

# McLagan Regional and Community Banking

## Salary Structure Diagnostic

Your firm's salary structure is your internal representation of the market. The Salary Structure Diagnostic provides a snapshot of your salary structure compared to the market in addition to the information needed to help you stay competitive with the market.

**We help clients address:**

**Your Current Salary Structure:** Has your structure maintained its intended shape? Do midpoint differentials and range spreads facilitate your internal career paths?

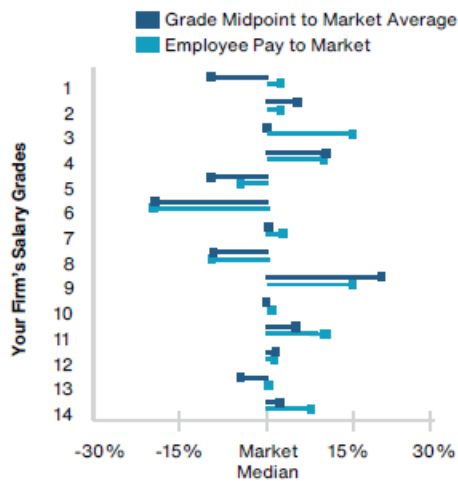
**Your Compensation Strategy and Competitive Positioning:** Overall, how do the benchmark jobs in your structure compare to market? Additionally, does this positioning align to your firm's compensation strategy?

**Cost of Labor in Your Office Locations:** How does pay in your local market compare to the national level compensation data?

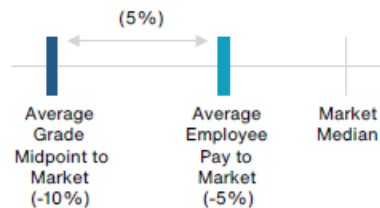
**Market Salary Range Movement:** What is the expected salary structure movement in the market?

We will collect your firm's complete salary data and structure information to perform a diagnostic assessment on your salary structure.

**Salary Grade Variance to Market**



**Average Employee Pay to Structure**



**Note:**

- Structure has fallen behind market (10% below market median on average)
- Average employee pay is above midpoints of internal structure however remains 5% below market due to structure misalignment

All Data is Illustrative

**Contact**

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