Harold Lee | Data Scientist II

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A highly motivated data scientist with 5+ years of experience leveraging data to solve complex business challenges. My professional experience in data engineering, business intelligence, and data analysis enables me to seamlessly bridge the gap between raw data and actionable insights. I have a strong passion for leveraging modern advancements in data science and technology to make impacts such as using generative AI and neural networks.

EXPERIENCE

Expedia Group | Seattle, WA

Data Scientist II
Nov 2023 – Present

(Job Realignment)

- Led research analysis and hypothesis testing on a new sales incentive plan design, creating a more equitable and fair sales incentive plan based on individual performance and removing potential demographic bias, saving the sales team over $500,000.
- Assisted in designing an A/B test for implementation of the new sales incentive plan, isolating variables, controlling external influences, accounting for ethics, and creating a continuous monitoring and improvement plan.

Data Engineer II
Nov 2022 – Nov 2023

(Promotion)

- Enhanced the performance of flagship People Product Team products through ETL of optimized data tables, achieving reductions in loading and filtering times of the People Insights Dashboard by 75% and the Global Talent Acquisition Dashboard by 30%.
- Developed an advanced data-driven solution in Python to automate the generation of comprehensive attendance reports with insightful KPIs. These reports, tailored by location and managers, were instrumental in providing actionable insights to C-suite leadership, resulting in streamlined decision-making processes and a substantial reduction in monthly reporting efforts.

Sr. Business Intelligence (BI) Analyst
Apr 2022 – Nov 2022

(Promotion)

- Led analytics on Return to Office project, offering data-driven guidance following CDC COVID-19 lockdown restrictions and presenting curated insights to C-suite leadership. This influenced the development and adjustment of Expedia Group's hybrid work policy and site operations based on peak office utilization.
- Developed automated reports and tables in the People Team's data lake incorporating business logic and definitions for key metrics, enabling efficient ad hoc analyses on topics such as attrition, headcount, and performance, reducing response time significantly.

Data Analyst
Aug 2021 – Apr 2022

- Optimized and improved Tableau dashboards with innovative visualizations inspired by industry best practices, resulting in more compelling and impactful data presentations.

Jackson National Life Insurance | Lansing, MI

Data Analyst
Nov 2018 – Jul 2021

- Programmatically analyzed all job descriptions from the company and used NLP to present results such as n-gram frequency and its correlation to a job type to leadership.
- Transitioned market range analysis from quarterly manual Excel reporting and visualizations via Tableau, significantly saving time and improving efficiency within the team.

PROJECTS & SKILLS

Housing Price Prediction – Advanced Regression
EDA + Machine Learning

Skills: Regression Model Comparisons, ML Pipelines, PCA, Feature Engineering, sklearn, Plotly, Seaborn

Sentiment Analysis & Classification w/ BERT Training
NLP + Machine Learning

Skills: NLP, LLM, Transformers, Torch, Tensorflow, HuggingFace

EDUCATION

Michigan State University | East Lansing

Pre-Medicine	**Major**		Aug 2013 – May 2018
Physics	**Minor**		Aug 2015 – May 2016