

## GENERAL INFORMATION –

1. All employee and most foundational data is fake and created by me
2. Data sources used for analysis:
  - a. Market data came from Indeed.com using position title and location for as close to real data as possible
  - b. Store locations (zip code) were mirrored off of Kohls.com locations in the USA
  - c. Zip codes surrounding retail store locations came from  
[www.unitedstateszipcodes.org](http://www.unitedstateszipcodes.org)
  - d. Latitude and Longitude for zip codes came from google maps
3. SQL code for DB and table creation/modify will not holistic of all values but will represent a sample of the data
4. Visualizations will solve for a scenario (PHASE)
5. All visualizations will have back up documentation of SQL code, fields and filters utilized in viz

## SET UP –

1. CREATE EMPLOYEE AND FOUNDATIONAL DATA  
Tools/Systems used: Excel (formulas: VLOOKUP, RANDBETWEEN, CONCAT (concatenate), IF/AND/OR)
2. CREATE DATABASE AND TABLES WITH FOR NEW PORTFOLIO (employee, position, job code, job family, job subfamily, locations, level, region territory, wagetype)  
Tools/Systems used: Excel, MySQL
3. IDENTIFY QUESTIONS
4. LOAD DATA INTO TABLE AND FIX ANY ERRORS  
Tools/Systems used: Excel, MySQL
5. EXPORT DATA FROM DATABASE AND LOAD IN TO VISUALIZATION TOOL  
Tools/Systems used: MySQL, Excel
6. CREATE VISUALIZATION  
Tools/Systems used: Excel, Tableau, Power BI

*FOR EACH PHASE: CREATE NEW DATA AND REPEAT STEPS 1-5*

## KEY WORDS:

CORPORATE REMOTE (CR)  
DISTRIBUTION CENTER (DC)  
RETAIL STORE (RS)