

COMPENSATION FLAGS REPORT

CONFIDENTIAL

Newco Corporation
Memphis, TN

Total Affected by Pay Grade

EMPLOYEE GROUP:

Main Department

Pay Grade	Total Employees	Males		Females		Percent Difference*	Male Affected (when % diff. >= 2.0)	Fem. Affected (when % diff. <= -2.0)
		Count	Average Annual Pay	Count	Average Annual Pay			
E01	7	3	52,460	4	52,801	0.65		
E02	5	2	67,581	3	62,318	-7.79		3
E03	7	3	73,692	4	76,751	4.15	3	
E04	5	4	87,654	1	91,877	4.82	4	
E05	6	3	103,617	3	104,626	0.97		
N04	3	1	24,351	2	23,046	-5.36		2
N05	6	4	37,095	2	34,110	-8.05		2
X03	1	1	375,812					
TOTALS:	40	21		19			6 28.57%**	6 31.58%**




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COMPENSATION FLAGS SUMMARY

-  3 Pay Grades show an average pay difference of 2% or more for Females.
-  At least 30% of Females (31.58%) are affected by pay differences.
-  The percentage of affected Females (31.58%) is less than 3 times the percentage of affected Males (28.57%).

Based on guidelines used by the OFCCP in pilot compensation analyses in Compliance Evaluations.

* Formula used to compute Percent Difference: $\left(1 - \frac{\text{avg. Fem. pay}}{\text{avg. Male pay}} \right) \times -100$

** Formula used to compute percentage of affected employees: $\frac{\text{affected Fem.}}{\text{total Fem. emps}} \times 100$