

2017/2018 CAMPUS RECRUITING OVERVIEW (Americas)

WHO WE ARE

About Goldman Sachs

We are a leading global financial services firm providing investment banking, securities and investment management services to a substantial and diversified client base that includes corporations, financial institutions, governments and individuals. We commit people, capital and ideas to help our clients, shareholders and the communities we serve to grow.

Our Performance

2016 Annual Earnings:

- › Net revenues: **\$30.61 billion**
- › Net earnings: **\$7.40 billion**
- › Return on average common shareholders' equity (ROE): **9.4%**
- › Diluted earnings per common share: **\$16.29**

2017 Second Quarter Earnings:

- › Net revenues: **\$7.90 billion**
- › Net earnings: **\$1.80 billion**
- › Return on average common shareholders' equity (ROE): **8.7%**
- › Diluted earnings per common share: **\$3.95**

WHY JOIN US

Why GS?

- › Join an **entrepreneurial environment** with unique access to interesting and challenging work
- › We believe that **diversity** is a powerful competitive advantage; different perspectives cultivate, embrace and strengthen the solutions we deliver to clients
- › We invest in the talent development of our people at every level. Continuous learning opportunities, on the job training, our apprenticeship model, stretch assignments and mobility are ways we help advance our people's careers
- › We are committed to having a positive impact on economic and social progress through our businesses and **philanthropic programs**
- › **Add value immediately** and gain responsibilities early on
- › We offer resources that support the health and well-being of our people
- › Recognized as an **employer of choice** by Universum, Vault, Fortune, LinkedIn and Asia Society

WHAT TO DISCUSS

Life at GS

- › Who we are, what we do, our culture, team environment, breadth of career opportunities, **your role / academic / professional background** and how it contributes to the firm's business
- › Your role, your day to day, specific projects you are able to publicly speak about
- › How GS enables you to make a difference / an impact on something you are passionate about
- › Training, mentoring and learning, exposure to senior leaders, challenging assignments and responsibility
- › Quality of your "work-life" at GS (the people, experiences, challenges) and how you balance time between work and personal commitments and interests; dynamics and the supportive work environment
- › Encourage students to learn about GS through our Additional Resources listed below

INSIGHTS

Our Recruiting Audience

- › Many top-performing students with non-finance backgrounds are unaware of opportunities at GS
- › Financial reward is not the only motivator – students want to make a positive impact on the world
- › Students view their first job as a launching pad for the rest of their careers and expect to stay there fewer than 3 years
- › Students rate work/life flexibility as a top 5 career goal, but are realistic that their first job may not offer that.
- › Jobs at banks are seen as rigorous and not conducive to flexibility
- › Students use a variety of information sources during their job search: corporate web sites, Wikipedia, Facebook, YouTube and LinkedIn
- › Friends and family are career influencers

Talking Points

- › What are exciting things that keep you coming back to work everyday?
- › Are there instances where GS has given you personal flexibility to accommodate your outside life?
- › How does GS support graduate hires to thrive and succeed?

Additional Resources



www.goldmansachs.com/careers



Facebook



LinkedIn



YouTube



Google+



@GSCareers

Goldman Sachs

Human Capital Management

If asked about...

RECRUITING PROCESS

Application Process

- › Apply online at gs.com/careers
 - › Select programs in up to three different location and division combinations; apply only once – location/division choices must reflect preference; no changes to application/resume once submitted
- › **Application Open Date:** July 15, 2017
 - › Undergraduate Deadline: November 10, 2017
 - › MBA / Graduate: Please check with Career Services

Interview Process

- › All first round summer and full-time analyst interviews will be conducted via HireVue, an on-demand video interviewing platform. Based on their HireVue interview, candidates selected to move forward in the interviewing process will be invited to participate in an on-site superday. Our interview process assesses a candidate's ability to succeed at Goldman Sachs
- › Interviews will follow a structured interviewing model. Interviewer resources will be made available through Divisional Assessment team trainings.
- › Interviewees should focus on experiences and future goals as well as test technical skills and knowledge of the industry. Reference [Interview Support](#) on GSWeb
- › Refer applicants to the GS Careers Blog for interviewing tips and information

Scholarships

SCHOLARSHIP FOR EXCELLENCE / MBA FELLOWSHIP

Designed to attract Black, Hispanic/Latino and Native American to financial services. Recipients will receive a financial award in addition to a summer analyst/associate position.

Diversity Partner Organizations

- › Partner with ~30 external organizations to source top diversity talent at the undergraduate, MBA, & experienced hire level
- › Attend various conferences, events, and seminars to seek and attract diverse talents and backgrounds to the firm

Contact the Diversity Recruiting team for additional information.

INTERNSHIP

General Information

- › Summer internships run 8 to 10 weeks
- › 'Off-cycle' and longer internships are offered in certain areas. More information is available on gs.com/careers
- › A large number of eligible summer interns are offered full-time positions
- › Offers are extended based on performance
- › Recent college graduates are not eligible for internships. Refer them to gs.com/careers to search open positions

Compensation

- › Regular participation in compensation surveys ensures that we are highly competitive

Learning & Networking

- › Firmwide orientation on Day 1, followed by divisional training
- › Interns assigned a mentor and/or buddy to offer support, connectivity and guidance
- › Networking events planned throughout the program to meet different individuals and learn about the firm

Summer Internship Highlights

- › Mentor and/or Buddy program (varies by division)
- › Explore GS: Senior Leader Speaker Series
- › Firmwide Affinity Networking Events
- › Interns can opt-in to be randomly paired with each other through our Peer2Peer program
- › Our AskAnAssociate series allows interns to connect with associates across the firm through informal roundtables
- › Interns participate in team-based volunteer projects through our Community TeamWorks program.

ANALYST EXPERIENCE

The GS Analyst Experience introduces you to our heritage and culture, and provides the opportunity to develop a strong, transferable skill-set. This framework includes:

- › **Build A Solid Foundation** –Goldman Sachs University (GSU) runs an intensive division-specific orientation program to ensure you are role ready by building essential skills, knowledge and networks to help you to be successful in your first days, weeks and months at the firm
- › **Continue to Grow** – Building on your orientation, invest in your ongoing learning by leveraging all the opportunities available to you in live classroom sessions and through digital content. The learning portal houses over 6,000 pieces of easy to navigate content tailored to your division and role which allows you to choose what most interests you
- › **Connect & Collaborate** – Extensive exposure to diverse cohorts within your class and the firm; in addition, our active sponsorship model gives you on-going, meaningful access to thought-leaders across the firm

The *GS Analyst Experience* represents the firm's investment in our new talent that establishes a sense of class, elevates the proficiency of technical and professional skills, and increases visibility and awareness of long-term career options.

Citizenship

- › Community TeamWorks
- › Environmental Markets Group
- › 10,000 Women
- › Goldman Sachs Gives
- › 10,000 Small Businesses
- › Global Markets Institute

Talent Development

- › Talent Development uses a person-by-person approach to maximize the potential and performance of all our people
- › Biennial People Survey
- › Promotions
- › Feedback 360+
- › Manager Excellence
- › Firmwide Affinity Networks
- › Building Talent Initiatives
- › Ongoing Feedback

Please mention your own involvement in citizenship and diversity initiatives



Human Capital
Management

Please Note: If you are contacted or approached by a reporter/editor/anyone involved in the media, you should not engage them or respond to questions. All media inquiries should be referred immediately to our Media Relations team.