

HR16 · STEP 2 · INTERIM

Compensation Review Cycle Analysis

## Equity Gap Analysis

---

Outlier and peer-equity gap analysis tied to internal thresholds, severity, and compensation risk notes.

### 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**.

---

# Equity Gap Analysis

**Organisation:** Northbridge Advisory Partners

**Review cycle:** Current annual compensation review

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

**Inputs:** Benchmark Comparison Matrix, Internal Equity Guidelines v2.1, Current Compensation Records

**Classification:** Internal — Confidential

## Peer equity pairs (Level 3)

Comparison	Base gap	Total cash gap	Within 8% peer tolerance?	Severity	Notes
EMP-063 vs EMP-041	74,000 vs 68,500 (7.4% base)	74,000 vs 73,700 (0.4% total)	Total within tolerance	Medium	Different tenure and performance; EMP-063 missed prior cycle
EMP-063 vs internal L3 midpoint (80,000)	7.5% below midpoint (base)	—	N/A	High	Cited in recommendation rationale

## Outlier and threshold summary

Employee ID	Issue type	Detail	Severity	Proposed treatment (preview)
EMP-063	Below Threshold compa + missed cycle	0.90 compa-ratio on base; Strong performance; prior review miss	Critical	Adjustment recommended (+8,000 GBP base) — exceeds standard cap; HR Director sign-off
EMP-017	Below Threshold	0.89 compa-ratio; Strong performance	High	Adjustment recommended (+5,500 GBP base) — exceeds standard cap
EMP-112	Below Threshold	0.89 compa-ratio; Meets performance	Medium	Adjustment recommended (+4,000 GBP base)
EMP-041	Watch boundary + short tenure	0.90 compa-ratio; mixed performance; six months	Low	Defer to mid-year per Section 4.1
EMP-089	None	Mid-Range	N/A	No adjustment

## Compensation risk notes

- Compression risk:** Clustering new offers above 75,000 GBP for L3 may compress against existing Senior Consultants — flag to Practice Head before finalising multiple L3 moves.
- HRIS completeness:** Missing variable for EMP-063 risks overstating equity gap on base-only view; confirm variable treatment before communication.
- Recent hire policy:** EMP-041 must be assessed against offer benchmark at hire per Section 4.1 — deferral is consistent with guidelines.

## Handover

Equity findings above align to the **Compensation Recommendation Rationale** narrative and approval table. Total proposed cost 17,500 GBP remains within the 48,000 GBP envelope.