

# EXECUTIVE COMPENSATION, FIRM FINANCIAL PERFORMANCE

## AND MARKET TRENDS: S&P 500

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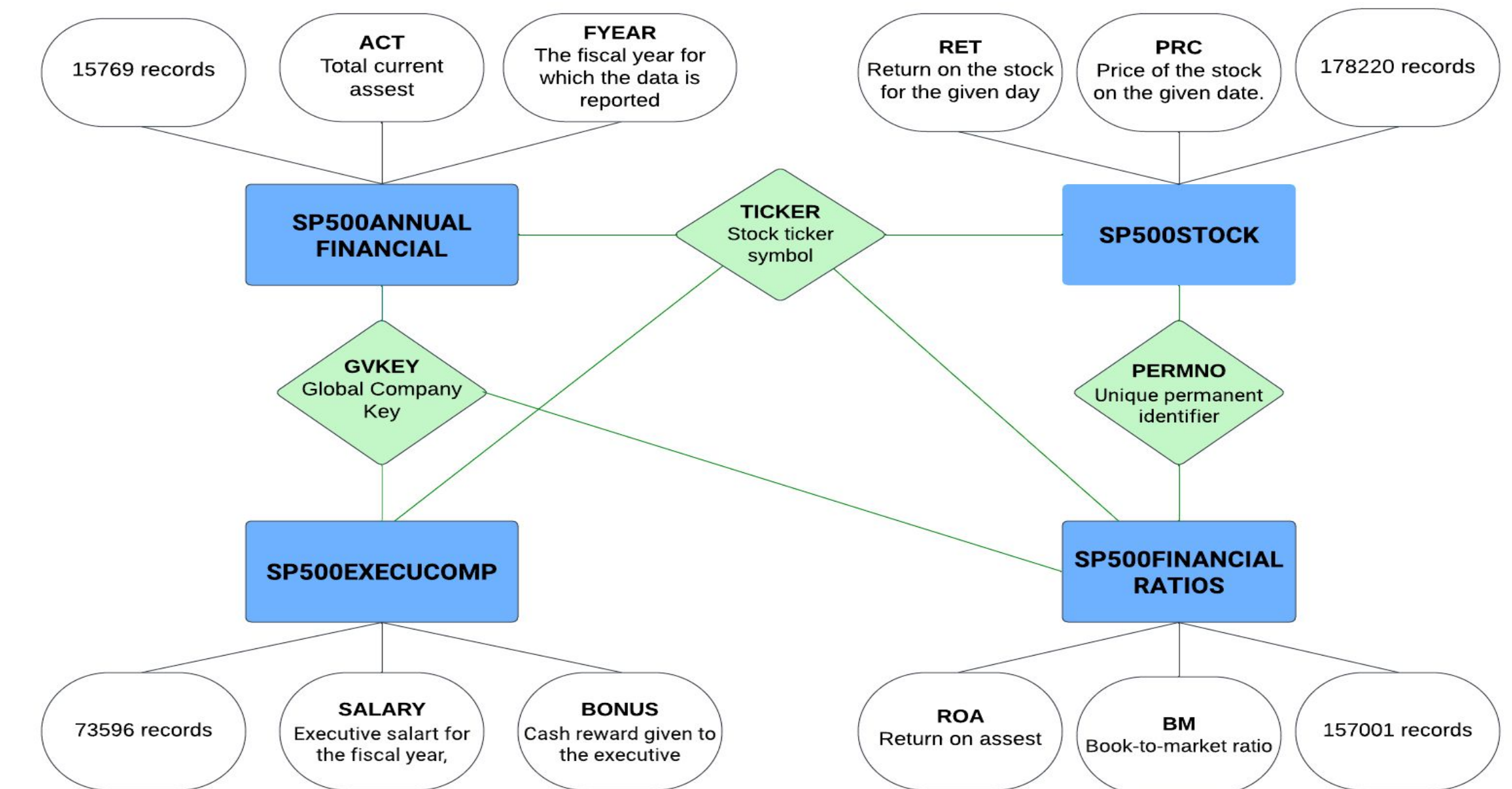
Advisor: Dan Suciu

### Motivation

- ❖ Which states have highest executive compensation?
- ❖ What component makes up the majority of executive compensation?
- ❖ What is the gender wage gap in executive compensation?
- ❖ How much has executive compensation increased?
- ❖ How did big tech perform during the Covid-19 pandemic?

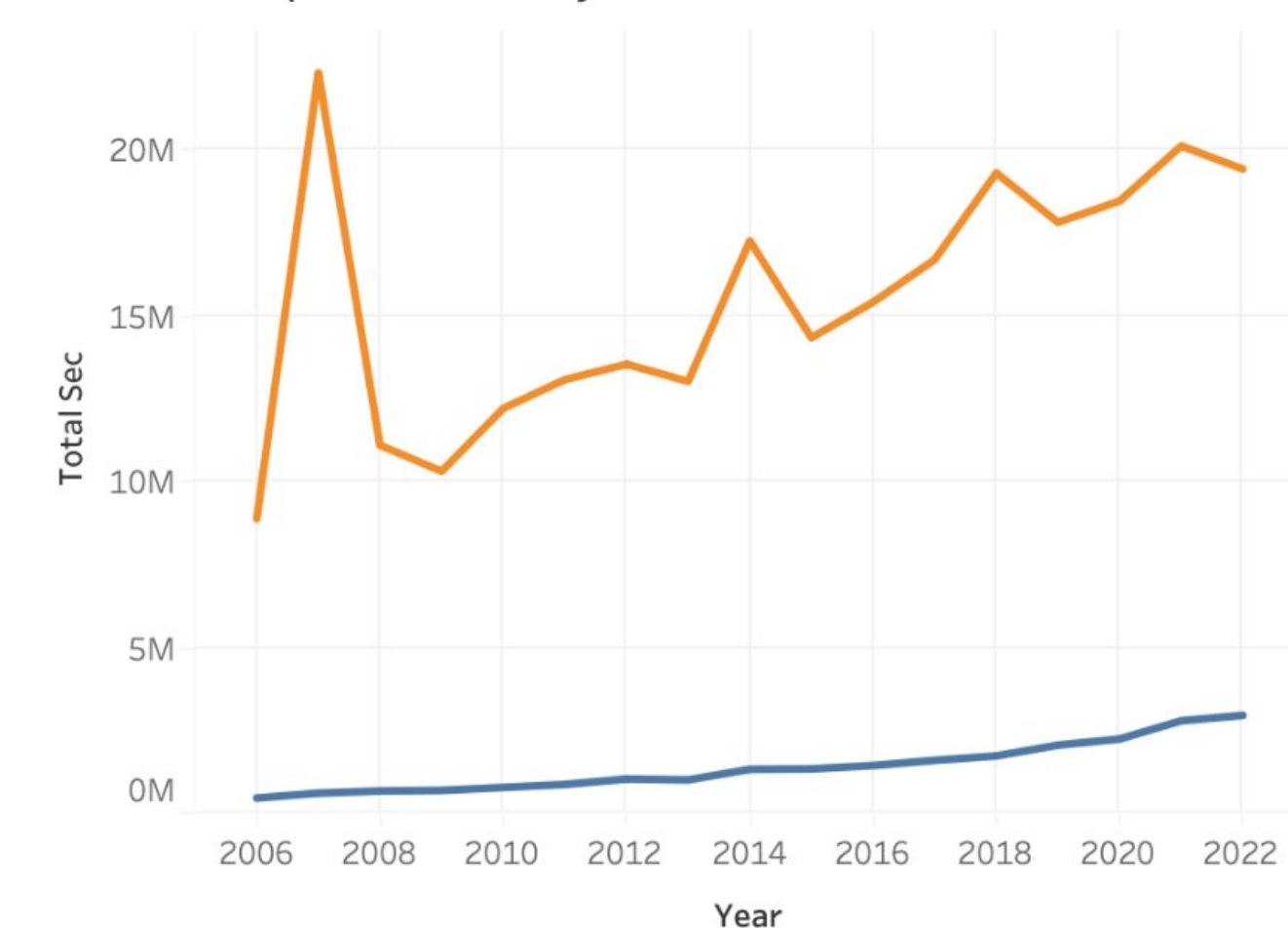
### Data, Tools and Methodology

- ❖ Data source: Compustat and Execucomp, Wharton Research Data Services
- ❖ Period: 1992-2023
- ❖ Tools: Snowflake, Tableau
- ❖ ER diagram: using TICKER, we're able to merge all datasets.

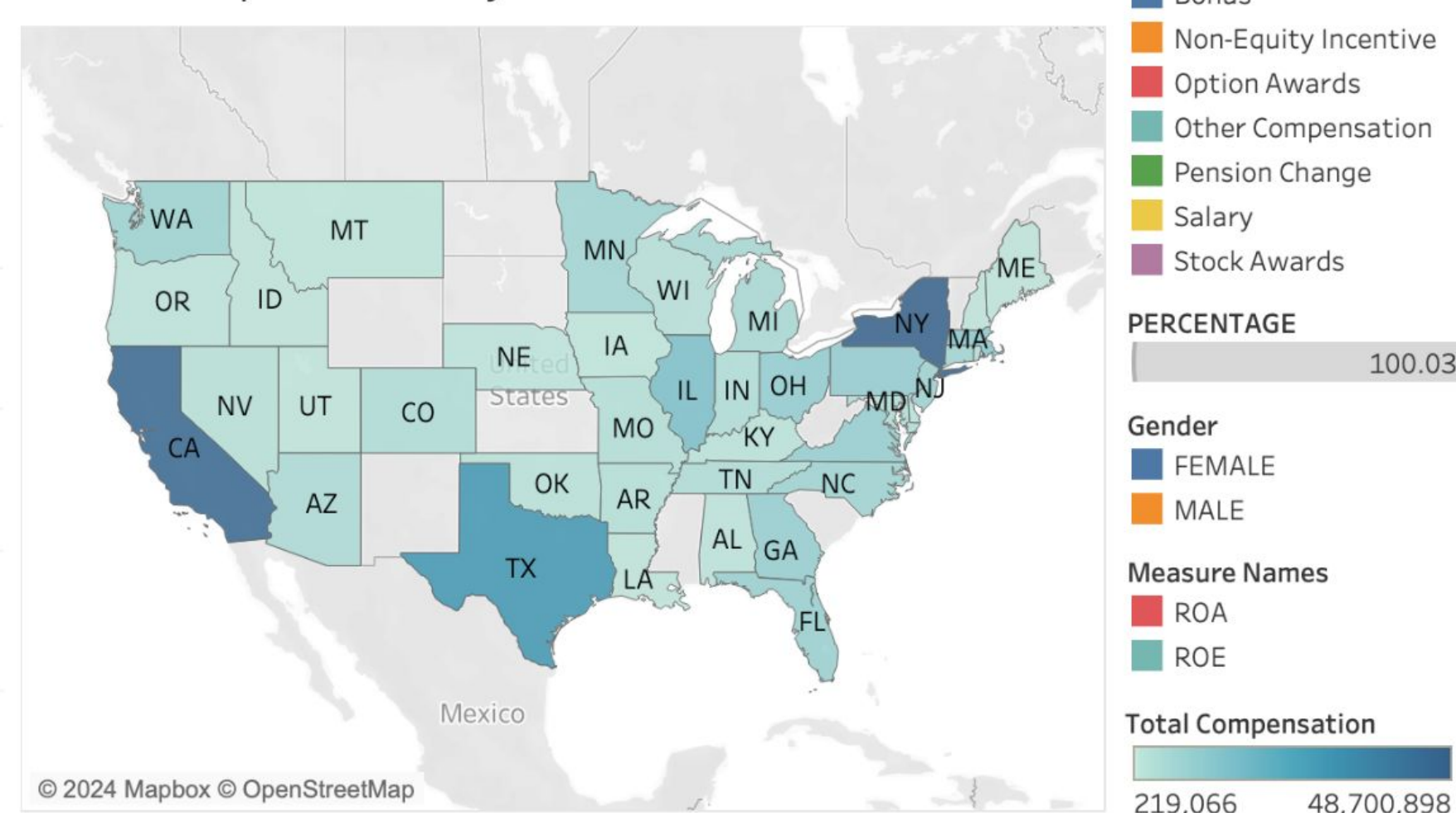


### Results

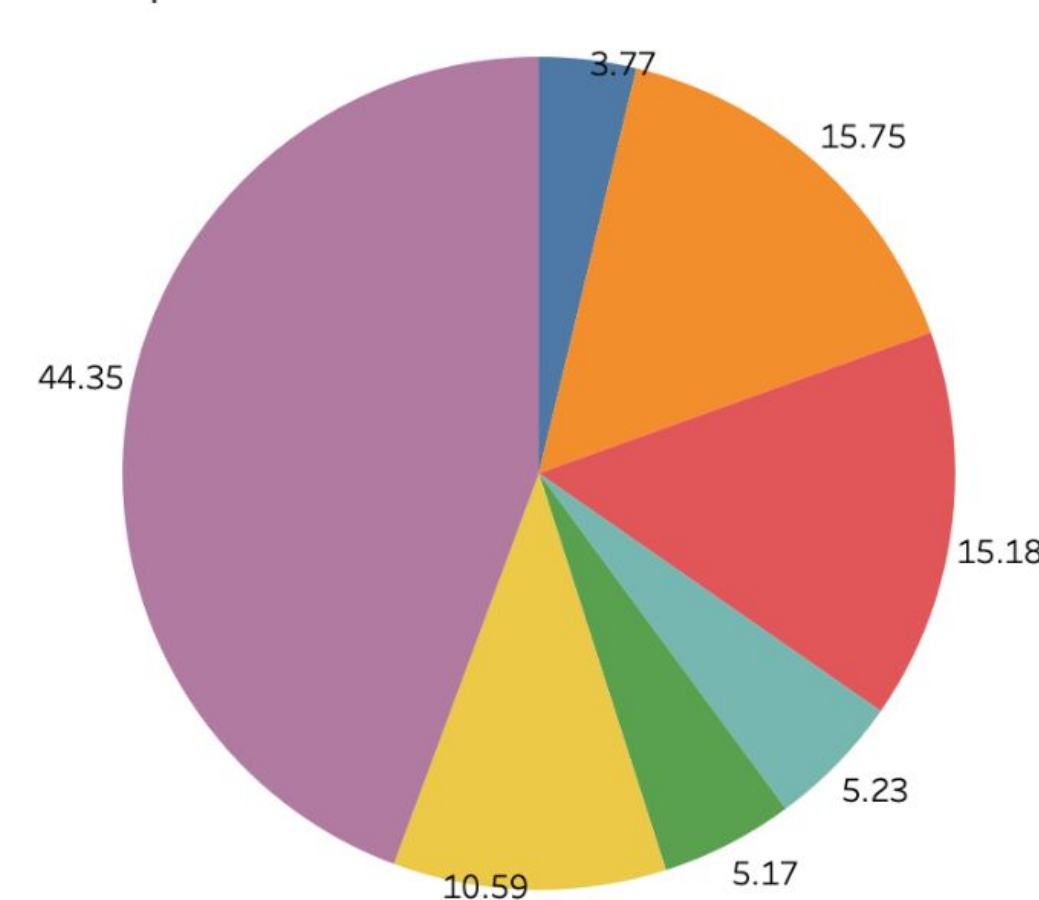
Total Compensation by Gender



Total Compensation by State



Compensation Components as a Percentage of Total Compensation



MAANG: Return on Assets v.s Return on Equity



### Conclusions

On average,

- ❖ stock awards accounted for about 45% of the realized executive compensation.
- ❖ female executives are paid much less than their male counterparts.
- ❖ California, New York and Texas are the states with highest executive compensation.
- ❖ during the pandemic, except Apple, the other top S&P 500 companies saw steady decreases in return on assets and equity.

### References

W. R. D. Services. Wharton Research Data Services — wrds-www.wharton.upenn.edu.

### Acknowledgements

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