

Subject: Feedback on Salary Demand

Dear [Employee's Name],

Thank you for your recent request regarding a review of your salary. We appreciate your contributions to the team and recognize the importance of fair compensation.

After careful consideration, we would like to provide the following feedback:

- Your performance over the past year has been commendable, especially in the areas of [specific achievements].
- Market research indicates that your current salary is competitive for your role and experience.
- We acknowledge the points you've raised regarding [specific reasons for salary demand] and are taking them into account for future reviews.

While we cannot accommodate your request at this time, we encourage you to continue your excellent work. We will revisit the salary discussion in [time frame].

Thank you for your understanding.

Sincerely,
[Your Name]
[Your Position]
[Company Name]