Plots Appendix:

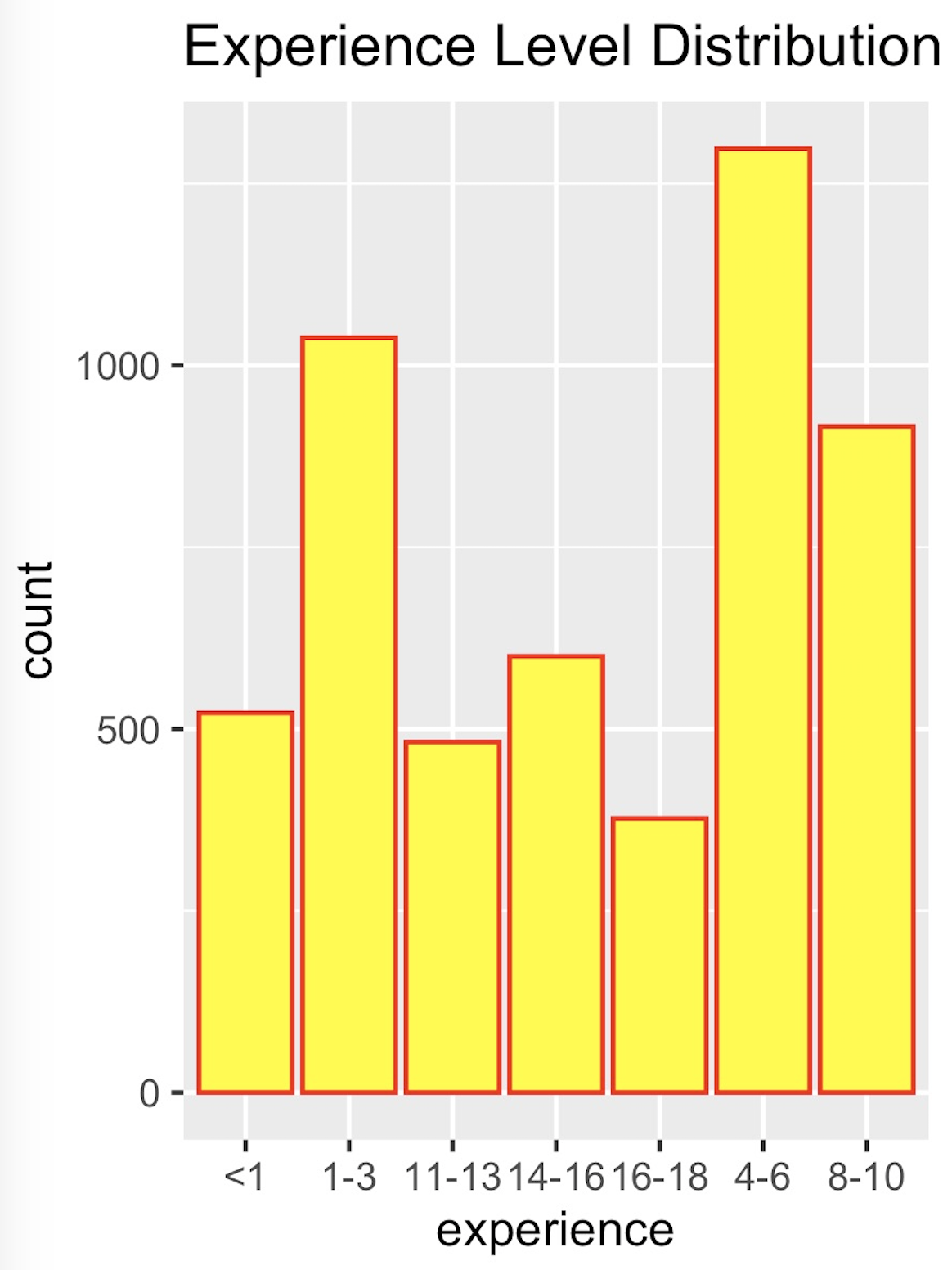
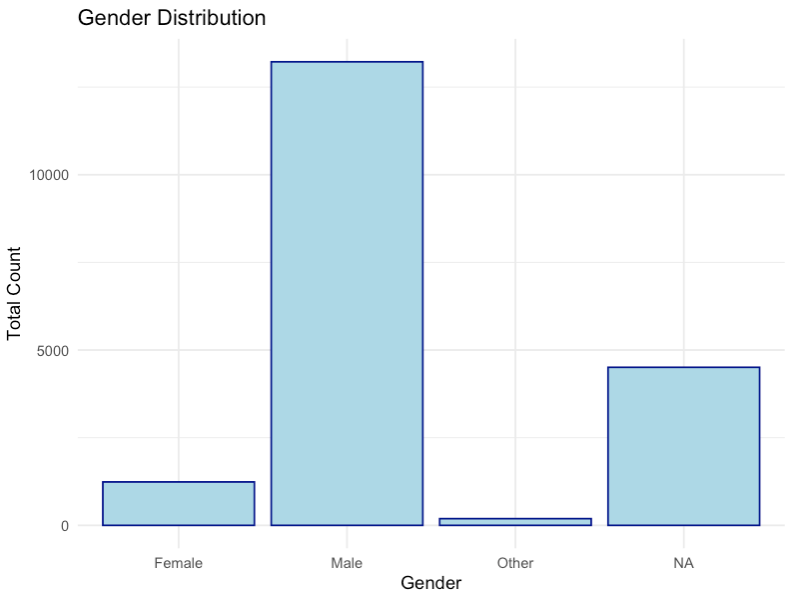
 

Figure1. Experience Level and Gender Distribution

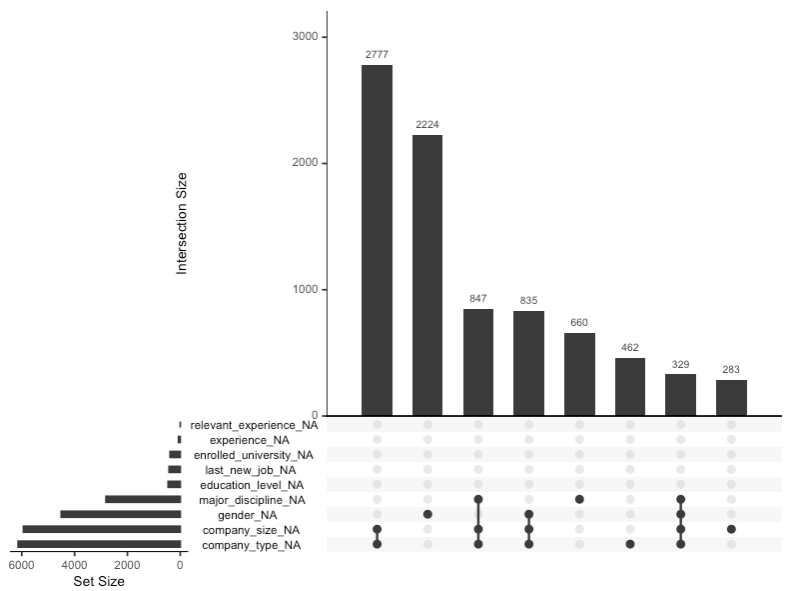


Figure.2 Missing Data

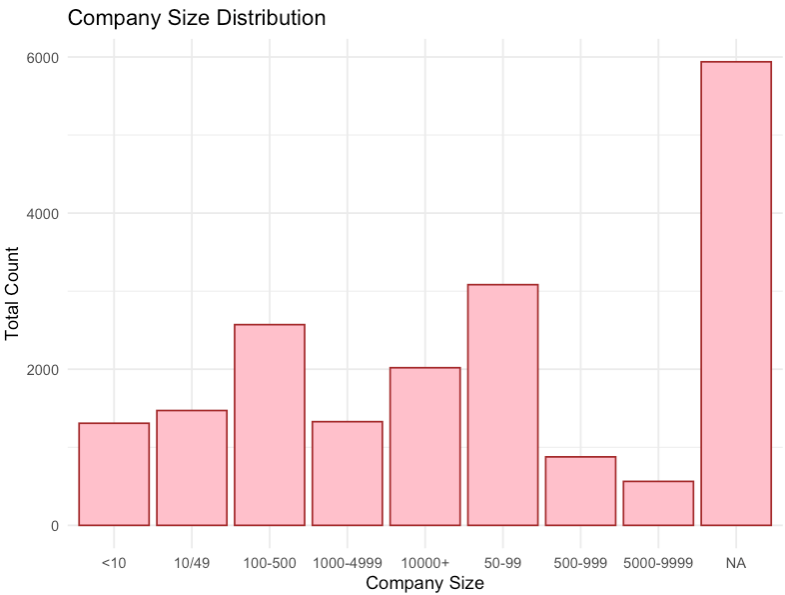
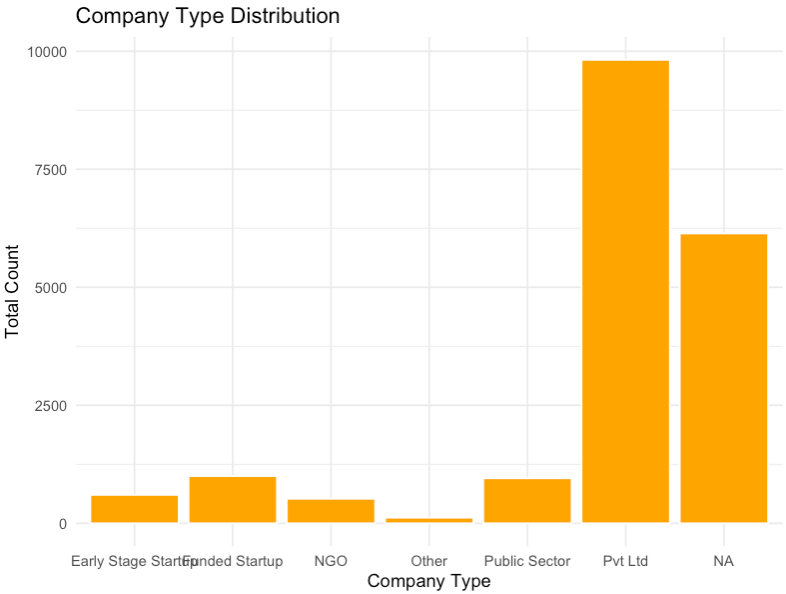
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Figure3. Company size and type distribution

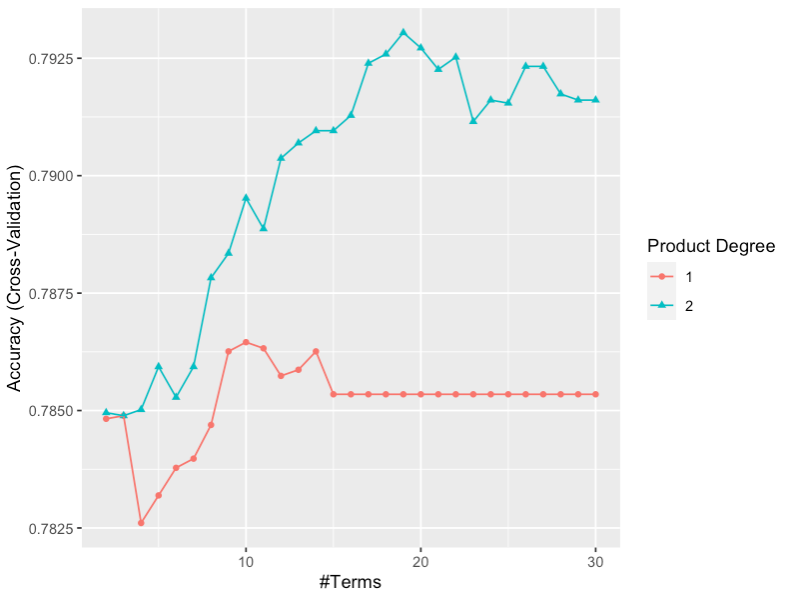
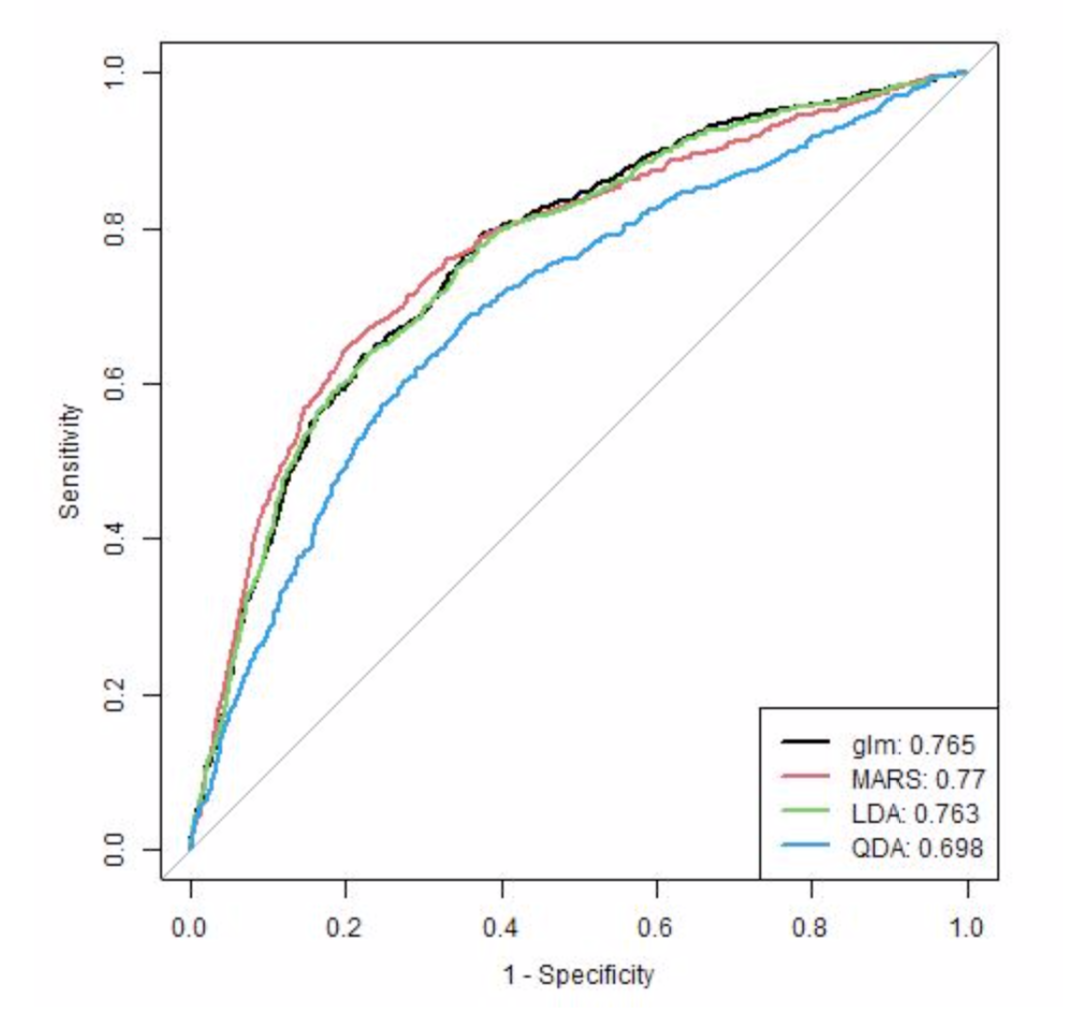


Figure4. MARS model training

Figure5. Model Comparison