

# GYASI BAWUAH, MBA, MS.

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- *Open to Relocation and can travel more than 50% of the time.*
  - *Sample projects attached.*

## Summary of Skills:

*Machine Learning Algorithms, Data Visualization with Tableau, Data Analytics*

- ❖ **Tableau** – Creating action driven, meaningful, and insightful reports and dashboards that tell a complete story about a set of data, while identifying trends and opportunities to support business strategy and competitive advantage.
- ❖ **R statistical software** – Performing time series forecasting analytics, developing models that give perspectives about future expectations, and eliminating/minimizing guess works that may have financial implications.
- ❖ **Python programing** – Developing predictive models to determine the likelihood of future outcomes based on historical, internal or external data.
- ❖ **Python programing** – Performing text mining and Natural Learning Processing (NLP) to mine or transform unstructured texts and blending with structured data to provide insights and analysis.
- ❖ **Using IBM Cognos Report Studio** – Creating, distributing, and automating a wide range of professional reports.
- ❖ Coordinating with and working closely with different experts to undertake business projects.
- ❖ Analyzing complex business problems, researching them, and providing intelligent suggestions, and recommendations.
- ❖ Making presentations to higher officials, peers, and large audiences.

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## Job History

### Data Analyst

American Century Investments (Contractor), Kansas City, MO: October 2017 – Present

*Resources: Tableau, Microsoft Access, R, Python, SQL, Microsoft Excel.*

- ❖ Used Tableau to develop automated versions of our daily, weekly, and monthly Net Investment reports for company-wide distributions, cutting down production time and manual validations which frequently led to errors.
- ❖ Led an initiative to develop and maintain time series forecasting models to statistically approximate our monthly and year-end Net Investment performances to aid financial planning, and product development.
- ❖ Developed and maintains quarterly performance dashboards for town hall meetings.
- ❖ Developed and maintains executive dashboards for Board of Directors in Kansas City (MO), Mountain View (CA).
- ❖ Developed and maintains Month in Review (MIR) reports and commentaries that are distributed to Board of Directors, Executive Management, and all managers.
- ❖ Redesigns Excel or SAS based reports into visually appealing and interactive dashboards in Tableau.
- ❖ Research data trends and variations in business metrics to provide insights, while explaining dramatic changes or outliers.
- ❖ Provide ad hoc reports to support a wide range of users across the organization.
- ❖ Leading an initiative to develop a predictive model using internal and external data to explain factors that can determine whether the annual Net Investment would be positive or negative.

## **HR Analyst**

Sprint Connect LLC, Overland Park, KS: January 2017 – September 2017

*Resources: Tableau, R, Python, IBM Cognos, Microsoft Excel, UltiPro.*

- ❖ Managed the Human Resource Information System (HRIS).
- ❖ Performed daily and weekly audits on employees' time card records and liaised with managers and the payroll team to address actual or potential pay errors.
- ❖ Developed employee headcount dashboards and time-off reports to provide the HR Vice President with daily/weekly/monthly state of the business.
- ❖ Developed Time & Attendance and payroll reports that were distributed to the payroll team and all managers across the organization.
- ❖ Developed store-level performance reports and dashboards that were distributed to the operations team and all store managers across our 15 business States.
- ❖ Led an initiative to develop a predictive model that explained critical factors that were causing our high attrition rate, to help HR reform its hiring, reward and compensation policies.
- ❖ Led an initiative to design and implement workflow systems that streamlined the company's time-off requests, hiring, terminations, and changes.
- ❖ Led an initiative to develop a fraud-detection report that targeted certain non-exempt employees who were gaming the Time & Attendance system.
- ❖ Troubleshooted the Time & Attendance system for employees.

## **HR Support Specialist**

Waddell & Reed, Mission, KS: December 2015 – December 2016

*Resources: Tableau, IBM Cognos, Microsoft Excel.*

- ❖ Supported the management of the Human Resource Information System (HRIS).
- ❖ Performed daily and weekly audits on employees' time card records and liaised with managers and the payroll team to address actual or potential pay errors.
- ❖ Maintained employee master data for over 1000 employees and contractors.
- ❖ Provided ad hoc reports for all managers across the organization.
- ❖ Provided the benefits teams with employee enrolment reports and open-enrolment activities.
- ❖ Developed employee headcount, hiring, changes, and termination dashboards and reports for HR.
- ❖ Developed training documents for all managers and non-managers.
- ❖ Troubleshooted the Time & Attendance system for employees.

## **Training & Development Consultant**

TriWest Healthcare Alliance (Contractor), Olathe, KS: September 2015 – December 2015

- ❖ Led with a team that set up new business locations in Kansas City, Nashville, and Sacramento. Provided health insurance and technology training to new employees.
- ❖ Developed training and evaluation materials.

## **Training & Development Consultant**

Convergys Corporations, Olathe, KS: September 2013 – August 2015

- ❖ Provided health insurance and technology training to new and existing employees.
- ❖ Developed training and evaluation materials.

**Data Analyst**

Government of Ghana, Ghana, MO: May 2011 – December 2012

*Resources: SPSS, Microsoft Excel.*

- ❖ Created HR dashboard to help the Director of HR monitor employee headcount.
- ❖ Developed employee attendance reports for 27 agencies and departments.
- ❖ Supported Finance with planning and forecasting models and analytics.
- ❖ Maintained employee master data for over 1000 employees.
- ❖ Provided all directors and supervisors with ad hoc fund management reports.

**Education**

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Master of Science: Business Intelligence & Data Analytics

Rockhurst University- May 2018.

Master of Business Administration (MBA): Management Information Systems & Quality Management

Park University- December 2016.

Bachelor of Arts (BA): Psychology

University of Ghana- May 2011.

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Gyasi Bawuah  
Data/Report Analyst

Top 10 Clients

Company ID	
394,723,802	\$11,918,761
148,292,437	\$10,693,252
806,109,666	\$9,975,611
292,727,559	\$8,619,378
953,794,907	\$6,691,345
200,752,288	\$4,745,940
496,024,876	\$4,437,249
488,508,343	\$4,163,255
632,027,447	\$3,241,054
296,690,464	\$2,935,620

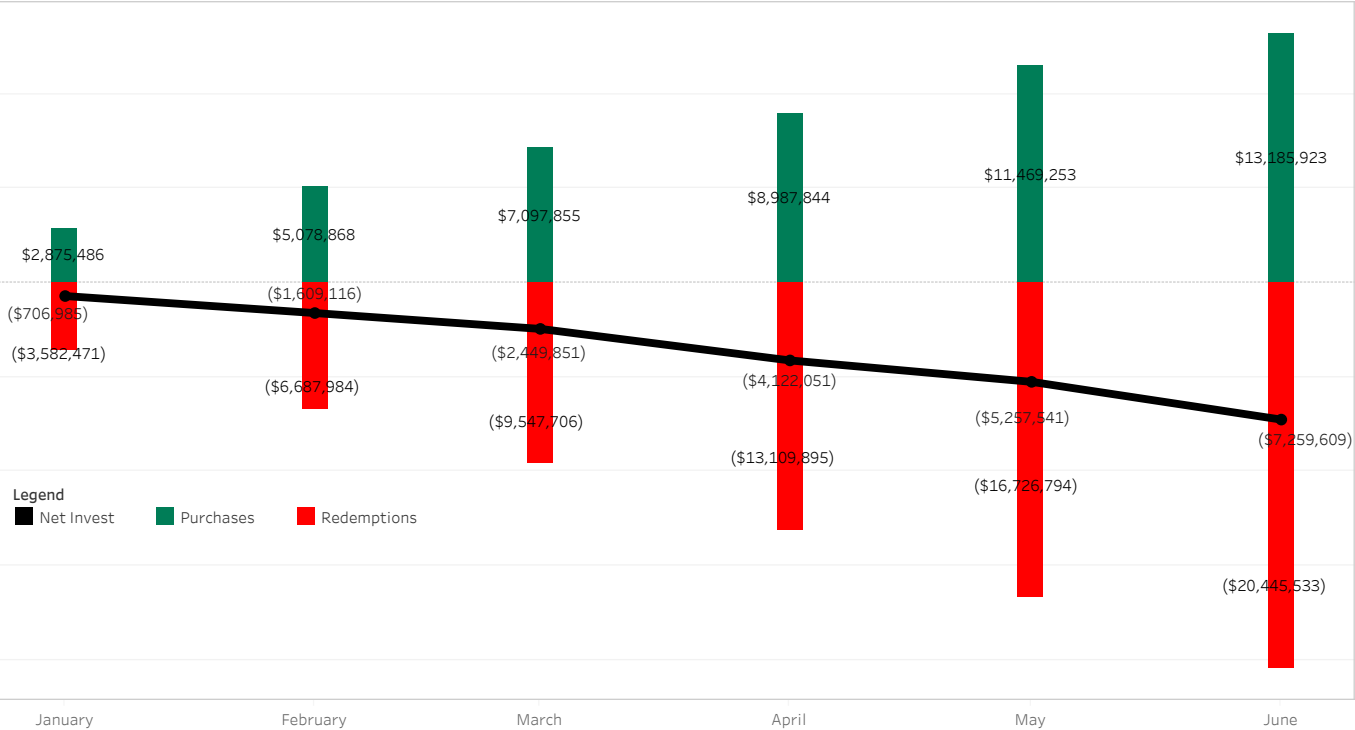


Top 10 Clients' Assets as a % of Total Asset

Top10_AUM	Total AUM	
\$67,421,464	\$134,274,017	50.2%

	Redemption Rate	Purchase Rate
2014	-23.2%	20.8%
2015	-20.8%	20.9%
2016	-22.1%	22.8%
2017	-22.5%	16.9%
2018	-17.3%	11.8%

Complex



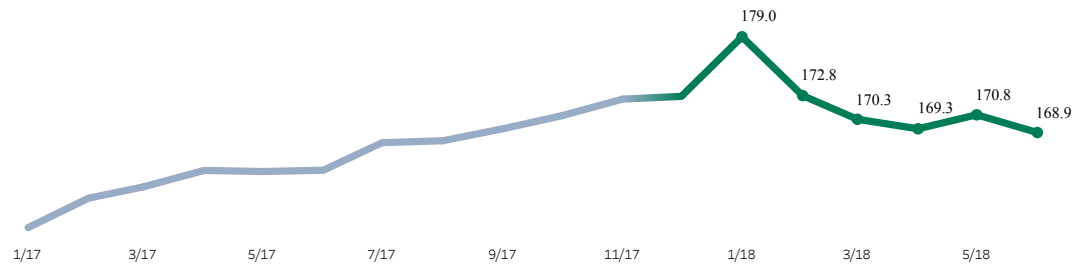
Sales Strategy

Sales Strategy	
ONE CHOICE TARGET DATE	\$23,274,788
GLOBAL GROWTH STRATEGIES	\$17,534,166
U.S. VALUE YIELD	\$14,016,188
U.S. PREMIER LARGE CAP GROWTH STRATEGIES	\$12,378,032
U.S. MID CAP VALUE	\$11,048,673
U.S. LARGE CAP GROWTH	\$8,211,699
ONE CHOICE TARGET RISK	\$5,312,317
U.S. CORE FIXED INCOME STRATEGIES	\$5,200,009
NON-U.S. GROWTH STRATEGIES	\$5,164,455
U.S. OPPORTUNISTIC MID CAP GROWTH	\$5,051,352

Marketing Disc

Marketing Discipline	
Multi-Asset Strategies	\$36,448,383
Global Value	\$34,419,983
U.S. Growth	\$32,678,832
Global & Non-U.S. Growth	\$29,464,702
Bond	\$24,084,799
Disciplined Equity	\$6,830,149
Money Market	\$4,055,326
AC Alternatives	\$873,420
AC ETFs	\$19,065

## Asset Under Management- Complex



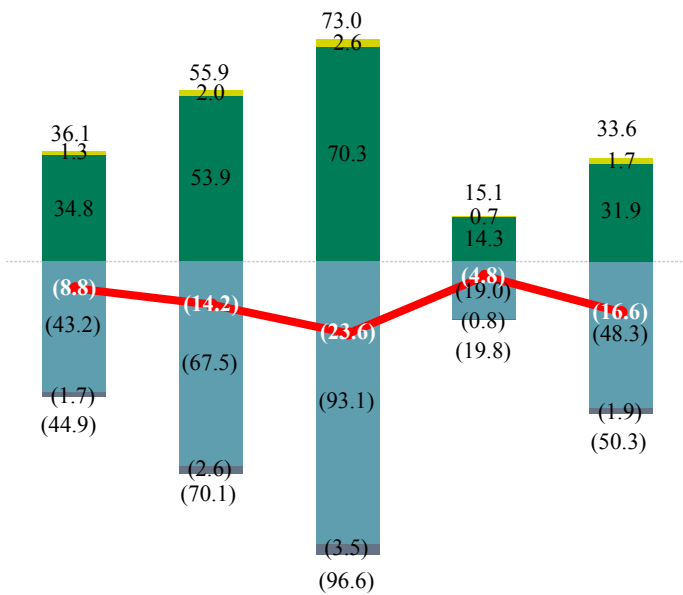
### Quarterly Results

7.7% 11.9% 15.6% 2.9% 6.5%

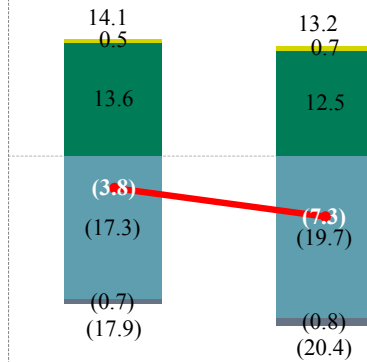
### Year To Date: June, 2017 & 2018

9.0% 7.6%

### Purchase Rate



### Purchase Rate



### Redemption Rate

-9.6% -14.9% -20.6% -3.8% -9.7%

2017 Q2 2017 Q3 2017 Q4 2018 Q1 2018 Q2

### Redemption Rate

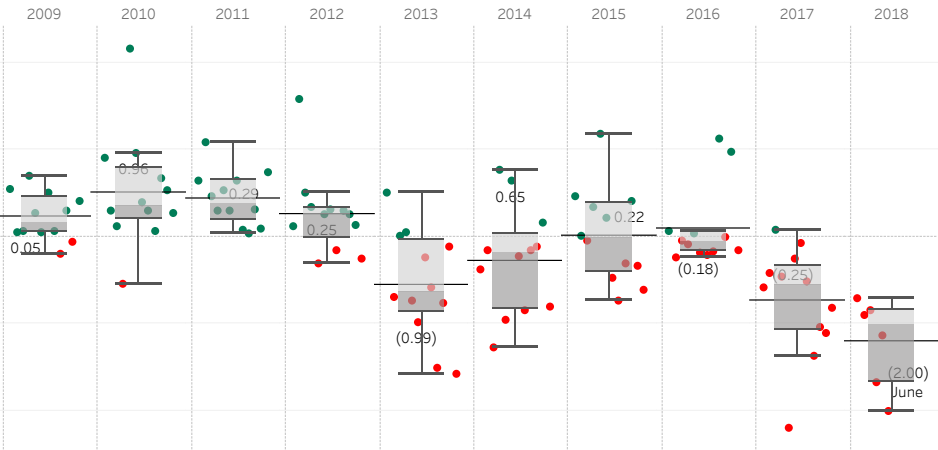
-11.5% -11.8%

2017 2018

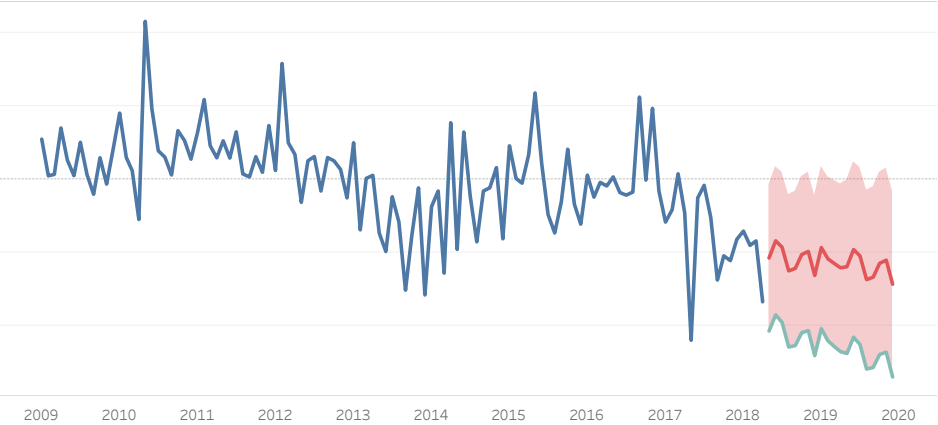
Money Market Redem Money Market Purch Long Term Redemptions Long Term Purchases

Gyasi Bawuah,  
Data & Report Analyst.

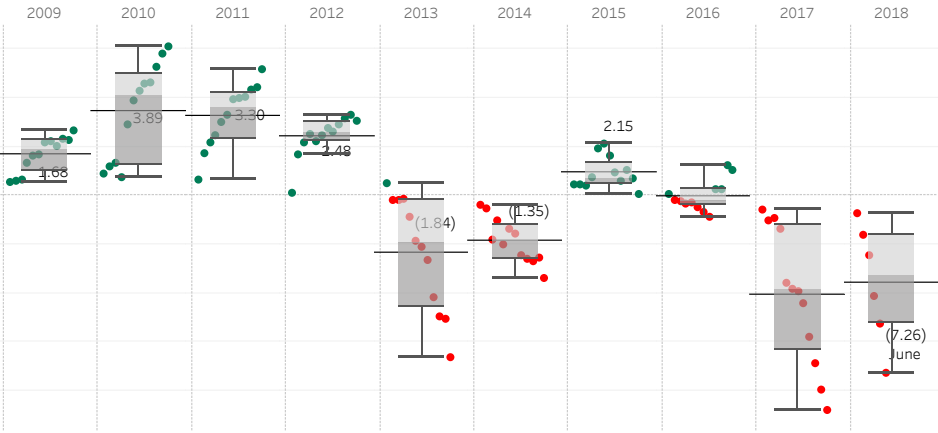
Monthly Net Investment Performance



Monthly Net Investment Forecast



YTD Net Investment Performance: January to December

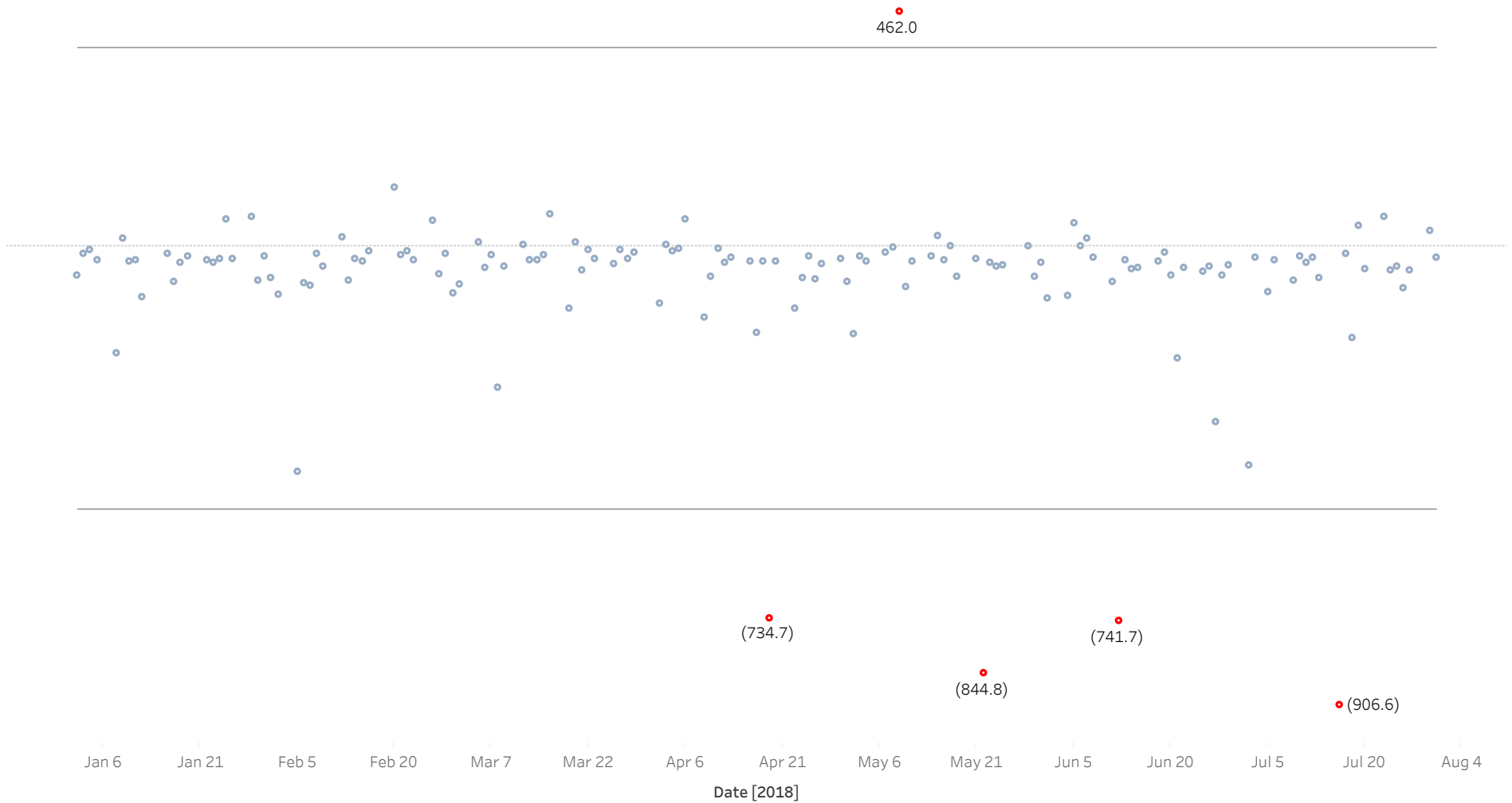


YTD Net Investment Forecast

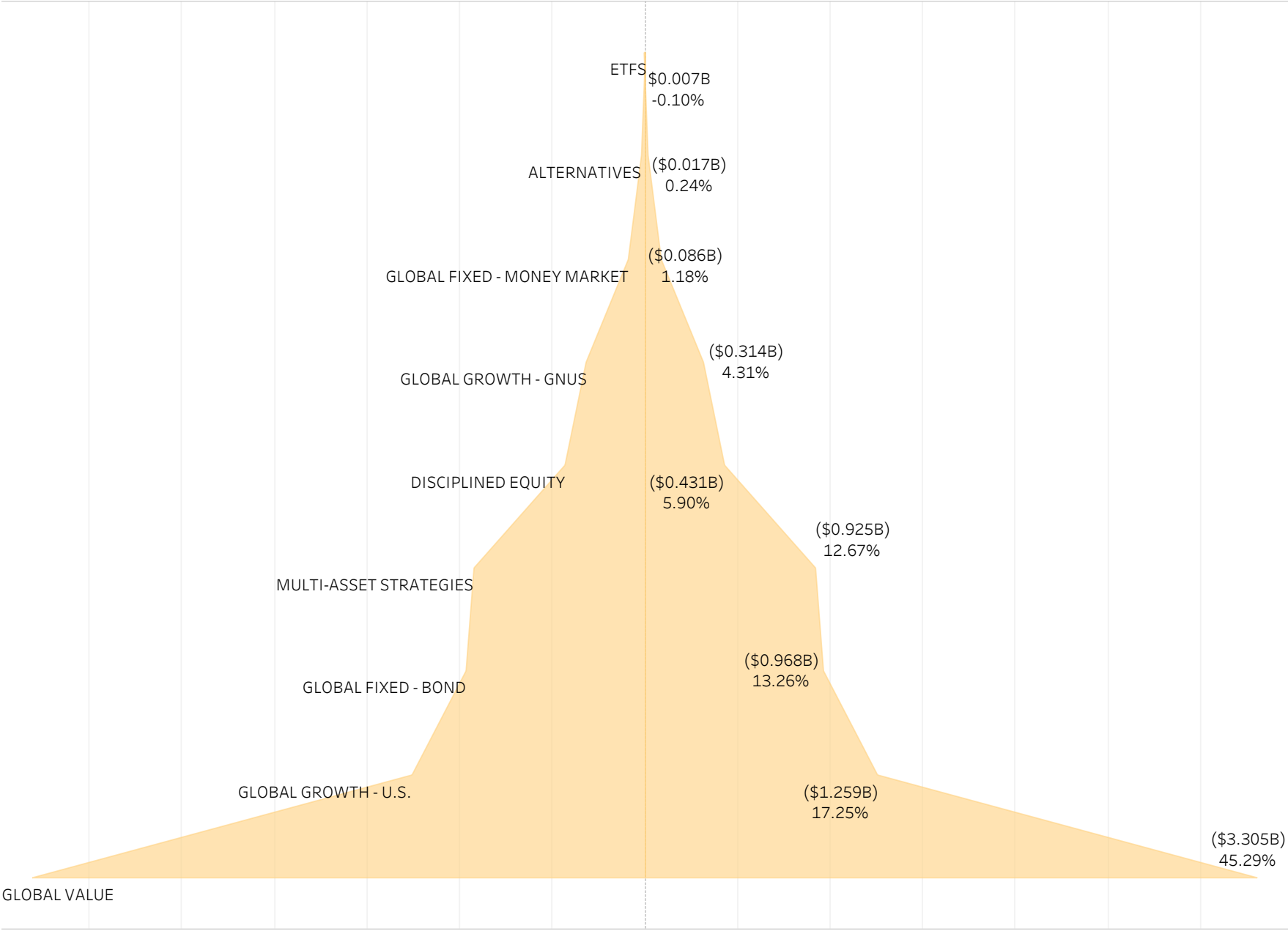


Gyasi Bawuah,  
Data Analyst.

### Determining Daily Net Investment Outliers: 3 Standard Deviations (99.7%)



Gyasi Bawuah,  
Data Analyst.





# Gyasi Bawuah, Data & Report Analyst.

## BY CHANNEL - WEEKLY

Channel	Sub Channel	Purchases	Redemptions	Net Investment	Acquisitions	Exch/Tran	Net Flows	AUM
DIRECT	MONEY MARKET	15,165	(16,373)	(1,209)	0	3,112	1,903	3,610,949
	LONG TERM	18,396	(29,514)	(11,117)	0	(14,696)	(25,813)	36,203,424
SUB TOTAL		33,561	(45,887)	(12,326)	0	(11,584)	(23,910)	39,814,373
INTERMEDIARY	BANKS	16,511	(49,930)	(33,419)	0	(252)	(33,671)	5,246,762
	INDEPENDENT RECORDKEEPERS	43,088	(83,582)	(40,494)	0	0	(40,494)	7,153,193
	INSURANCE COMPANIES	92,535	(322,820)	(230,285)	0	(263)	(230,547)	27,394,321
	MULTI CHANNEL FIRMS	129,579	(315,939)	(186,360)	0	4,502	(181,858)	39,257,665
	WEALTH MANAGERS	78,162	(113,737)	(35,574)	0	4,627	(30,947)	24,157,534
SUB TOTAL		359,875	(886,008)	(526,133)	0	8,614	(517,518)	103,209,474
GLOBAL INSTITUTIONAL	APAC	4	(563)	(559)	0	0	(559)	4,883,780
	EMEA	0	(1,274)	(1,274)	0	0	(1,274)	11,598,673
	NOMURA	967	(6,790)	(5,824)	0	0	(5,824)	1,405,597
	NORTH AMERICA INSTITUTIONAL	8,634	(38,775)	(30,140)	0	0	(30,140)	9,153,058
SUB TOTAL		9,605	(47,402)	(37,797)	0	0	(37,797)	27,041,107
CORPORATE MONEY		16,906	(15)	16,891	0	4	16,895	542,760
GRAND TOTAL		419,947	(979,312)	(559,365)	0	(2,965)	(562,330)	170,607,715

Gyasi Bawuah,  
Data/Report Analyst.

## WEEKLY NET INVESTMENT REPORT

Report as of July 8, 2018  
(in thousands)

### Net Investment For Week Ending:

July 8, 2018 **(\$576,256)**

### Net Investment Through July 11, 2018

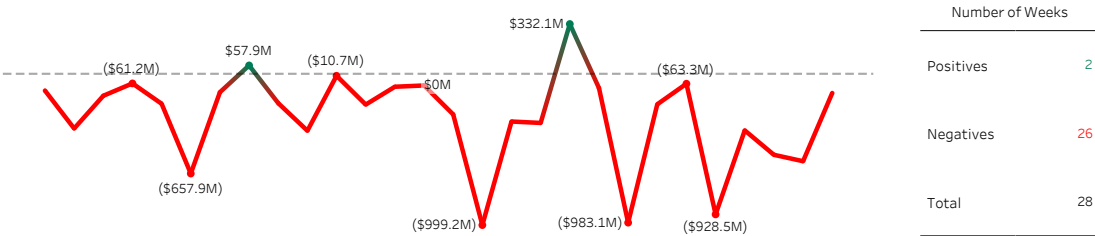
WEEK TO DATE	<b>(\$701,304)</b>
MONTH TO DATE	<b>(\$701,304)</b>
QUARTER TO DATE.	<b>(\$701,304)</b>
YEAR TO DATE	<b>(\$7,960,913)</b>

### Top Positive Weeks

1	May 07, 2018	\$332,095
2	February 19, 2018	\$57,852

### Top Negative Weeks

1	April 16, 2018	(\$999,214)
2	May 21, 2018	(\$983,059)
3	June 11, 2018	(\$928,474)
4	February 05, 2018	(\$657,905)
5	July 02, 2018	(\$576,256)



### TOP CLIENTS BY STRATEGY: July 8, 2018

268508315	ONE CHOICE TARGET DATE	<b>\$14,677</b>
148292437	EMERGING MARKETS	<b>\$13,899</b>
148292437	U.S. LARGE CAP VALUE	<b>\$8,824</b>
953794907	NON-U.S. GROWTH STRATEGIES	<b>\$7,305</b>
496024876	U.S. SMALL CAP VALUE	<b>\$6,667</b>
148292437	U.S. REAL ESTATE SECURITIES	<b>\$5,857</b>
292727559	EMERGING MARKETS	<b>\$5,350</b>

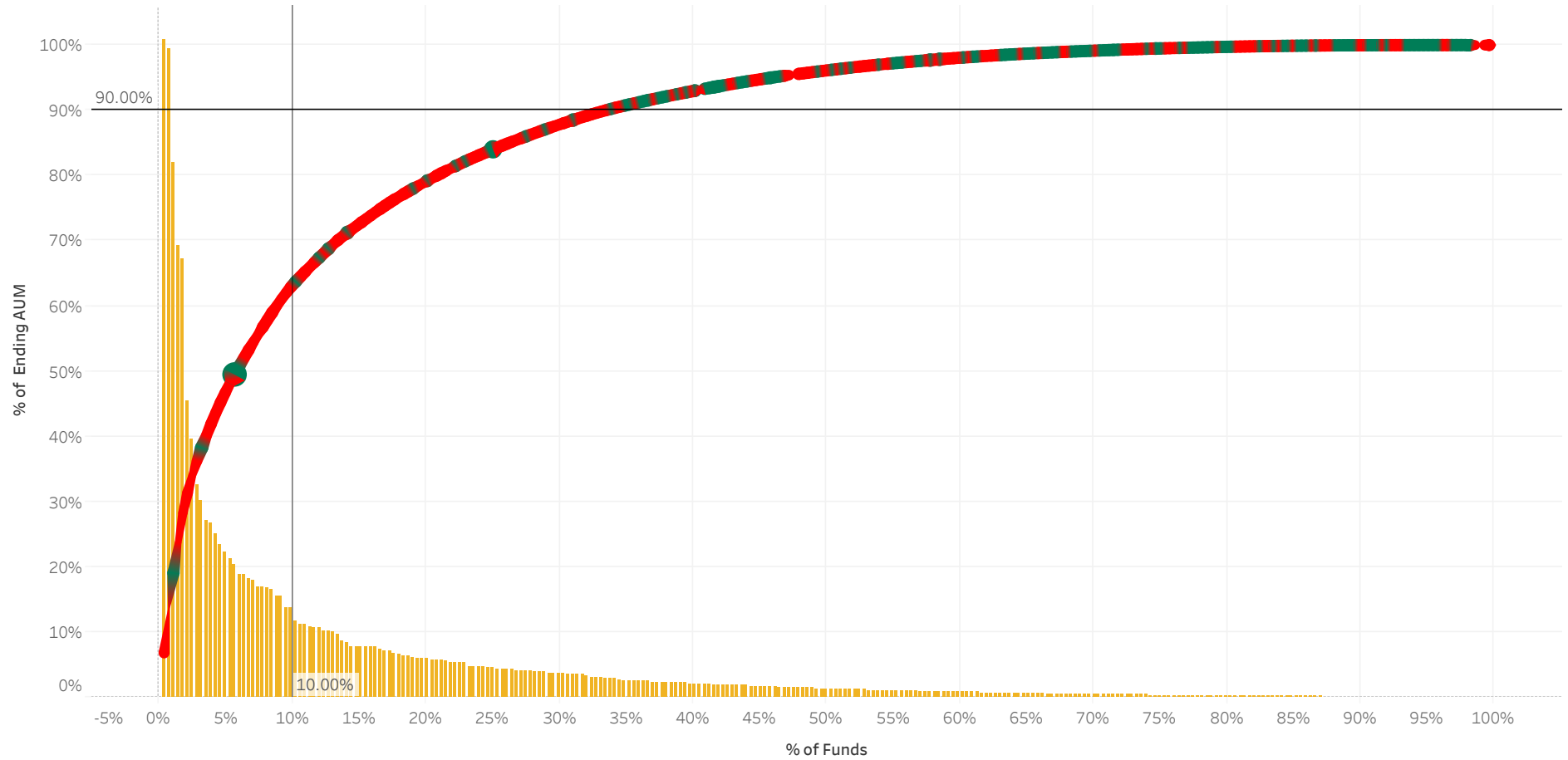
### BOTTOM CLIENTS BY STRATEGY: July 8, 2018

792249262	U.S. LARGE CAP GROWTH	<b>(\$153,714)</b>
148292437	U.S. DISCIPLINED LARGE CAP CORE STR..	<b>(\$54,017)</b>
148292437	U.S. LARGE CAP GROWTH	<b>(\$47,545)</b>
188584208	ONE CHOICE TARGET DATE	<b>(\$44,345)</b>
148292437	U.S. VALUE YIELD	<b>(\$29,771)</b>
148292437	ONE CHOICE TARGET DATE	<b>(\$25,045)</b>
394723802	U.S. VALUE YIELD	<b>(\$21,263)</b>
923757791	NON-U.S. CONCENTRATED GROWTH ST..	<b>(\$21,000)</b>
582328309	ONE CHOICE TARGET DATE	<b>(\$14,109)</b>
200752288	ONE CHOICE TARGET DATE	<b>(\$13,293)</b>
212762832	NON-U.S. AGGREGATE FIXED INCOME	<b>(\$12,384)</b>
292727559	U.S. CORE PLUS FIXED INCOME	<b>(\$10,720)</b>
394723802	U.S. BALANCED - CORE - 60-40 STRATEGI..	<b>(\$8,891)</b>
488508343	U.S. MID CAP VALUE	<b>(\$7,663)</b>
141544804	U.S. VALUE STRATEGIES	<b>(\$7,102)</b>
900997905	U.S. MID CAP VALUE	<b>(\$7,100)</b>
141544804	ONE CHOICE TARGET DATE	<b>(\$6,364)</b>
582328309	U.S. OPPORTUNISTIC MID CAP GROWTH	<b>(\$6,090)</b>
953794907	U.S. VALUE YIELD	<b>(\$5,468)</b>
272138297	ONE CHOICE TARGET DATE	<b>(\$5,430)</b>
697186470	U.S. VALUE YIELD	<b>(\$5,348)</b>
697186470	ONE CHOICE TARGET DATE	<b>(\$5,161)</b>

Gyasi Bawuah,  
Data Analyst.

### Fund Contribution To AUM: June, 2018.

YTD Asset: \$169.4B  
YTD Net Investment: (\$7.3B)  
Number of Funds: 284



# Hypothesis Testing: Compensation Discrimination Based On Gender And Ethnicity.

Gyasi Bawuah, HR Analyst.

May 21, 2017.

```
dim(df0)

## [1] 1021  22

str(df0)

## 'data.frame':  1021 obs. of  22 variables:
## $ number      : int  1004 1046 1073 1074 1079 1092 1093 1096 1097 1108 ...
## $ ethnicity   : Factor w/  8 levels "American Indian/Alaskan Native",...: 6 3 6 8 4 8 8 7 6 8 ...
## $ gender      : Factor w/  2 levels "Female","Male": 1 1 1 1 1 2 1 1 1 1 ...
## $ title       : Factor w/ 73 levels "Accenture IT Managed Serv",...: 39 43 31 17 50 54 45 29 13 38 ...
## $ State       : Factor w/ 20 levels "California","Connecticut",...: 14 1 19 11 1 11 7 14 7 7 ...
## $ salary      : num  540000 240000 80000 805000 230000 ...
## $ autopaid    : Factor w/  2 levels "N","Y": 2 2 2 2 2 2 1 2 1 2 ...
## $ disabled    : Factor w/  3 levels "D","N","Y": 1 1 1 1 1 1 1 1 1 1 ...
## $ schedule    : Factor w/  2 levels "Full Time","Part Time": 1 1 1 1 1 1 1 1 1 1 ...
## $ medical     : Factor w/  2 levels "N","Y": 2 2 2 2 2 2 2 2 2 2 ...
## $ pscale      : Factor w/  2 levels "Hourly","Salaried": 2 2 2 2 2 2 1 2 1 2 ...
## $ experience  : num  0.6 4 0.4 7 2 4 2 0.4 2 1.8 ...
## $ age         : int  44 47 50 47 42 27 28 38 32 40 ...
## $ hdate       : Factor w/ 14 levels "16-Apr","16-Aug",...: 6 1 1 1 1 4 7 7 7 7 ...
## $ tDate       : Factor w/ 13 levels "16-Aug","16-Dec",...: 13 13 13 13 13 13 13 13 13 13 ...
## $ Termttype   : Factor w/  4 levels "Involuntary",...: 2 2 2 2 2 2 2 2 2 2 ...
## $ Termreason  : Factor w/ 16 levels "Did Not Start",...: 10 10 10 10 10 10 10 10 10 10 ...
## $ store       : Factor w/ 116 levels "", "0000 Finance",...: 6 11 3 2 3 7 3 8 3 3 ...
## $ district    : Factor w/ 26 levels "", "Atlanta/Athens",...: 9 9 9 9 9 9 9 9 9 9 ...
## $ region      : Factor w/  7 levels "", "Corporate",...: 4 7 5 2 7 2 4 2 2 ...
## $ taxallowances: int  2 24 3 8 9 2 0 0 1 18 ...
## $ status      : Factor w/  2 levels "Active","Terminated": 1 1 1 1 1 1 1 1 1 1 ...

head(df0, 1)

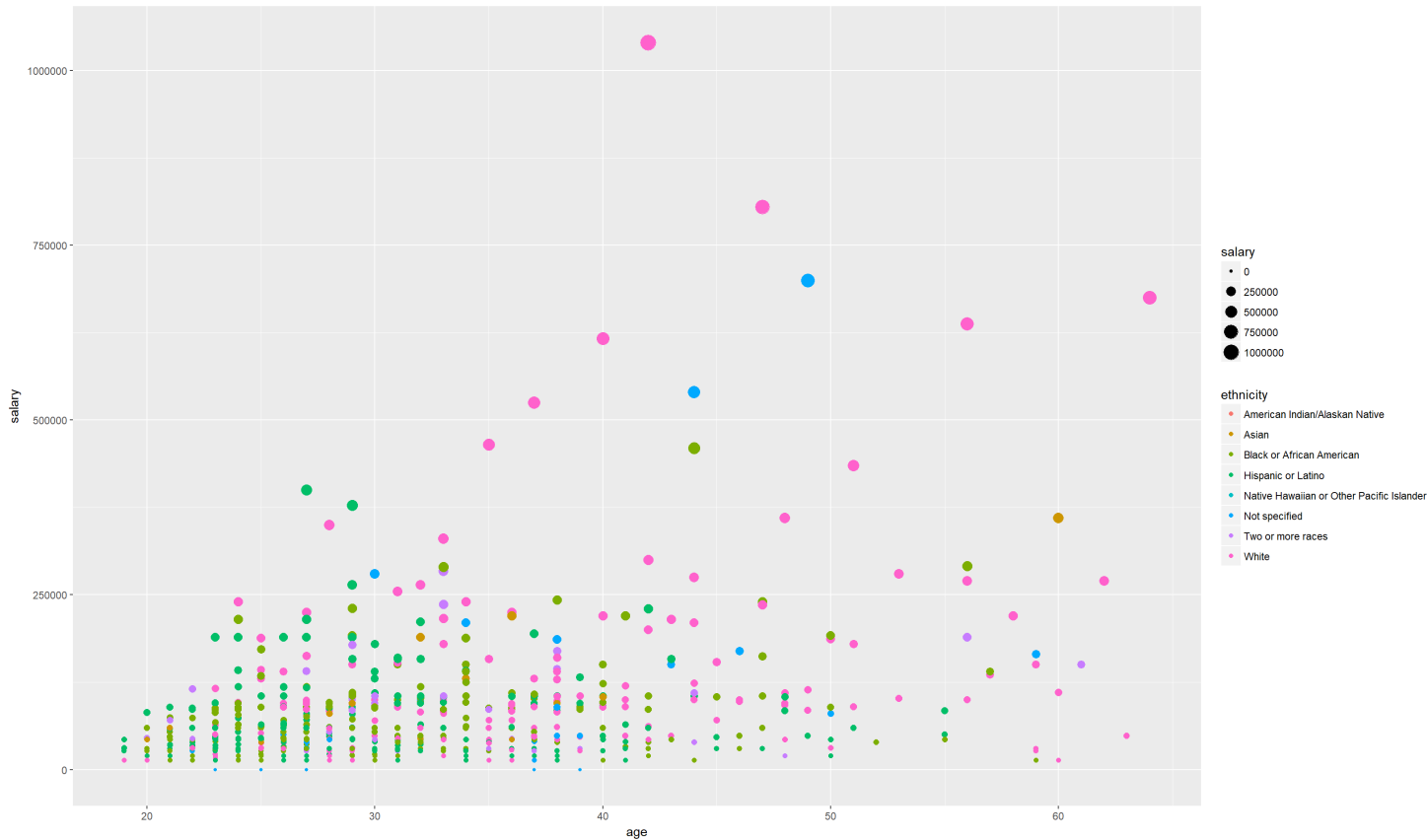
##   number ethnicity gender      title   State salary autopaid
## 1   1004 Not specified Female NSO Director New York 540000      Y
##   disabled schedule medical   pscale experience age  hdate  tDate
## 1         D Full Time      Y Salaried      0.6  44 16-Mar Dec-99
##   Termttype Termreason                store district  region
## 1      none      none 0004 NSO Team-NORTH EAST Corporate Northeast
##   taxallowances status
## 1              2 Active

library(ggplot2)

# Salary by ethnicity & Gender

g0 = ggplot(data = df0)+
  geom_point(mapping = aes(x = age, y = salary, color=ethnicity, size= salary))

g0
```



```
median_salary = df0 %>%
  group_by(ethnicity) %>%
  summarise(max_salary = max(salary), min_salary= min(salary), headcount = n() )
median_salary
```

```
## # A tibble: 8 x 5
##   ethnicity      med_salary max_salary min_salary headcount
##   <fct>          <dbl>      <dbl>    <dbl>    <int>
## 1 American Indian/Alaskan Nati~ 44616      44616    44616         1
## 2 Asian          45089.    360000    13541.         31
## 3 Black or African American    43129.    460000    13520        329
## 4 Hispanic or Latino          43129.    400000    13541.        348
## 5 Native Hawaiian or Other Pac~ 30420      31096    29744         2
## 6 Not specified          39268.    700000         0         41
## 7 Two or more races          54163.    283800    13541.         45
## 8 White           59488    1040000    13520        224
```

```
By_Male = df0 %>%
  filter(gender=='Male') %>%
  group_by(ethnicity) %>%
  summarise(max_salary = max(salary), min_salary= min(salary), headcount = n() )
By_Male
```

```
## # A tibble: 7 x 5
##   ethnicity      med_salary max_salary min_salary headcount
##   <fct>          <dbl>      <dbl>    <dbl>    <int>
## 1 Asian          46545.    360000    13541.         22
## 2 Black or African American    43000    290000    13520        175
## 3 Hispanic or Latino          43129.    378400    13541.        215
## 4 Native Hawaiian or Other Pac~ 29744      29744    29744         1
## 5 Not specified         0      700000         0         18
## 6 Two or more races          71000    283800    13541.         25
## 7 White           48000    675000    13520        147
```

```
By_Female = df0 %>%
  filter(gender=='Female') %>%
  group_by(ethnicity) %>%
  summarise(max_salary = max(salary), min_salary= min(salary), headcount = n() )
By_Female
```

```
## # A tibble: 8 x 5
##   ethnicity      med_salary max_salary min_salary headcount
##   <fct>          <dbl>      <dbl>    <dbl>    <int>
## 1 American Indian/Alaskan Nati~ 44616      44616    44616         1
## 2 Asian          43129.    220000    29744         9
## 3 Black or African American    43129.    460000    13541.        154
## 4 Hispanic or Latino          43000    400000    13541.        133
## 5 Native Hawaiian or Other Pac~ 31096      31096    31096         1
## 6 Not specified          48000    540000         0         23
## 7 Two or more races          49626.    189200    13541.         20
## 8 White           94500    1040000    13541.        77
```

```
#Termination by State
term_state = df0 %>%
  filter(status=='Terminated') %>%
  group_by(State) %>%
  summarise(headcount = n())

term_state
```

```
## # A tibble: 15 x 2
##   State      headcount
##   <fct>         <int>
## 1 California         41
## 2 Florida            81
## 3 Georgia           12
## 4 Illinois           33
## 5 Kansas            22
## 6 Maryland            1
## 7 Massachusetts      9
## 8 Missouri           10
## 9 New Jersey         12
## 10 New York          34
## 11 North Carolina      1
## 12 Ohio                1
## 13 Pennsylvania         4
## 14 Texas             50
## 15 Virginia            2
```

```
g4 = ggplot(data = term_state)+
  geom_bar(mapping = aes(x = State, y = headcount), stat = 'identity')
g4
```

