Case Summary

As discussed in the interview, there are two primary problems when collecting data and information for companies. Either companies are not reporting at all on their ESG issues or companies are reporting ESG issues without consistent standards (issues and metrics). One goal for Harmony is to create the standard for capital owners to understand the overall impact their holdings are having on the world. This requires our team to collect the most reliable data, review and QA the information collected.

Considering our team is collecting information on thousands of companies globally, our data and analytics team is often tasked with ensuring the information is as close to the truth as possible for each company. This requires technical skills to collect, group and organize the data while having focus, understanding of the ESG issue and systems in place to check that all the data was pulled correctly.

Your task is to QA five companies that will be provided in an attached document. Each of these five companies will require the collecting information for 7 of Harmony's primary issues: GHG Emissions, Energy Use, Water Consumption, CEO Compensation Ratio, Women in Leadership, Women on the Board, Board Independence. Additionally we have attached a document with the list of issues, definitions and the units associated for each.

Once you have completed this task, create a Github account and new public repo. Upload the assignment directions to the repo and clone the directions to a local machine. Using Git Bash, connect your local repo to the remote repo, add your completed QA'd excel sheet to local repo, and push to the remote repo.

Lastly, we will ask you to demonstrate the push/pull process line in the Git Bash during the second interview.