

## MEMORANDUM

GAMMA Greater China had a remarkable year of building our team. We've grown from a team of 5 in 2018 to a team of 19 in 2019 till date. The wheels will continue rolling for 2020. We are asking you to join the celebration and help us keep the momentum by referring your friends to us.

### Overview of the Program

The Referral Program seeks to utilize our staff to identify high potential recruits. Current BCG employees will refer potential hires into the BCG GAMMA Greater China recruiting funnel and be paid

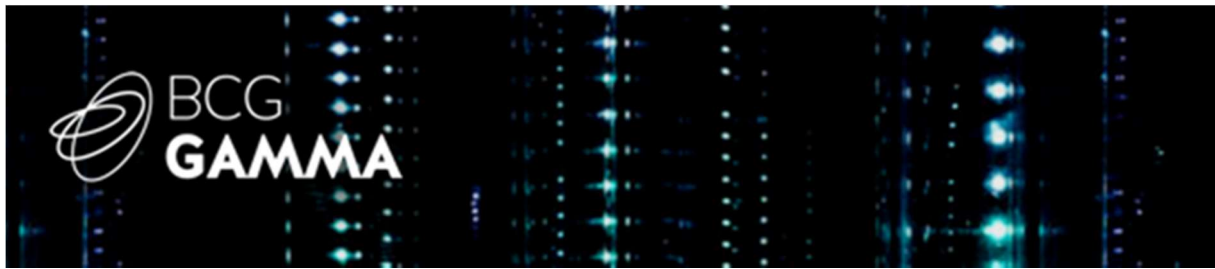
- A reward of **US\$ 10, 000** (taxable compensation) if the person receives and accepts a BCG GAMMA offer for one of below roles:
  - **Lead Data Scientist**
  - **Associate Director, Data Science**
  - **Partner and Associate Director, Data Science**
  - **Partner and Director, Data Science**
- A reward of **US\$ 4, 000** (taxable compensation) if the person receives and accepts a BCG GAMMA **Senior Data Scientist** offer
- A reward of **US\$ 2,000 or US\$ 1,000** (taxable compensation), subject to level of entry, if the person receives and accepts a BCG GAMMA **Data Scientist** offer.

The payment will be made within 4 weeks from when the offeree starts work at BCG.

### Candidate Eligibility

The program focuses on identifying high quality candidates that are currently in the work force (i.e. not in school). Four candidate pools are explicitly ineligible:

- BCG alumni from any office
- BCG final round offer declines (being addressed through a separate recruiting program)
- Candidates who have already applied in the current recruiting season via another process, i.e. directly to an office or via our online application on bcg.com
- Current Undergrad, Graduate, MBA, PhD, MD and JD school attendees where BCG makes significant recruiting investment



### **Employee Eligibility**

Any member of the current BCG staff is eligible to refer candidates. This group includes BCG employees on paid LOA (leave of absence) and Associates/ Consultants in graduate school who have accepted BCG offers to return. In order to receive the reward, the staff member referring the candidate must be employed by BCG after 4 weeks of the candidate's onboard date.

BCG MDPs/MDs are encouraged to refer candidates, but will not be eligible to receive a reward.

BCG Recruiting team members will be excluded from this plan.

### **Process**

Referring a candidate requires two simple steps:

1. Obtain a resume and office preferences from the candidate
2. Forward the resume and any commentary you feel is appropriate to [Katherine Zhang](#)

The candidate will then move through the off-line review, recruiter pre-talk, online test and interview process that exists in most GAMMA offices today. We encourage multiple referrals. You may nominate candidates for any Greater China office. The referral process will be the same.

### **Questions**

Any questions you may direct to Katherine Zhang.