From: Tara Rising  
To: \*\*\*You\*\*\*  
Subject: Can’t Sleep, Need Analysis Now  
Sent: Today 02:38am

*Attachments:*[*TemplarHR.csv*](https://d2l.bowvalleycollege.ca/content/enforced/294347-data3406_master/web/content/resources/TemplarHR.csv?ou=378822)[*TemplarHR Data Elements.docx*](https://d2l.bowvalleycollege.ca/content/enforced/294347-data3406_master/web/content/resources/Templar%20HR%20Data%20Elements.docx?ou=378822)

To My New Analyst,

I just finished a marathon day with one of my largest clients. You may have heard of them, the manufacturing and wholesale conglomerate, Templar Industries.

This next part is confidential as there is pending litigation, but Templar has just settled with a former employee for discriminatory practices. I am now leading an external review of their HR policies with their retained law firm.

I am sending you employee files and need the following by noon today.

* Compare employee salary by gender for the company in each department. Make sure to factor in years of service.
* Compare salaries by gender and minority status for job types level 2 or higher.
* Find if common job titles have differences in pay in different departments.
* We want to know if the management teams (managers and directors reflect the demographics of the workforce they are managing). Can you look at each department and see how each one is doing?

Let me know if you see any problem areas or places that the company is doing well. I am meeting with the team today, so I need visualizations with this analysis. Make sure to send me the files with your work, I may need to drill down on your analysis on the fly.

Thanks,  
Tara Rising MBA  
Partner  
Sharper Insights