



How we Manage Talent

Global PEOPLE Awards



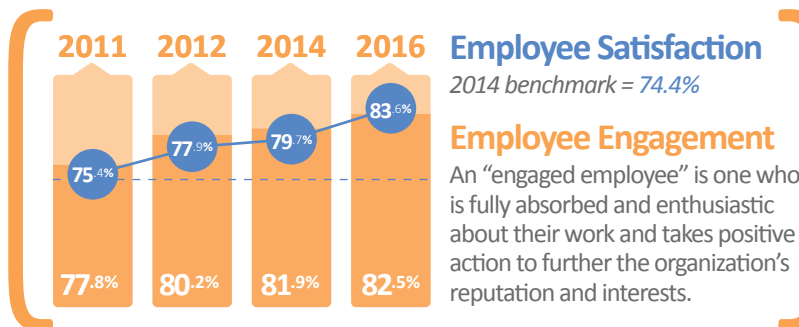
Forbes

Named one of **America's
Best 500 Employers**
by Forbes in 2016

Named in **FlexJobs Top 100
companies** with remote
jobs 2016 & 2017



with
employees
in **25**
countries



Global PEOPLE Engagement

Total headcount	(globally)	Work from home
10,702	2014	24%
10,997	2015	25.5%
11,995	2016	29.7%

Global PEOPLE Development

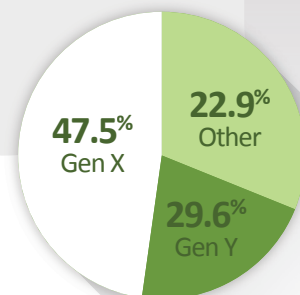
Training	2014	2016
Courses completed	84,765	146,589
Unique participants	10,564	12,129
Avg Courses per person	8.02	12.09
Avg Training time per person	5.32	11.93



70.2%
female

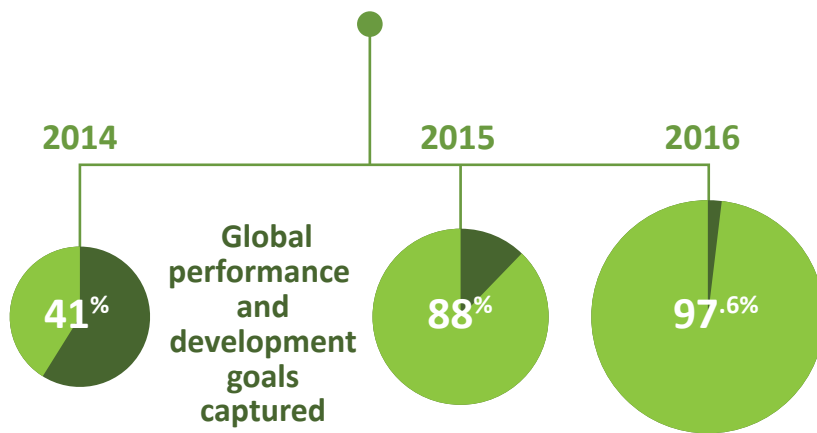


29.8%
male

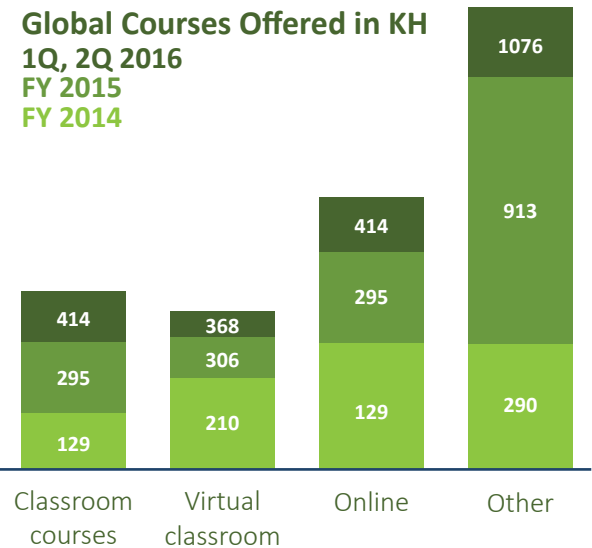




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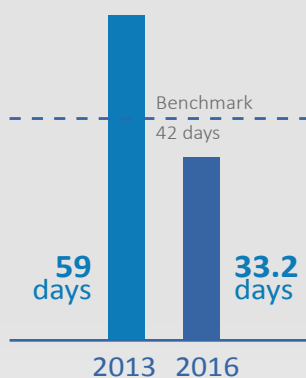
Global Courses Offered in KH
1Q, 2Q 2016
FY 2015
FY 2014



Global PEOPLE Attraction

22%
of hires were
existing staff
referrals in
2016

Average time to
fill positions



Followers are our **brand advocates** — driving word of mouth, recommendations, and referrals to **BCD Travel**

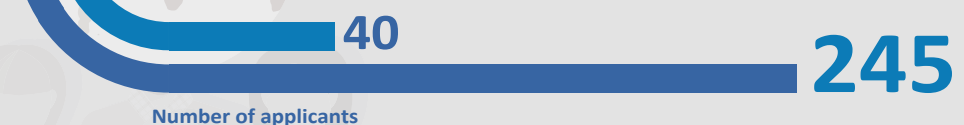
Employees with LinkedIn accounts



2017 2012

MAP *Management Associate Program*

Bringing university business graduates into BCD Travel



Number of applicants