

Minimum Salary

\$28.13K

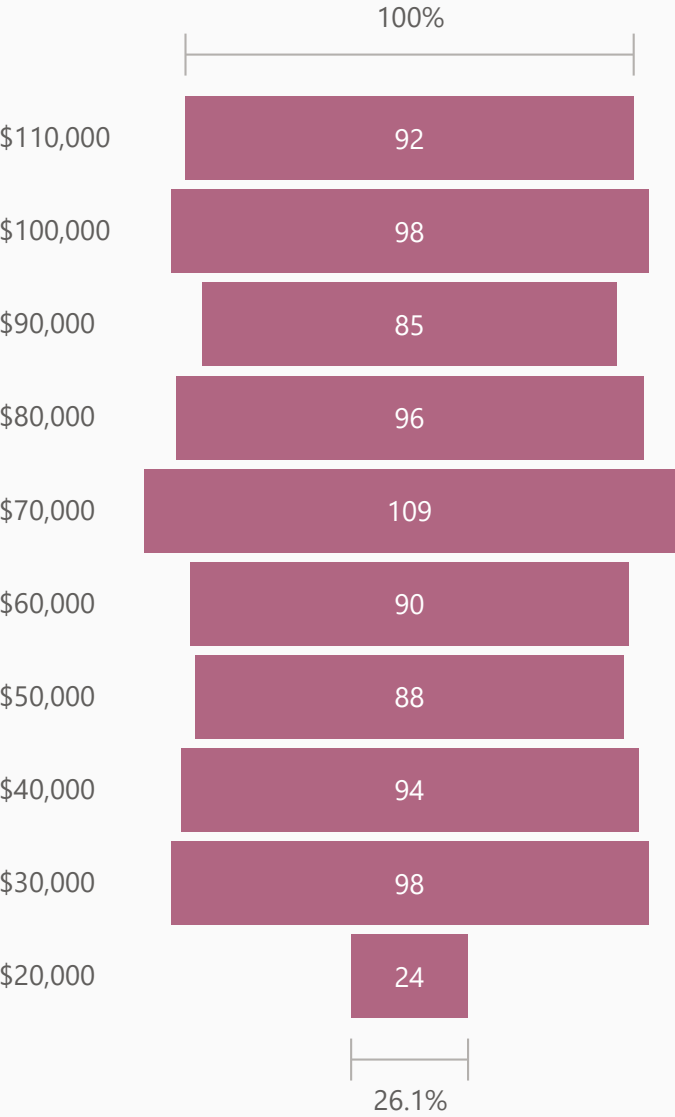
Average Salary

\$73.83K

PALMORIA GROUP

HR Data Analysis

Number of Employee by Salary Band and Gender



Comment on Company Pay Distribution

The \$70k - \$80k Salary Band had the highest number of Employees with 12.47% of the Company Employees.

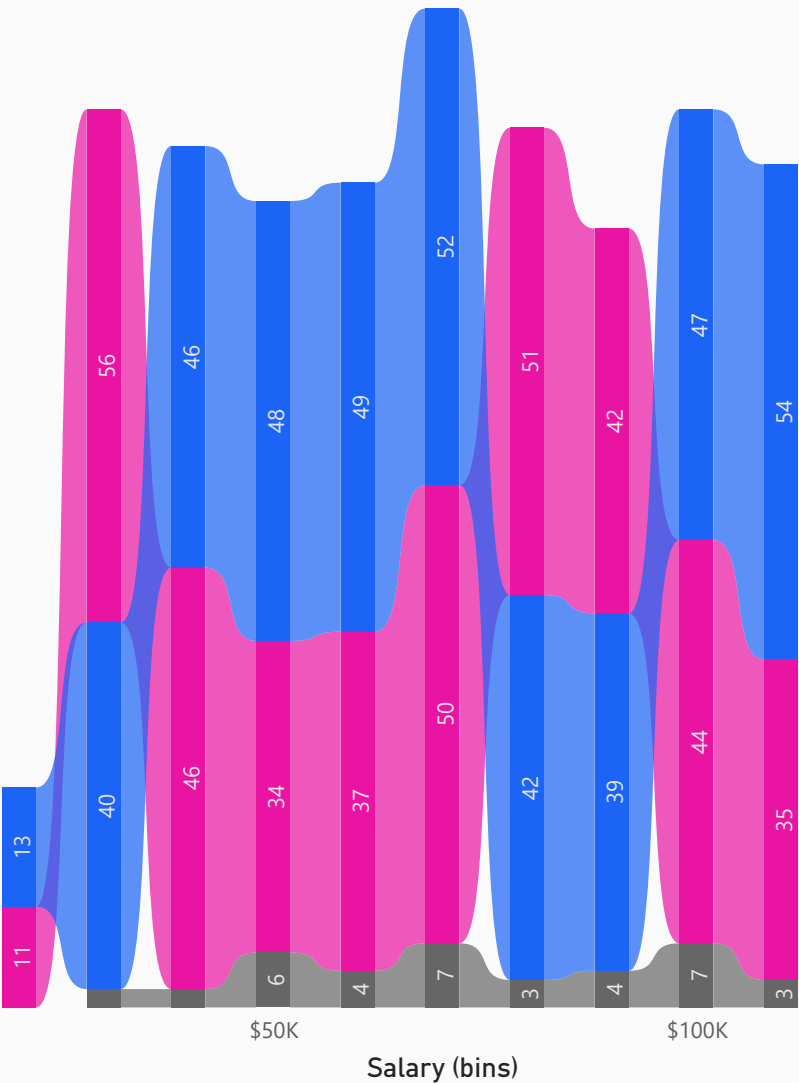
There are more Male Employee than Female in most of the Salary Bands, Likewise, Employees in Kaduna seem to receive more Salary than other Regions

Palmoria Group does not meet the recent requirement of manufacturing companies to pay employees a minimum of \$90,000

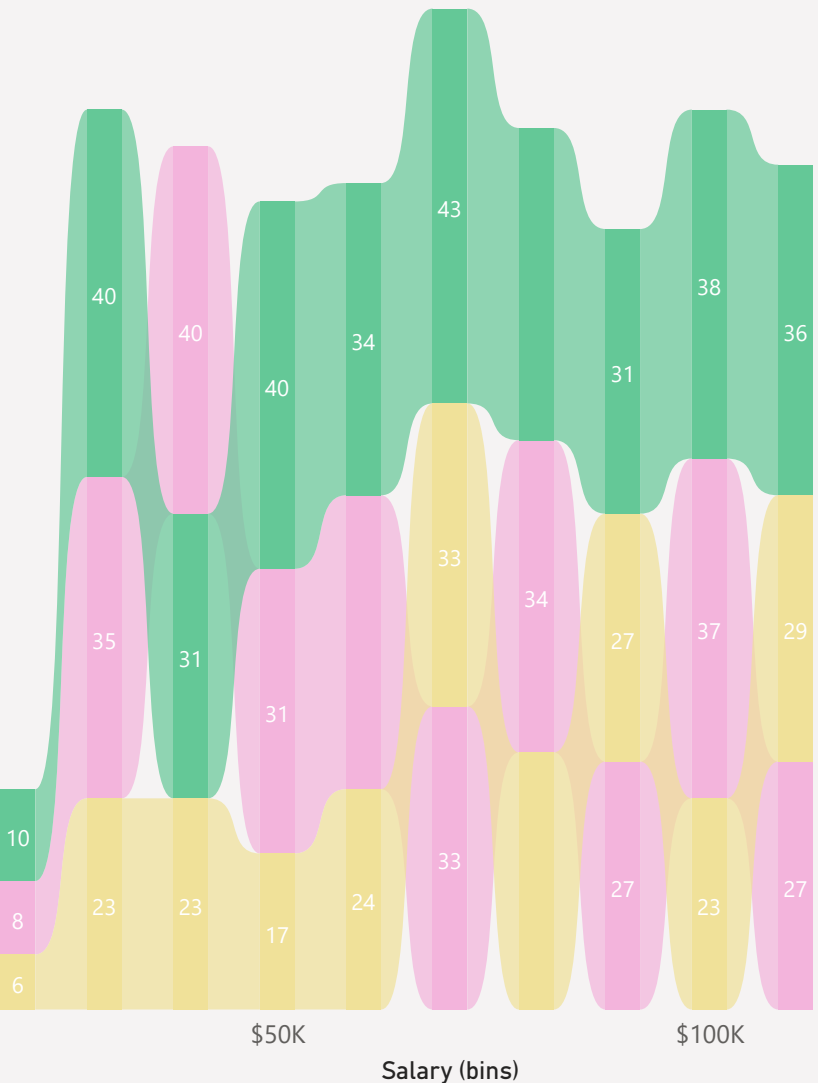
Minimum Salary

\$28.13K

Gender ● Female ● Male ● Undisclosed



Location ● Abuja ● Kaduna ● Lagos



Name	Salary	Employee Bonus	New Salary
Abbie Tann	\$116,520	\$5,826	\$122,346
Abigael Basire	\$61,620	\$2,156.7	\$63,776.7
Abramo Labbez	\$77,000	\$2,541	\$79,541
Abran Danielsky	\$32,720	\$1,145.2	\$33,865.2
Addi Studdeard	\$72,500	\$362.5	\$72,862.5
Addia Penwright	\$28,130	\$562.6	\$28,692.6
Addy Pimblett	\$66,460	\$2,126.72	\$68,586.72
Adela Dowsett	\$95,020	\$2,660.56	\$97,680.56
Adelina Cheeseman	\$45,510	\$3,458.76	\$48,968.76
Adella Hartshorne	\$41,160	\$1,111.32	\$42,271.32
Adey Ryal	\$32,500	\$682.5	\$33,182.5
Adi Seawright	\$48,590	\$242.95	\$48,832.95
Adolph Hartin	\$89,960	\$899.6	\$90,859.6
Adolph McNalley	\$85,920	\$1,546.56	\$87,466.56
Adrianne Gave	\$78,440	\$862.84	\$79,302.84
Aeriela Aickin	\$37,550	\$1,201.6	\$38,751.6
Aeriell Cuell	\$108,290	\$541.45	\$108,831.45
Agnes Collicott	\$83,750	\$1,758.75	\$85,508.75
Aida Bleacher	\$87,810		\$87,810
Aile Strathearn	\$114,600	\$6,646.8	\$121,246.8
Aileen McCritchie	\$80,170	\$1,924.08	\$82,094.08
Aindrea Lenormand	\$71,180	\$3,843.72	\$75,023.72
Aldrich Glenny	\$90,880	\$2,181.12	\$93,061.12
Total	\$64,528,740	\$2,031,197.97	\$66,559,937.97

PALMORIA GROUP

HR Data Analysis

Number of Employees

874

Employee Salary

\$64.53M

Bonus to be paid to Employees

\$2.03M

Salary plus Bonus

\$66.56M

Location

All

Department

All

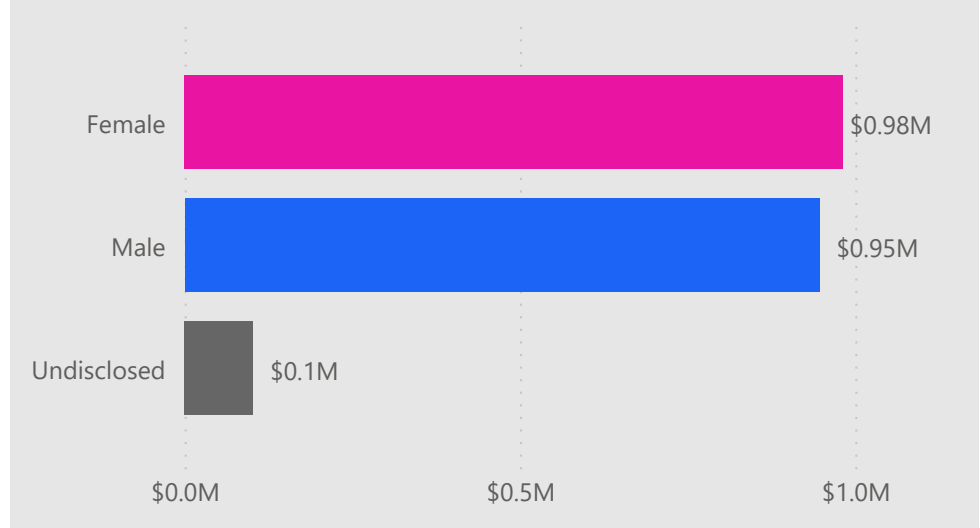
Rating

All

Gender

All

Employee Bonus by Gender



New Salary by Location and Location

