* **Automate the task in R.**

1. Load the file using the XML package library
2. Using some key words, such as Summary Compensation Table to determine the range of the data and put the data into a new file which is like a smaller unstructured database
3. Create a look up table which include some pattern matching words, such as Chief Executive Officer, Salary, Vested Stock Awards, and Option Awards.
4. Using pattern matching with regular expressions to get different information and form a matrix.
5. Clean the data in the matrix. For example, convert the format and replace the null value to 0.
6. Merge the matrix of different years or different company into a big one
7. Do relative calculation.
8. Sorting or graph the results.