

# EmployeeSalaryData

Confidential Report

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Report ID: ACMEF/2022/ESD-5773

Subject: EmployeeSalaryData (ACME Finance)

Compiler: Confidential HR Unit

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REPORT SUMMARY:

This report encapsulates the current salary data for the employees of Acme Finance across all divisions.

FINDINGS:

General Breakdown ? As of Q1 2023, the median base salary for employees is approximately \$75,000, marking a 2.5% increase from Q1 2022.

Top Management:

Our CEO, Mr. John Doe, and CFO, Mrs. Jane Doe, have compensation packages that are 185%

and 150% higher than the company average, respectively, excluding bonuses and shares.

#### Middle Management:

Middle management staff, which includes department heads and managers, have a salary range of \$80,000 to \$120,000, excluding bonuses and commissions.

#### Junior Level:

Salaries for entry level and junior employees range from \$35,000 to \$55,000, contingent upon the position and their level of experience. Analysts and junior associates form the majority of junior-level staff.

It has surfaced from data analysis that departments responsible for increased revenue have higher average salaries.

#### PERFORMANCE LINKED BONUS:

Acme Finance utilizes a rigorous performance-linked bonus scheme. Data demonstrates that 62% of employees received a performance bonus in 2022, with the average bonus amounting to approximately \$10,000.

#### GENDER PAY GAP:

The disparity in wages between genders is nearing parity, with female employees earning on average, 98.7% of what their male counterparts earn.

FUTURE PROJECTION:

In consideration of market trends and company budget forecasts for Fiscal Year 2023, we project an average salary increase of approximately 3-4% across all levels.

RECOMMENDATIONS:

We recommend that senior management reviews the salaries of the lowest 10% earners, which are significantly below the industry average.

End of Report.

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