

# Harold Lee

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## EXPERIENCE

### Product Data Engineer II | Expedia Group

Seattle, WA | 11.2022 – Present

- Enhanced the performance for all flagship Insights Team products and dashboards by optimizing the foundational data layer of the products, cutting loading and filtering times on our People Insights Dashboard by over 75% and Global Talent Acquisition dashboard by 30%
- Collaborated between People Platform and Tech Teams to ingest, validate, and build the analytical layer of the People Data Platform (data lake)

### Sr. Business Intelligence Analyst | Expedia Group

Seattle, WA | 04.2022 – 11.2022

- Presented metrics and insights on Return to Office project following the CDC lifting COVID lockdown restrictions to chief officers in the business that report directly to the CEO
- Developed automated reports for consultants and leaders to use for ad hoc analyses to answer high level questions regarding attrition, headcount change, and performance, reducing time spent on ad hoc requests by 1-2 hours per request

### Insights Analyst, People Analytics | Expedia Group

Seattle, WA | 08.2021 – 04.2022

- Created a report for the senior vice president of the People Team to identify trends in headcount and management structure, providing insights into team performance and potential opportunities for optimization
- Reimagined our existing Tableau dashboards by drawing inspiration from conferences, Tableau Viz of the Day, and other advanced and compelling visualizations from online sources such as LinkedIn and YouTube

### Data Analyst | Jackson National Life Insurance

Lansing, MI | 11.2018 – 07.2021

- Collaborated with HR Information Systems Analysts in a 3-person development team to implement and a/b test a new module in Workday for annual compensation planning with active feedback from executives
- Improved existing market range analysis from manual Excel reporting to automated reporting and visualizations via Tableau, saving a full workday of researching for consultants.
- Introduced technical analytics to a growing and new compensation team to improve production of metrics, insights, and fair compensation to both current employees and candidates

## SKILLS

### Languages

SQL, Python, English, Korean

### Software Tools

Microsoft Office Suite, Google Sheets, Tableau, Workday

### Communication & Interpersonal

Effective communicator, technical mentor, problem solver

## PROJECTS

### Sentiment Analysis & Classification w/ BERT Training

NLP + Machine Learning

Packages: Torch, Tensorflow, transformers

Source Code: [.ipynb](#)

### Color Detection Using Euclidian Distance

Image Processing

Packages: cv2, numpy

Source Code: [.ipynb](#)

### Ripe Mango Detector

Image Classification + Machine Learning

Packages: Tensorflow, cv2

Source Code: [.py](#)

## EDUCATION

Michigan State University | Bachelor of Arts, Major: Pre-Medicine  
Minor: Physics

East Lansing, MI | 08.2013 – 05.2018

East Lansing, MI | 08.2015 – 05.2016