

## MEMORANDUM

TO: Eric Dudek  
COPY: Krista Ridgway  
FROM: Stefanie Chavin  
DATE: November 27, 2017

SUBJECT: Amendment to Business School/Non-MBA Program Offer - Class of 2018

We are looking forward to you returning to the Chicago Office as a Consultant in the class of 2018, following the completion of your educational program.

Below, please find the final compensation details for sponsored Bain employees of your tenure returning to Bain in 2018. All other details related to your sponsorship offer remain unchanged.

Please sign this amendment, and return a scanned copy to Jennifer Hick at [Jennifer.Hick@Bain.com](mailto:Jennifer.Hick@Bain.com) at your earliest convenience.

If you have any questions at all, please do not hesitate to contact me at [Stefanie.Chavin@Bain.com](mailto:Stefanie.Chavin@Bain.com).

### **Base salary and Performance Bonus - Class of 2018**

Upon your return, you will be eligible for the First Year Consultant compensation package. The current package for First Year Consultants in the class of 2018 starting between July 1, 2018 and January 31, 2019 includes:

Component	Amount	Details
Base Salary	\$152,000	The gross annualized base salary for consultants in the Class of 2018 is \$152,000 payable semi-monthly from the first day of full-time employment. The base salary will be reviewed in January 2020 and annually thereafter during the compensation review process.
Total cash compensation	Up to \$185,000 for 2019	Total cash compensation from January 2019 to December 2019.  Consultants starting before January 2019 are eligible to receive a pro-rated bonus covering time worked in 2018. For example, a consultant with a start date of October 1, 2018 who is rated as a strong performer, will be eligible to receive a performance bonus of up to \$27,500, paid in December 2019. A Consultant that demonstrates truly exceptional performance and started in October 2018 can receive a performance bonus up to \$41,250 paid in December 2019.

## BAIN & COMPANY

Retirement Benefit	Up to \$8,300 annualized	Employees are eligible to participate in the retirement program immediately upon their start with Bain. Employees will receive a company sponsored 401k contribution of 4.5% of eligible compensation (base salary and performance bonus). This contribution is not structured as a company match and is made regardless of whether the employee makes additional voluntary contributions to the 401k program. The amount of the contribution increases after three years of service and all contributions are fully vested immediately.
Relocation Bonus	\$8,000 or \$15,000	Bain's relocation benefit is structured to provide flexibility to the new hire based on what their individual situation may be. Bain pays a one-time lump-sum relocation payment to all hires in the fall prior to graduation. The amount of the relocation payment is based on the distance (< or >600 miles) from the new hire's school to the office they will be joining. In addition, Bain will reimburse up to 12% of annual rent for Broker fees.

**Reminder on start dates:** Start dates are assigned taking into consideration the timing of acceptance, the new hire's start date preferences and our business need. We reserve a set number of spots per start date for each hiring pool (returning employees, returning Summer Associates, Second Year hires). Former employees who transfer their offer to a new Bain office are placed in the accept queue for the new office, based on when the transfer is requested and not when the offer was originally accepted with your home office. Start dates are typically set and communicated in the March timeframe, and are likely to spread from July 2018 to October 2018. Based on business need and office approval, FEMPs who prefer, may be able to start in January 2019. Consultants who begin work in January 2019 may elect to participate in the Bain Enrichment Program prior to their start with Bain. Additional information on the Enrichment Program and stipend is available from your office recruiter.

Please acknowledge receipt of this amendment and previous acceptance of our offer to return to Bain in the Class of 2018 by signing the amendment below. Please scan and return the signed amendment to your office recruiter.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date