



Executive Pay and Its Impacts: Visualized

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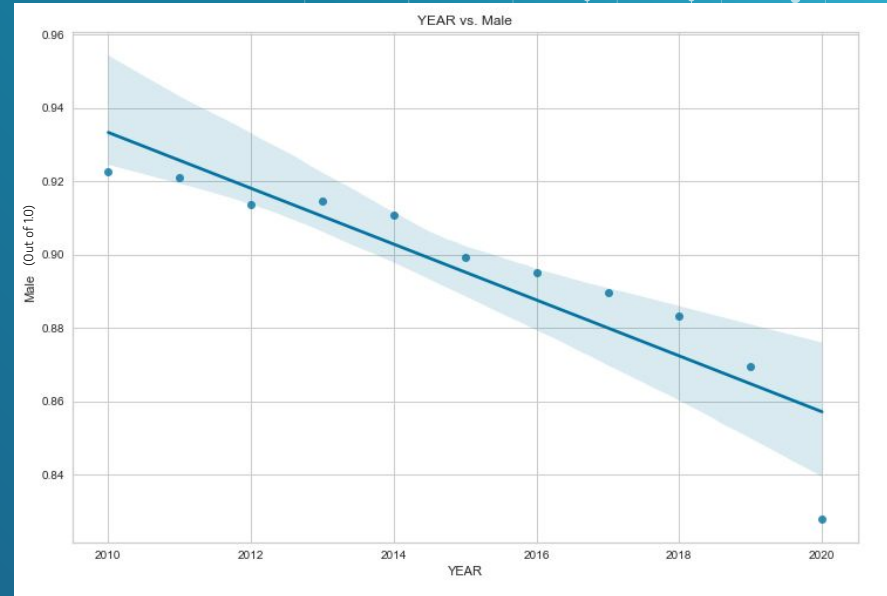
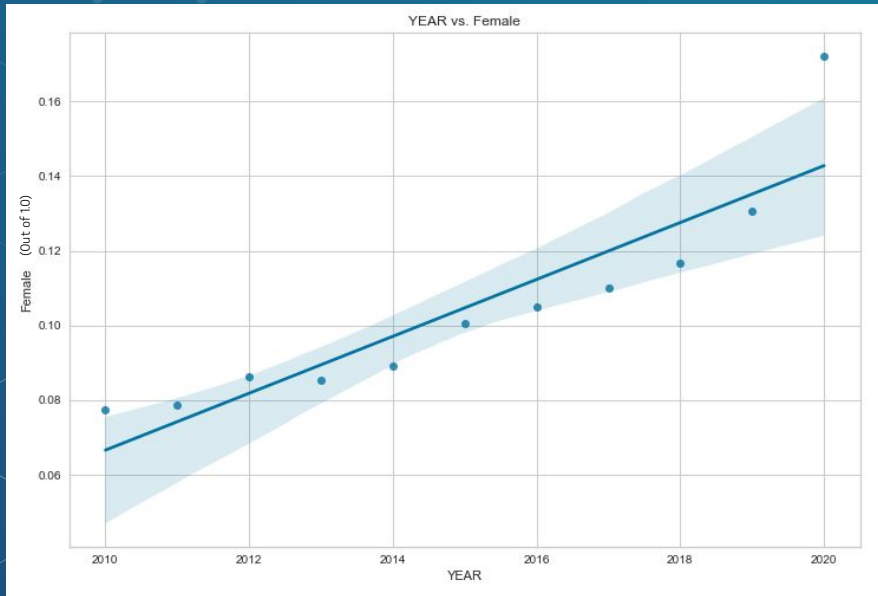
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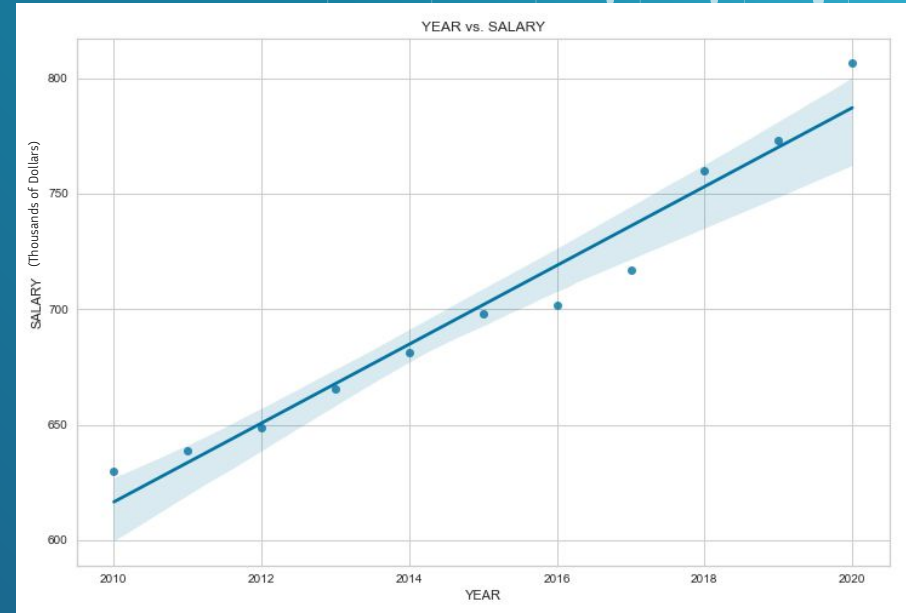
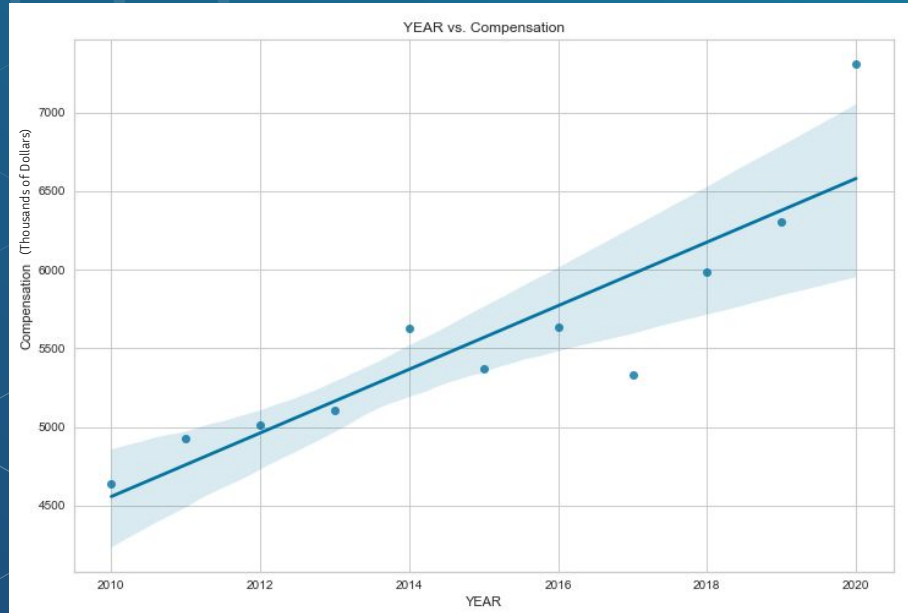
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Data Visualization Pt. 1

Percentage of Women and Men in the Dataset

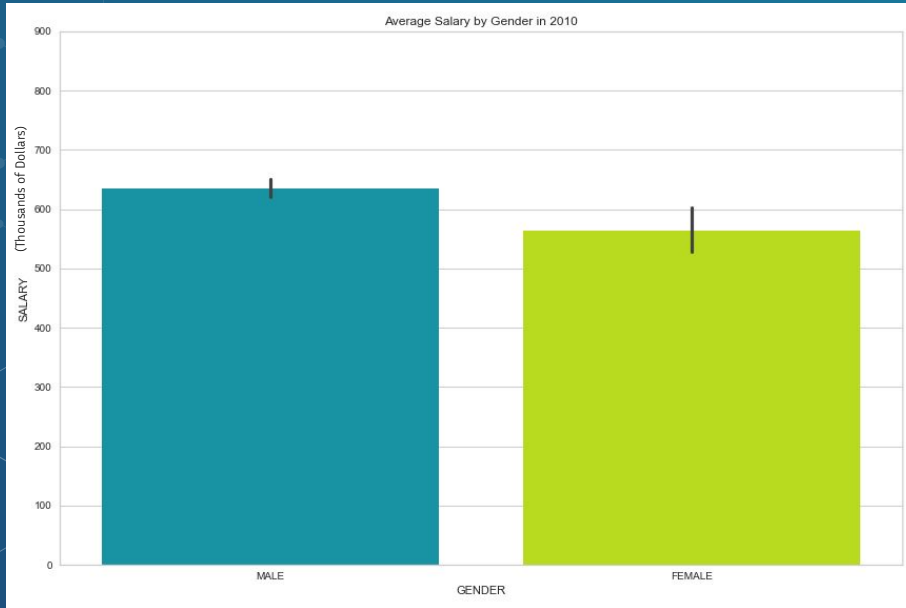


Yearly Pay Data

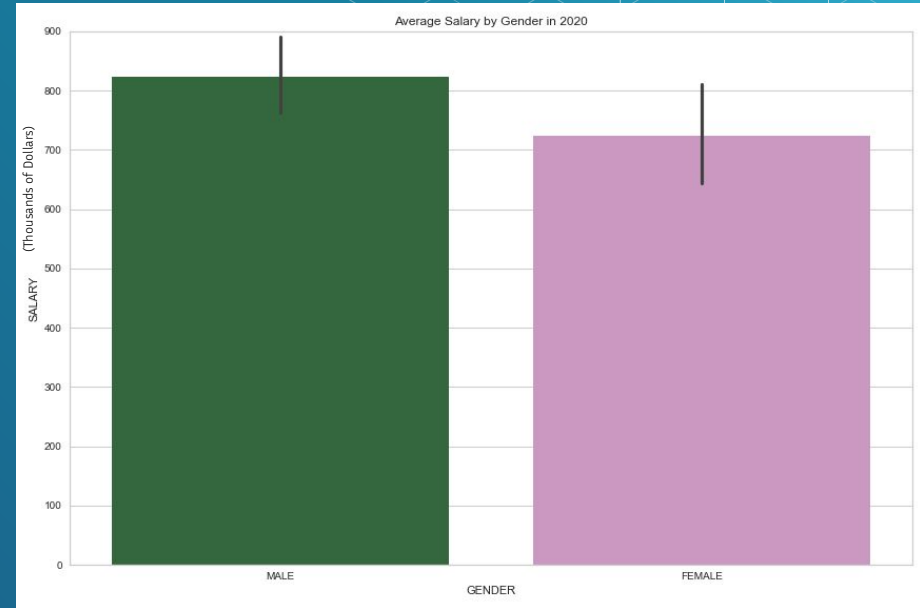


Salary Wage Gap

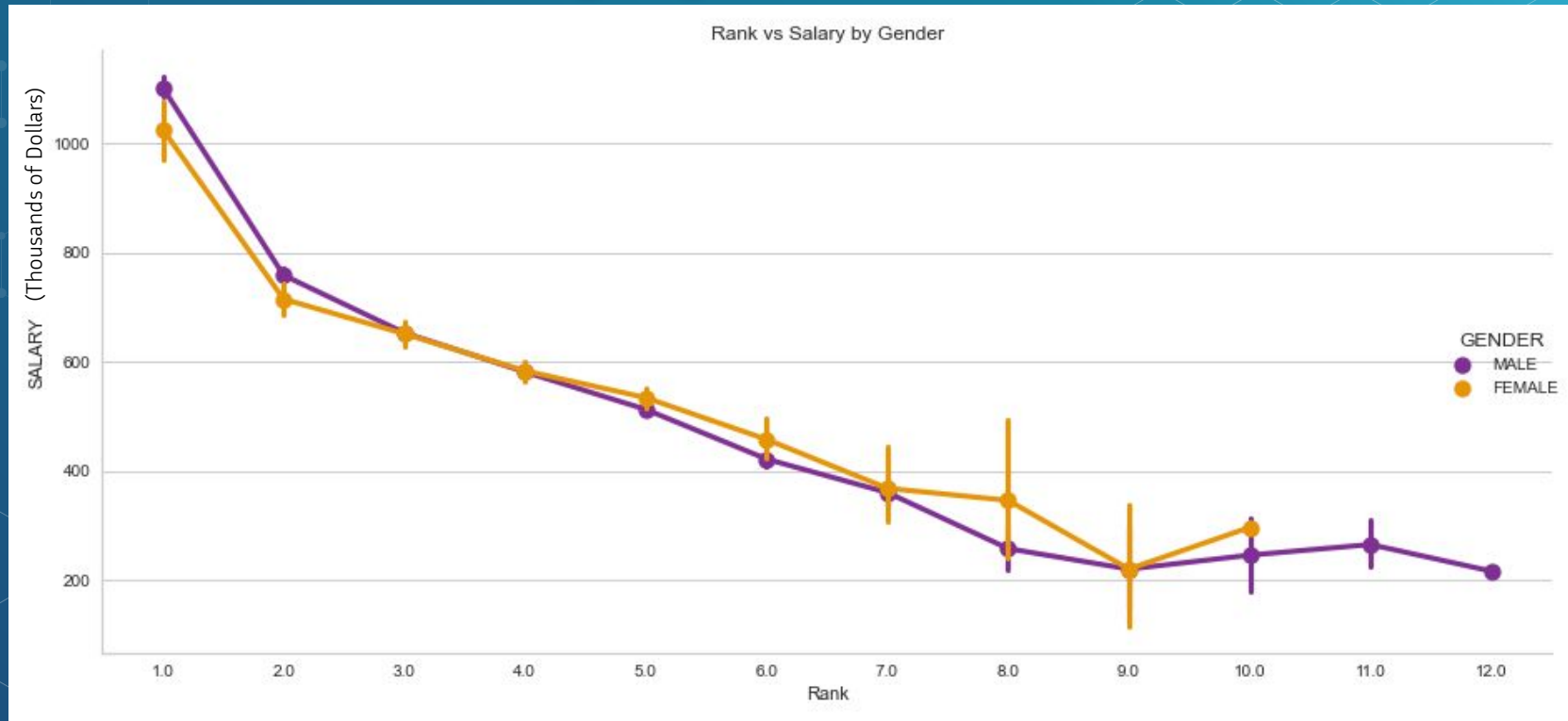
2010



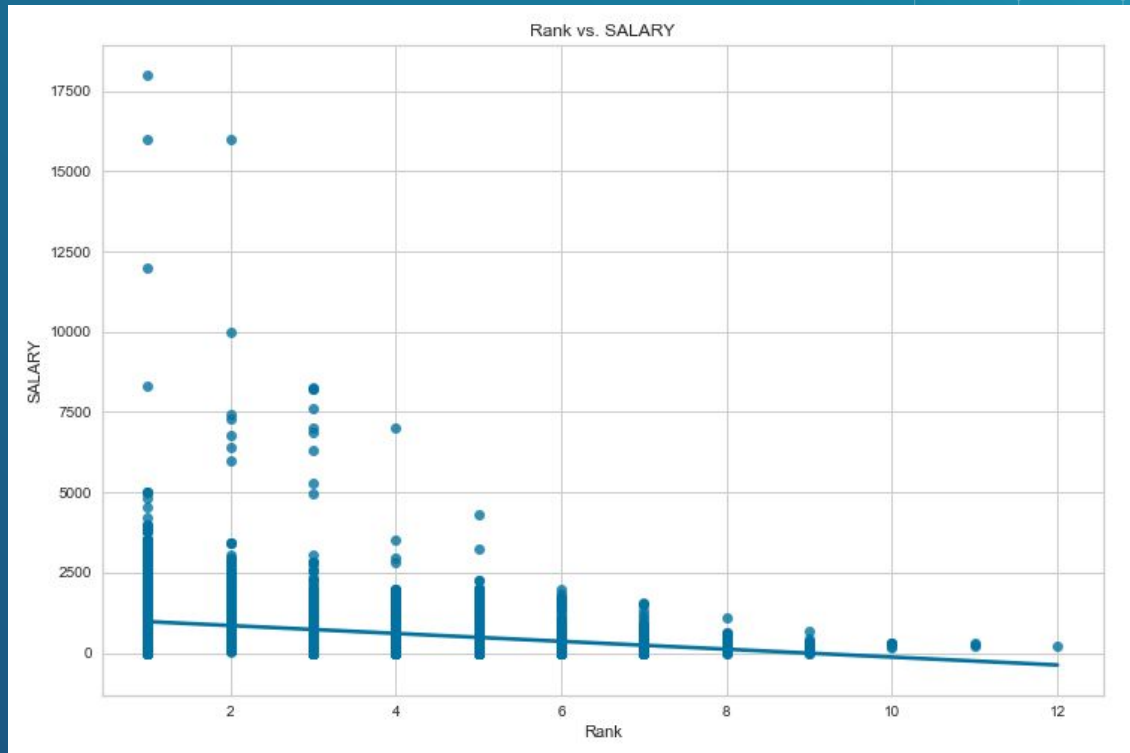
2020



Rank vs Salary by Gender



Rank vs Salary





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Data Wrangling

Determining what kind of Data to Source

- ◇ Gauging firm performance:
- ◇ EPS
- ◇ ROA
- ◇ ROE
- ◇ Stock Price
- ◇ P/E Ratio

Gathering the Data

- ◇ Export each unique Global Company Key
- ◇ Compustat >> North America >> Fundamentals Annual
- ◇ Epspx, at, ni, seq, prch_c, fyear, gvkey

Merging the Data and Making Calculations

- ◆ Pandas `.merge()` to merge datasets on `gvkey` and `year` pairs
- ◆ Calculated ratios by using Pandas `.div()` to divide columns
- ◆ $\text{TDC1} - \text{Salary} = \text{Bonuses and other compensation}$



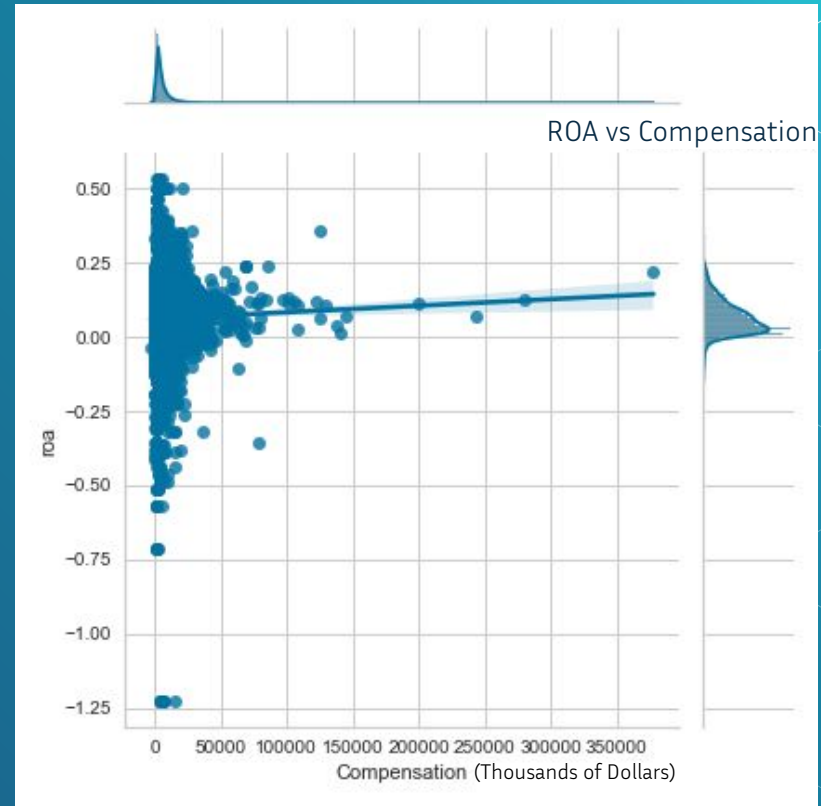
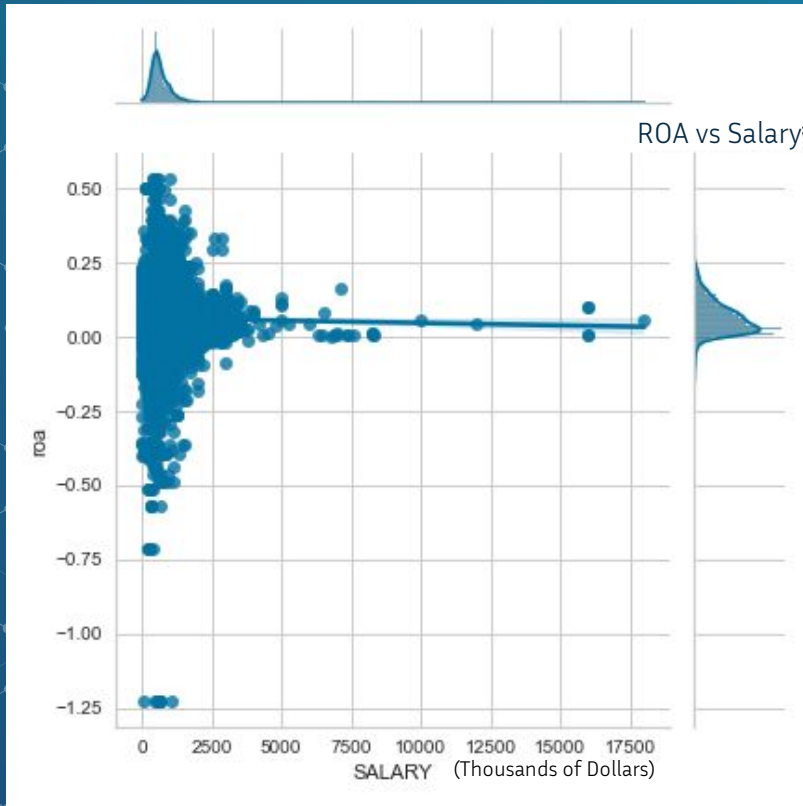
How can an analyst provide insight?

- ◆ New data gauges firm performance
- ◆ Perform various regression analyses to discover how various aspect of executive pay impact firm performance

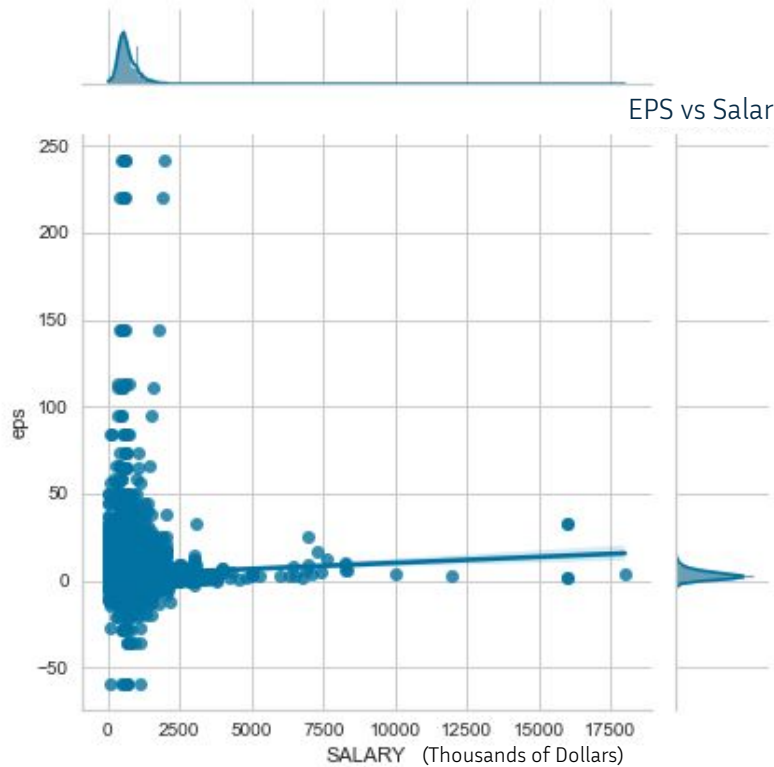


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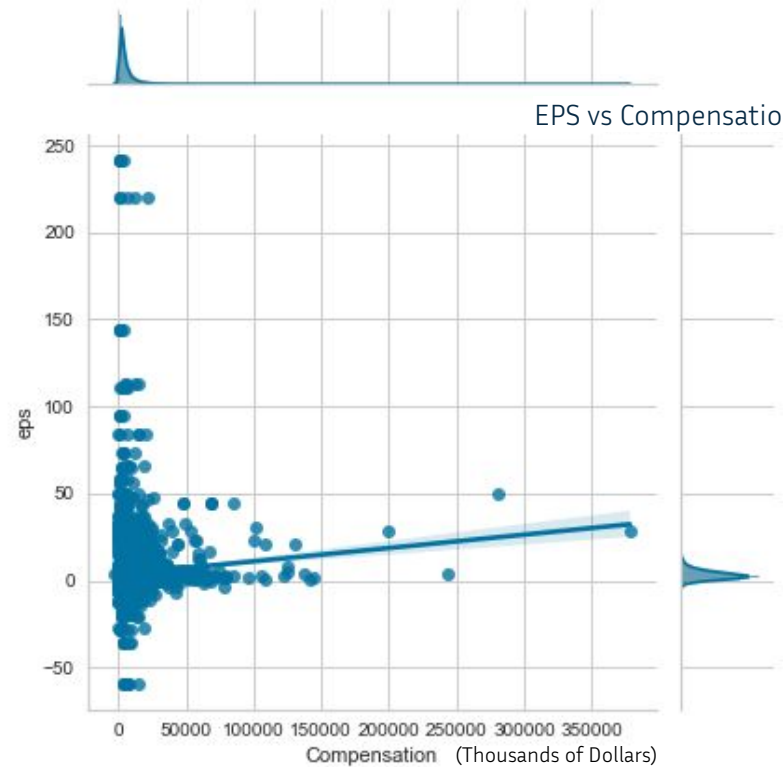
Data Visualization Pt. 2



EPS vs Salary



EPS vs Compensation



Pairwise Correlations between Variables

