

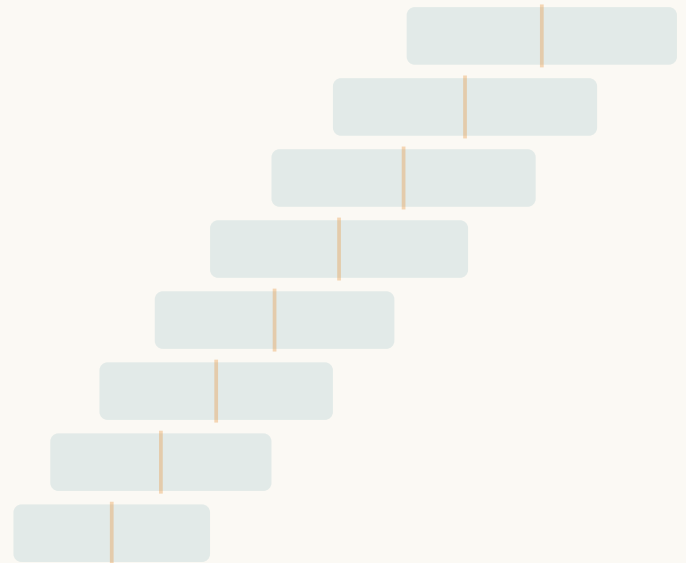


AN ARDENT WORKSHOP PRODUCT

# Free Compa-Ratio Calculator

Salary vs. band midpoint — compa-ratio and range penetration for one role.

[Start here](#)



# Your free Compa-Ratio Calculator

A compa-ratio is one of the simplest ways to tell whether a salary is high or low for the work — without comparing raw dollar figures across very different roles. It's a salary divided by the midpoint of its pay band: the rate you target for a fully competent person. A compa-ratio of 1.00 sits right at the midpoint; 0.90 is ten percent below; 1.10 is ten percent above.

Range penetration answers a second question — how far up the band the salary sits, from the floor (0%) to the ceiling (100%). It's often the cleaner placement measure when bands have different widths.

## How to use the calculator

- 1 Open Compa-Ratio-Calculator.xlsx in Excel, Google Sheets, or LibreOffice.
- 2 Enter the band's minimum, midpoint, and maximum, and the salary you're checking, in the orange cells.
- 3 Read the compa-ratio, range penetration, and band placement — they recalculate as you type.

### READY FOR THE WHOLE PICTURE?

This calculator checks one role. The full Compensation Pay-Band & Pay-Equity Workbook builds your whole band structure, places every employee automatically with compa-ratio and placement, flags below-band and above-band pay, and screens pay equity by gender, department, and tenure — a 7-tab workbook you keep (Excel, Google Sheets, or LibreOffice) plus four guides. [Get the full Compensation Pay-Band & Pay-Equity Workbook >](#)

Free calculator from Ardent Workshop. The example figures are illustrative — not market data. This is a planning tool, not compensation, legal, or HR advice. Keep salary data confidential to those who need it. Pay bands and compa-ratio are generic, widely-used compensation concepts, not affiliated with any consultancy or platform.