

## The Recruitment Information Brochure

*Our corporate target for 2018 is to ensure that all team members will be trained enough to be able to compete with their equivalents in Silicon Valley, Beijing, Seoul, and Tokyo by 2021. Our recruitment policies are structured to reflect these objectives.*

*We want people who can work both independently and with a team, continuously strive to better themselves, and hold the potential of executing professional work at global standards. If you are this type of person, we'd love to have you on board.*

### **Hello, Prospective Teammates!**

Thank you for your interest in McKinley & Rice.

### **Let's give you an insight into our simple and sleek recruitment process: -**

It's comprised of just 3 steps:

1. **Coding Test:** A test to analyze and decode your coding skills. The code would be evaluated by our in-house tech team and would be graded on a scale of 10. Only, the individuals with a score of 7.0 or higher would move onto the next stage.
2. **Technical Interview:** The coding test is followed by a Technical Interview with one of our Technology leads where you will be graded on a scale between 1 to 10 after being asked questions relevant to the position you applied for. Only, the individuals scoring a 7.0 or higher would pass onto the next stage.
3. **Compatibility Interview:** You'll have a face to face meeting with our team and the General Manager in Noida, where you will be assessed on team fit and work culture compatibility. (For candidates residing outside of NCR, this process may be substituted by an online video interview.) This is a pass/ fail evaluation.

Before you are asked to come in for the Compatibility Interview, you will be required to submit your occupational/ academic documents for verification. An official offer will be extended after verifying each candidate's documents and the interview scores. Candidates are given 24 hrs. to accept or reject the offer. Upon acceptance of the offer, you will be assigned a joining date and provided with our introductory HR Manual.

**Please Note:**

- All stages of our recruitment process are important and help us test different skills. Also, interview scores will have a significant impact on the salary package that will be offered.
- All interviews will be conducted in English. While perfect fluency is certainly not required, at the very least, all candidates must be able to conduct professional work on a daily basis in English with their equivalents around the world. This Minimum Professional Proficiency in English will be judged on a pass/ fail basis.
- We are not hiring remote workers at the moment. Candidates who anticipate difficulty with working in Noida should not apply.
- We are looking for people who can work according to global standards. This means you will be expected to show up (a) on time, and in (b) presentable form to scheduled interviews. Especially for online video interviews, participating in them while driving or walking down the street will be very poorly received.
- Before conducting the Compatibility Interview, the following documents will be required. Please have them in order beforehand.
  - Educational documents (Starting 10th)
  - Experience Documents (Joining Letters, Appraisal Letters, Resignation/ Experience Letters)
  - Employment Agreement from the last employer and last 6 months' salary slip.
  - Updated CV
  - Photo ID Proof and a Proof of Permanent Address.
- For candidates residing outside of NCR, by default we do not offer Relocation Stipends. Nevertheless, exceptions may be made on a case by case basis. Please ask the General Manager for more details.

**Formula for Offered Salary Packages:**

- McKinley & Rice makes it a rule to pay well above market price for all positions. We believe that healthy compensation leads to happy morale and quality products. Nevertheless, as with any other respectable company, we do not entertain unsubstantiated and unreasonable demands regarding salary. Please read the following carefully.
- This formula is applicable to external, first-time hires only. Internal promotions will be based solely on merit.

- During the interview, candidates will be asked their expected salary and their reasoning behind that conclusion.
  - Several factors will be considered in the formulation of the final offered salary.
    - (1) Previous Salary + Percent Increase as a Signup Incentive.
      - We believe that how another employer appraised a candidate has its place in the recruitment process. However, we are aware that employees may be undervalued. We are also aware that there exist employers who exploit their employees. Therefore, this is not given precedence over the other factors.
    - (2) Market Price for Equivalent Positions at an Equivalent Level of Experience.
      - Employee satisfaction is very important to us. To date, no single employee at McKinley & Rice is paid below market price.
    - (3) Coding & Technical Interview Scores.
      - As we value skills over seniority, this is the most important criterion in determining the outcome.
  - Work experience irrelevant to the applied position will not be counted as experience.
  - Only verifiable salary slips and bank statements will be considered as 'Previous Salary'. Candidates verbally stating that 'they had been promised X amount as a salary by their previous employer' is a very common occurrence, and we cannot make an exception to our HR policy every time this happens. We believe this will be the same for all respectable companies.
  - The same goes for freelancers. While understandable, freelancers verbally stating that 'they are already earning X amount as a salary' is a very common occurrence but we cannot make an exception to our HR policy every time this happens. We believe this will be the same for all respectable companies.
  - Assertions regarding market price will also need validation. While understandable, candidates verbally stating that 'their colleague in a similar position was hired at X salary a month ago', is a very common occurrence and we cannot make an exception to our HR policy every time this happens. We believe this will be the same for all respectable companies. Also note that all major recruitment websites provide Employer Accounts with routine access to data regarding the average salary for most occupational fields.
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## The Office

We're located at Ithum Tower A, Sector- 62, Noida, Uttar Pradesh 201309 India. It's a newly constructed office tower, housing a couple of eateries like Bikanervala, Barista Coffee etc. on the ground floor, and a metro station 2 minutes away that is due to open in April on the Blue Line.

## Who we are

We started as a consulting firm and have successfully expanded into the software development industry. Most of our current members in Seoul and Delaware come from either a Venture Capital, Legal, or Medical background. However, the Indian team comprises of Developers, Designers and the allied support functions. The founding team first got the idea for tech consulting after meeting numerous clients that were looking for different ways to outsource software development overseas while working at Jeongse Law, one of the top 20 law firms in South Korea. And thus McKinley & Rice was born.

We feel that this gives us a unique advantage over the competition in that we have a strong client base that already knows us well within a technologically developed society. Amongst our team we have membership access to every major VC and Incubator affiliation in South Korea including Google Campus Korea, Go Venture Forum, D-Camp, Spring Camp, Platum, Primer, and more. This lets us focus less on marketing and more on quality, which allows even more referrals to reach our door.

For the past few years we have helped client corporations safely outsource large scale tech projects by means of internationally enforceable contracts, and have also worked closely with our partner software development companies in India to deliver quality products on time. We now feel that we have enough support in the market to ramp up our operations and truly prepare for the future.

And that's when we launched our first in-house software development team in Noida on the 12<sup>th</sup> of November 2018. The India Office acts as our central backend headquarters from which we will execute and subcontract all future client projects.

We hope that our expansion into India, named 'McKinley & Rice Creativity Pvt. Ltd.' will help pave the way for dominating the software development market in Asia, and will help us (1) Train and retain software developers that are truly creative and (2) Facilitate easier cooperation between ourselves and our Indian partner firms.

## The Team

We like to think of ourselves as a small, agile, professional firm. We have around 40 to 50 technical and business consultants in our offices, most of whom are located in Seoul. Notable members of the McKinley & Rice family include, but are not limited to, the following.

### **Hyungjin Kim (CLO, Attorney at Law)**

Hyungjin Kim is South Korea's leading expert on IP law and a member of the California Bar. He has a B.A. from Seoul National University, an M.B.A. from UCLA's Anderson School of Management, a J.D. from Illinois Institute of Technology, and is currently an Adjunct Professor at KAIST. His past occupations include: Legal Counsel for the Korean Ministry of Foreign Affairs, Legal Counsel for the Korean Ministry of Agriculture, and Vice Spokesperson for the Saenuri Political Party.

*(Search for 'Lawyer Hyungjin Kim' in Google)*

### **David Janghoon Lee (CTO)**

David Lee heads our U.S. operations. Some of his accomplishments include: Winning the Samsung Tizen Silver Medal in South Korea's National Open Source Development Challenge, coming in 3<sup>rd</sup> Place in Silicon Valley's 2018 Xing Shi Cup International Hackathon, and passing on New York's Columbia University to attend the Minerva Schools at KGI, the elite San Francisco school for engineers.

### **Felix Jungwoo Kim, (CEO, Attorney at Law)**

Felix Kim first got into software development while dabbling in creating amateur games with Macromedia's Flash ActionScript during the mid-2000s. He graduated Magna cum Laude from Yonsei University's School of Business along with a J.D. from its Law School, and is a member of the Korean Bar. He has also published several books, 'Global Business and its Legal Environment' (Korean Research Institute for Cultural Industries, 2014), 'Issues Surrounding Intellectual Property Rights from a Philosophical & Social Vantage' (Korean Patent Office, 2011), and 'The Dance of the Minotaur' (Outskirts Press, 2007).

### **Kartikey Handa, (Director, India)**

Kartikey Handa runs and manages the Indian operations. In his capacity as the General Manager, he deals with the legal compliance, government body liaisons, reviews project management and handles recruitment. Being the director, he is also responsible for conducting Business Development meetings, strategizing expansion and handling the

future investment plans. He graduated from McGill University, Canada with a master's degree in Civil Engineering and has published 4 research papers in journals of repute. His research titled "To study the effects of low temperatures, freeze-thaw cycles, salinity and humic acids on the survivability of Salmonella typhimurium and its transport behavior in model subsurface granular media" was awarded funding by both provincial and federal government agencies of Canada, namely, FQRNT and NSERC.

### **Sang-young Oh (Board Advisor)**

Sang-young Oh is the CEO of Hana Investors Services, the investment division of South Korea's largest foreign exchange bank. He was also the former CEO of KEB Hana Bank Chungcheong Operations Group, another subsidiary within the same corporate group.

*(Search for 'Sang Young Oh KEB Hana' in Google)*

### **Young-doo Kim (Board Advisor)**

Young-doo Kim is the founder and CEO of DongWoo Animation & Entertainment, the largest animation company in South Korea. He is also the Chairman of both SICAF (Seoul International Cartoon & Animation Festival) and KAPA (Korean Animation Producer's Association).

*(Search for 'Dong Woo Animation' in Google)*

## **What we do**

We help businesses launch products successfully. We listen to clients and turn their abstract ideas into concrete, tangible, technology.

## **Types of projects we undertake**

You'll wear many hats while at McKinley & Rice. Our organization is structured so that each team member is in charge of certain tasks (we call these 'Primary Leads') while at the same time work as support staff for other tasks (we call these 'Secondary Leads'). Therefore, we try to micromanage as little as possible and instead facilitate cross functional growth as much as possible.

So we want people who can be leaders in their area of expertise, with the added capacity of learning at a rapid pace while being a follower in inexperienced areas. This dynamism is partly to ensure that all team members will soon be equipped to compete at global standards, and also partly due to the three different types of projects we take on.

### 1. In-house fixed scope client projects

These projects are your run of the mill software outsourcing projects. They have a fixed scope and a deadline.

### 2. Small scale monthly client projects

These projects have no fixed scope and are smaller in nature. The clients are on a monthly retainer and will ask for either (1) A new functionality, or (2) A change in existing functionality, and it will be your job to give them good code.

### 3. Overseeing subcontracted projects

Some projects we don't do in-house and subcontract to our partner firms. You'll be working alongside your equivalents from other Indian firms while checking that they are made to requested specifications.

## Additional Questions

- We feel like we've answered most of your questions in this informational brochure. For more questions regarding hiring, feel free to contact the General Manager of our operations in India.
- Contact information for the General Manager:
  - Mr. Kartikey Handa (P. 964.324.8835 / E. kartikey.handa@mckinleyrice.com)

**We hope to see you on board soon.**

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#### India

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