

HR16 · STEP 1 · INTERIM

Compensation Review Cycle Analysis

## Benchmark Comparison Matrix

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Employee-level benchmark comparison with compa-ratios, position flags, and summary counts before equity analysis.

### ABOUT THIS DOCUMENT

This is a **sample** deliverable from the **Compensation Review Cycle Analysis** workflow (HR16) in AGASI AiOS. It shows the expected structure and tone. All names, numbers, and facts are **fictional**.

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# Benchmark Comparison Matrix

**Organisation:** Northbridge Advisory Partners

**Review cycle:** Current annual compensation review

**Prepared by:** Compensation Analyst, Total Rewards

**Benchmark source:** Radford Professional Services Compensation Survey — United Kingdom (edition on file)

**Extract:** Northbridge HRIS compensation module, current compensation extract

**Classification:** Internal — Confidential

## Employee-level comparison

Compa-ratio = total cash compensation divided by benchmark P50 for role level. Position flags follow Internal Equity Guidelines v2.1 (0.90 Below Threshold watch boundary, 1.10 upper watch).

Employee ID	Practice / function	Level	Base (GBP)	Variable (GBP)	Total cash (GBP)	Benchmark P50 (GBP)	Compa-ratio	Position flag	Notes
EMP-063	Management Consulting	L3 Senior Consultant	74,000	6,200 (verbal, not in HRIS)	74,000 (base-only)	82,000	0.90 (base-only)	Below Threshold	If variable confirmed recurring, total 80,200 and compa-ratio 0.98
EMP-017	Data & AI Advisory	L2 Associate Consultant	49,000	4,100	53,100	60,000	0.89	Below Threshold	Practice Head variable revision pending
EMP-112	Data & AI Advisory	L1 Analyst	36,500	2,800	39,300	44,000	0.89	Below Threshold	Prior off-cycle adjustment in base
EMP-089	Data & AI Advisory	L4 Principal Consultant	97,000	12,500	109,500	108,000	1.01	Mid-Range	No adjustment
EMP-041	Data & AI Advisory	L3 Senior Consultant	68,500	5,200	73,700	82,000	0.90	Watch	Hired 14 Jul 2026; six months tenure

## Summary counts (this subset)

Flag	Count
Below Threshold (compa-ratio < 0.90)	3
Watch (0.90 <= ratio < 0.95 or boundary cases)	1 (EMP-041)
Mid-Range (0.95–1.10)	1
Above range	0

## Data quality flags

- Variable compensation for EMP-063 not recorded in HRIS — benchmark comparison may understate total compensation.
- EMP-017 variable figure may revise on next business day per Practice Head submission.
- Level 5 benchmark carried forward from prior survey edition — not used in this subset.

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## Next step

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Proceed to **Equity Gap Analysis** for peer and outlier checks before final **Compensation Recommendation Rationale**.