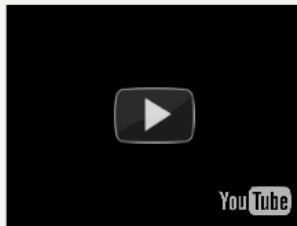


GENENTECH

By: Aliya Yesdauletova

Thecasesolution.com

THANK YOU
FOR
ATTENTION



"At Genentech, we seek out passionate people driven to tackling some of the world's most challenging medical conditions. Our employees are critical to our success, so we've created an integrated, transparent hiring process."

PHASE 0: DISCOVERY & OUTREACH
To find the brightest minds, we carefully evaluate candidates to identify those best suited for the job. Select applicants are invited to interview, others are notified if they aren't a match for current opportunities and are encouraged to sign up for future alerts.
266,000+ Applications Received Annually

According to Roche's Annual Report, **THEY HAVE A TOTAL OF:**

- 14,815 employees in total at their facilities
- 1,200 researchers
- 135 post-docs
- 12,300 full time employees
- 350 employees to help distribute medication to people in need

PHASE 1: INTERVIEWS & EVALUATION
Initial interviews are conducted via phone, video or on-site. Staffing teams and hiring managers get to know candidates better while helping them understand our culture and commitment to improving patients' lives.
Final candidates can expect one to two days of on-site interviews. This is their chance to shine and to address specifics: compensation, career path, relocation and so on. We use a team-based approach for evaluation, focusing on core competencies, technical skills, career goals and collaboration.
7,000 Interviews Conducted Every Year

PHASE 1a: JOB OFFERS
Candidates can expect to be asked for three references: two managers and one peer. Successful applicants receive a detailed offer letter outlining all benefits and compensation. Others are notified once the position has been filled.
3,500+ Positions Filled Annually

Esposed Policies: Genentech Benefits
As stated on the website, "Most of Genentech's benefits cover employees who work at least 20 hours a week. It also covers their spouse/domestic partner as well as their children (biological, step, foster, adopted, etc.) up to the age of 26."

- Wide array of insurance options
- Compensation benefits added to your annual salary
- Reward with "Generechecks"
- Long-term incentive programs to always encourage their employees
- Selective amount of retirement options
- Cover basic life and accident insurance protection for their employees and dependents as well as extended illness programs - short term or long term

Esposed Policies: Genentech Benefits

- Offer four different medical plans that also covers vision and dental with two different options
- Flexible spending accounts as well as fitness facilities on every Genentech campus
- They offer commuting options for employees which includes "Genenbuses" & gRide Rewards
- Minimal of 18 days paid vacation, paid holidays off, and leaves of absence under certain circumstances
- If you've been there for 6 or more years, you're given six continuous weeks off will full pay and benefits

SELECTION AND HIRING PROCESS

Genentech, Inc. (Genetic Engineering Technology, Inc.) a biotechnology corporation founded in 1976 by venture capitalist Robert Swanson and biochemist Dr. Herbert Boyer.

Genentech Focuses On:
• BIOLOGY
• IMMUNOLOGY
• MICROBIOLOGY
• GENETICS
• TRANSDUCTION

WHY?

IN SHORT: DRUGS
Genentech's success is due to the fact that it was the first to use recombinant DNA technology to produce human proteins in large quantities.
Other Genentech products include:
• Humira
• Avastin
• Herceptin

PHASE 2: WELCOME ABOARD
All employees are welcomed with a call or meeting from their manager, as well as a new hire orientation, where they'll begin to learn how they can help change the face of medicine.
15,000 Employees

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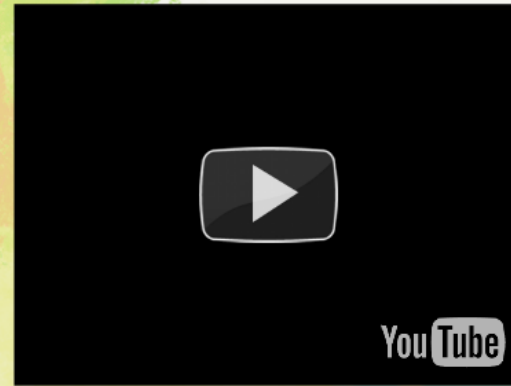
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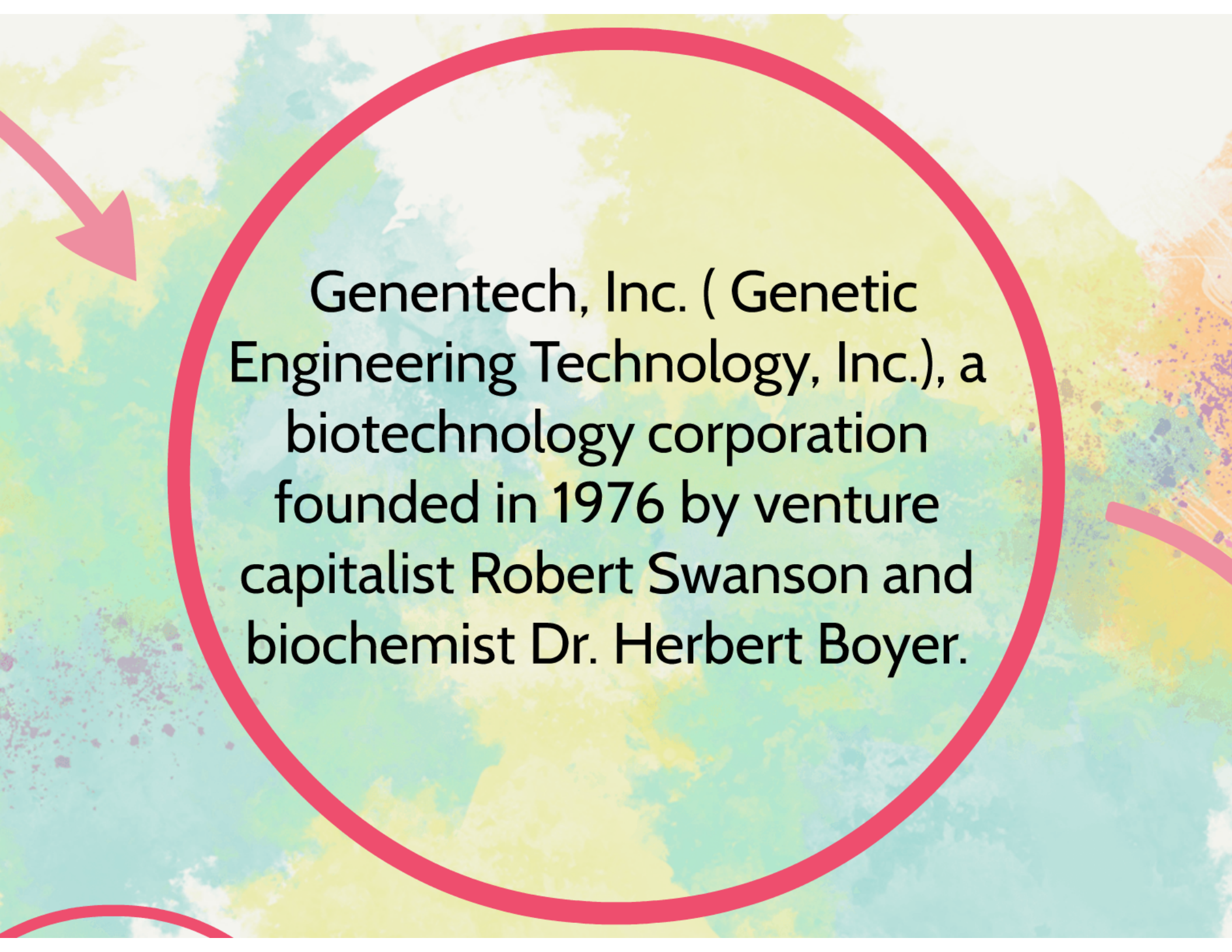
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You **Tube**



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IN MARCH 2009,

Genentech became a member under the Roche Group. The main campus that Genentech is based at South San Francisco, CA.

Other Genentech campuses are located at:

- Oceanside, CA
- Vacaville, CA
- Hillsboro, OR
- Louisville, KY

**Genentech Focuses On,
(But not limited to):**

- **ONCOLOGY**
- **IMMUNOLOGY**
- **NEUROSCIENCE**
- **METABOLISM**
- **INFECTIOUS DISEASE**

to

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Genentech Inc. made
Fortune Magazine's,
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WHY?