



Case Study: Compensation Benchmarking Automation

Turning fragmented SEC executive compensation disclosures into a repeatable, faster benchmarking process with stronger verification and richer analytics.

The Challenge

The client relied on a manual executive compensation benchmarking process built from public SEC proxy filings. Because the report took staff approximately one full week to produce, the business was only able to complete the benchmark output once per year. Inconsistent DEF 14A formatting, varying executive titles, and the need for manual verification created substantial operational friction and limited the timeliness of the analysis.

The Solution

Bayou Point Advisory designed a Python-based workflow to automate the extraction, validation, and organization of executive compensation data from DEF 14A filings. The process was structured to improve speed while preserving confidence in the output through a built-in verification step and additional company enrichment.

- Used Python to parse Summary Compensation Table data from SEC DEF 14A filings.
- Created PDF screenshots of each Summary Compensation Table for verification and quality control.
- Parsed the extracted compensation data into Excel for structured benchmarking and downstream analysis.
- Enriched the dataset with Form 10-K information to add broader company context to the benchmark tool.
- Built a repeatable process capable of supporting ongoing refreshes rather than a single annual effort.

Business Impact

The result was a faster, repeatable process that reduced the work from one week of staff effort to roughly one day for a single person. This materially improved efficiency while giving the business a competitive advantage: the compensation benchmark tool could now be refreshed quarterly instead of only once per year. That shift enabled more current peer comparisons, more responsive client service, and better-informed leadership discussions.

Bayou Point Advisory helps organizations turn manual, time-consuming analytical work into repeatable systems that improve speed, insight, and decision-making.