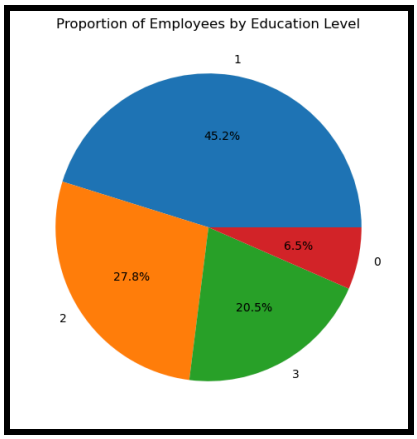

Figure 1: Proportion of Employees by Education Level

Here, we see the proportion of employees from the dataset by education level. Observations of level 0 have only a high school degree, observations of level 1 have an undergraduate degree, observations of level 2 have a masters degree, and observations of level 3 have a PhD. We see here that the majority of observations were of level 1, roughly each level 2 and 3 were ¼ of the observations and a small proportion at level 0.

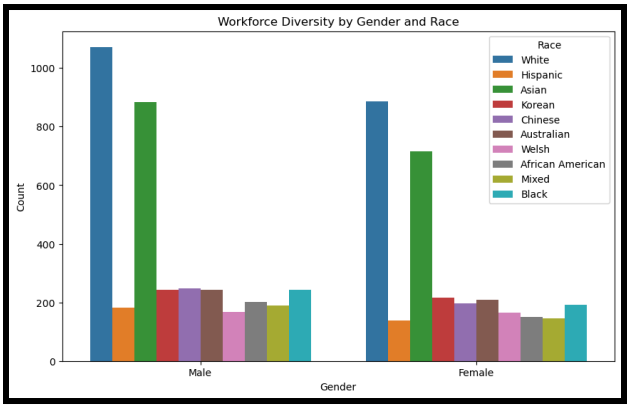

Figure 2: Workforce Diversity by Gender and Race

In this figure we are examining the diversity of the workforce by both gender and race. We find similar results for both men and women, as a vast majority of observations were White or Asian, with all other races around 200 observations.

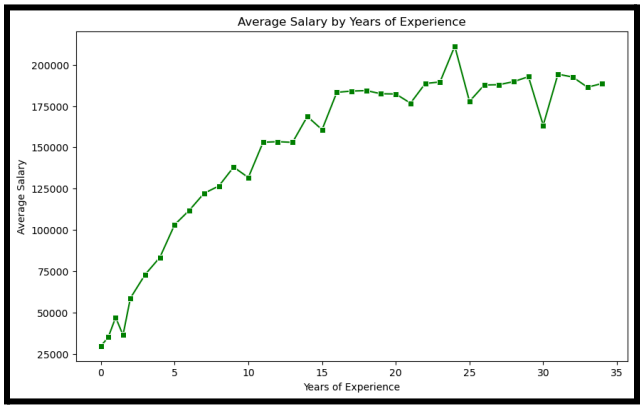

Figure 3: Average Salary by Years of Experience

This graph represents the average salary earned with each year of experience. As expected, we find a gradual incline, with a peak around 25 years, with a slight drop at 30 years, and an even out as we approach 35 years of experience and retirement age.

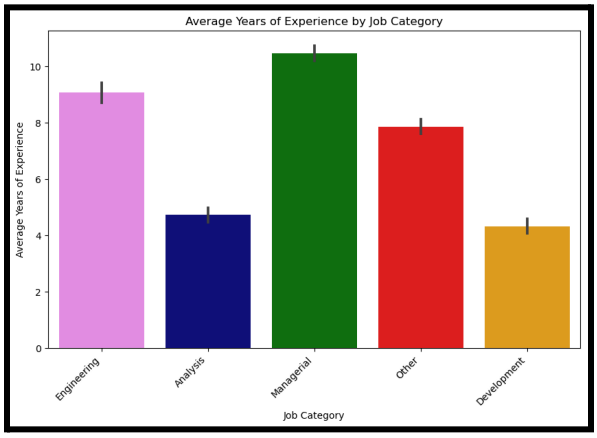

Figure 4: Average Years of Experience by Job Category

Here we find the average years of experience for each job. We find that managerial and engineering jobs have the highest average around 10, the Other category at roughly 8 years, and analysis and development at the lowest at nearly 5 years of experience.

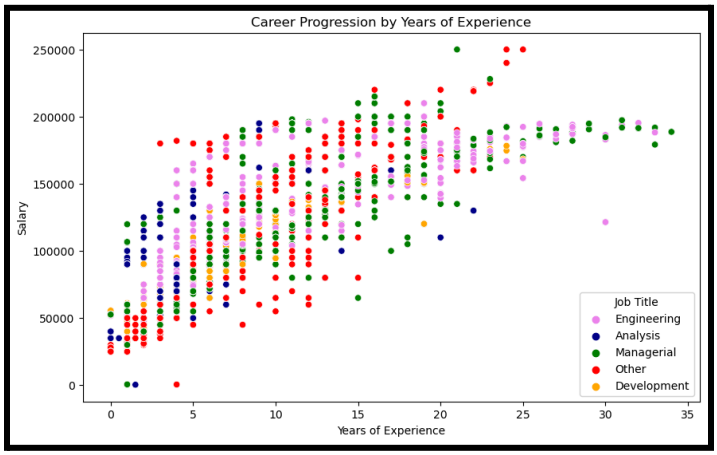

Figure 5: Salary Progression of Job Category by Years of Experience

This figure depicts an in-depth observation at the salary progression of each job category by years of experience. We can see that Managerial and Engineering are mostly right-bound of years of experience and high to mid salary, but here we also can find that there are a lot in the beginning and middle ranges as well. We see that the Other category also has a large distribution in low salary and experience between 0-10 years. It can also be determined that analysis and development have the least number of observations.

Actionable insights from this data include paying employees of managerial and engineering types the most, around an average of $175,000 annually as they also have the most experience. DataSphere should also look to pay the employees with 0-5 years of experience, especially analysts and developers, between $50,000 and $100,000 annually. Data collection on types of coded languages each observation used would be useful to determine what the highest paying languages are and what each job category uses what programs for training and hiring qualifications requirements.