

Helping make companies more valuable

Our mission

Bain & Company's mission is to help our clients create such high levels of economic value that together we set new standards of excellence in our respective industries.

This mission demands:

- The Bain vision of the most productive client relationship and single-minded dedication to achieving it with each client.
- The Bain community of extraordinary teams.
- The Bain approach to creating value, based on a sharp competitive and customer focus, the most effective analytic techniques, and our process for collaboration with the client.

We believe that accomplishing our mission will redefine the management consulting business, and will provide new levels of rewards for our clients and for our organization.

An overview

Bain's business is helping make companies more valuable. Founded in 1973 on the principle that consultants must measure their success in terms of their clients' financial results, Bain works with top management teams to beat their competitors and to generate substantial, lasting financial impact. Our clients have historically outperformed the stock market 4:1.

Our clients are typically bold, ambitious business leaders. They have the talent, the will and the open-mindedness required to succeed. They are not satisfied with the status quo.

Bain helps companies find where to make their money, make more of it faster, and sustain their growth longer. But we realize that helping an organization change requires more than just a recommendation. We try to put ourselves in our clients' shoes and focus on practical actions.

Welcome to Bain & Company

Bain & Company is about people: our teammates and our client partners.

Our business is about bringing these people together to create lasting economic value (and sharing a little in that value ourselves).

Our customers face a mix of problems and opportunities. Most act and think like owners; all are people who demand results. Bain & Company becomes their partner, helping design, integrate and implement strategic insights to capture economic value.

After over 30 years of providing results, we are still learning. We are learning new techniques in new industries and new geographies. We are learning how to better identify the companies and the issues that offer true financial upside.

We believe in experimentation, in innovation and in risk-taking. Most of all, we believe in people.

Our entrepreneurial high-energy culture of talented individuals working together on a global basis is the engine that helps drive our client's success. Our people are teammates and friends, dedicated to building a unique business and a very special organization.

There is no other team in the world like the Bain team.



Orit Gadiesh
Chairman of the Board



Steve Ellis
Worldwide Managing Director

The way we work

What we are like as people

At Bain you'll find people who have a passion for results and for our clients' success. So it makes sense that high quality results are a key initiative for our administrative team. Members of our administrative team are eager, driven, and committed.

What we offer our people

Bain is a challenging and demanding environment—but taking time to have fun is also very important. We enjoy what we do and we laugh a lot. We select people with intelligence, integrity, passion and the ambition to make a mark. Then we develop and train them to reach their full potential.

The diversity and pace of learning are unique. And within Bain, progress is entirely based on merit. So Bain is a springboard to an outstanding career. We invite you to learn more about the way we work, and what we can accomplish together.

Benefits

All benefits are subject to amendment at any time and are based on full-time employment. Please contact the Human Resources Department for further information.

Medical & Dental Insurance

Bain's medical and dental programs are designed to help employees protect themselves against the escalating cost of healthcare by providing options for quality medical care at affordable rates. Bain offers a choice of health programs and shares the cost with the employee. The employee's contribution towards this cost may be deducted on a pre-tax basis.

Short- & Long-Term Disability Insurance

Bain provides each employee with short-term disability coverage at no cost to the individual. Employees receive salary continuation at 100% for the first 90 days of the disability. If a disability exceeds 90 days and qualifies for insurance, the long-term disability coverage will provide a portion of replacement earnings during the employee's disability.

Group Life and AD&D Insurance

Employees can choose from three tiers of comprehensive life insurance. Bain covers all employees for Tier I, an amount equal to an employee's annual compensation. The employee and the company share the cost for Tiers II and III, equal to two and three times employee's annual compensation respectively.

Bain pays 100 % of the cost for Family Life Insurance coverage for an employee's spouse, domestic partner and qualified dependent children up to age 19.

Personal Insurance

This program offers Bain employees substantial discounts on many types of personal insurance (auto and homeowner), as well as the ability to pay for these insurance premiums through easy payroll deductions with no financing fees.

401(k) Savings Plan

Bain provides a 401(k) Savings Plan to assist employees with their retirement planning. Participants can contribute up to 25% of their compensation in a pre-tax savings plan. Bain makes a contribution to the Plan for each employee, which is based on tenure and begins at 4.5% of compensation.

Benefits (continued)

Vacation

Employees accrue vacation time at the rate of three weeks per year; accrual increases to four weeks per year after two years of service.

Tuition Assistance Program

Bain recognizes that continued education and training benefits both employees and the company. Bain provides financial assistance to its employees for this pursuit.

Family Resource Service

Bain offers a comprehensive referral service to provide our employees with family resources, from prenatal to eldercare.

Health Care Reimbursement Account

Employees may set aside funds on a pre-tax basis to cover out-of-pocket (non-cosmetic) medical, dental, and vision care expenses. Each eligible employee is permitted to designate up to \$3,000 annually through a pre-tax payroll deduction.

Dependent Care Reimbursement Account

This account allows employees to set aside funds on a pre-tax basis to cover costs for the care of young children or handicapped dependents. Eligible employees may allocate up to \$5,000 annually.

Parking Reimbursement Account

Participating employees may pay for work-related parking expenses with pre-tax dollars.

What You Might Not Expect

An in-house dry cleaning service and cafeteria. An employee café and lounge. A pre-tax commuter program for public transportation users. Discounts on health club memberships, local events, and movie tickets.

Career development

Career development opportunities exist in all of our non-consulting departments, which include:

- Finance
- Global Marketing
- Human Capital
- Knowledge, Technology, and Training

As a member of our administrative team, you'll perform an important role by providing your unique skills, experience and expertise-without which we could not achieve results.

Training

Our strategy is to continuously assist you in your professional growth and development. In addition to on-the-job training, there are numerous formal and informal ways we promote your development.

Business Skills Training (BST)

BST is a five-week program taught by members of the consulting staff, in which members of the administrative staff learn the analytical tools and communication and team skills that are critical to Bain's success in working with our clients. Members work in teams and complete the program by presenting their analysis of a business situation to members of the management staff.

Administrative Training Series

Programs include one-day workshops on a variety of topics such as communication skills, conflict resolution, project management, and time management.

Bain Virtual University (BVU)

The mission of the BVU is to provide worldwide, customized, just-in-time training for all Bain employees. "Classes" range from self-learning modules on Windows programs such as Excel, Access, and Outlook-to modules that cover topics specific to Bain's unique culture, such as answer-first communication and "managing up."

Professional development never ends at Bain. It continues throughout your career.

Leadership



Orit Gadiesh, Chairman of the Board

As chairman of the board of Bain & Company, Orit Gadiesh is one of the leaders in today's international strategy consulting industry and is widely recognized for her expertise in the implementation of change within the corporation.

When recently asked for her advice on making good career choices, she said, "When you think about where you want to go to work, you should really think about what you want to do, not what seems fashionable or prestigious at the moment. It's important, right from the start of your career, to do what you enjoy. It should be fun. If it's not fun, it's not worth it."

Orit joined Bain & Company in 1977, after graduating from Harvard Business School. She earned her MBA with high distinction, was a Baker scholar, and won the Brown prize as the most outstanding marketing student in her class.

Prior to joining Bain, Orit taught at The Hebrew University, the Jerusalem Institute of Management, and served in the Israeli Army.

Active in civic and professional affairs, Orit sits on several boards. She also plays an active role in academics, serving on the Publications Review Board of the Harvard Business School Press and the Harvard College Overseers' Committee to Visit the Graduate School of Business Administration.

Leadership



Steve Ellis, Worldwide Managing Director

Steve Ellis is the Worldwide Managing Director of Bain & Company. Mr. Ellis joined Bain in 1993 from a Silicon Valley strategy consulting firm he co-founded in 1989. While at Bain Mr. Ellis has been a leader in the firm's worldwide technology and telecommunications practice and the firm's Industry leading Private Equity Group. Prior to his election as Worldwide Managing Director in 2005, Mr. Ellis served as Office Head of Bain's San Francisco and Palo Alto offices. He also serves as a general partner in the firm's Venture Capital Fund.

Mr. Ellis has worked in a wide range of industries including, telecommunications, computer hardware and software, networking, financial services, information services, energy services, private equity and real estate. He has led engagements addressing business and corporate strategy, sales and marketing effectiveness, operational improvement, acquisition valuation, merger integration and change management.

Prior to starting his own firm in 1989 Mr. Ellis was a Principal at Knowledge Edge Inc. where he gained extensive experience working with leading high technology companies. Mr. Ellis currently serves on the board of The Bridgespan Group, an independent nonprofit consulting firm offering services customized to the distinctive needs and challenges of organizations in the nonprofit sector.

Mr. Ellis received a B.A. in Economics and History, with honors, from the University of California at Berkeley. He earned an M.B.A. from the Stanford Graduate School of Business.

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