TOPIC - Pay Structures that Recognize EE contributions. Answer the following two questions: 1-Two employees perform the same job and each received exemplary performance ratings. Is it fair to give one employee a smaller percentage merit increase because his pay falls within the third quartile but give a larger percentage merit increase to the other because his pay falls within the first quartile? Explain your answer. (I recommend supporting your answer with evidence of outside research that helps you identify what the HR industry suggests to be best practices are in this situation) 2-Compression represents a serious dysfunction of pay structures. What are some of the major ramifications of compression? How can companies minimize or avoid these ramifications? Again, in your response, demonstrate you have researched this topic to determine what reputable online sources suggest as best practices in this situation.