

Annual Report

2017



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O. Message from President

Telejob is a non-profit organization of AVETH and the leading digital recruitment service provider for ETH graduates.

Mainly run by ETH postgraduate volunteers, Telejob had 18 active members in 2017, offering job services for their peers and operating www.eth-gethired.ch, the largest online job platform dedicated to ETH graduates.

Pioneer of Online Job Platforms

Founded in 1989 and being the first of its kind to advertise open job positions through telefax, Telejob's vision remains unchanged: *We help Swiss graduates find dream jobs.*

Around 1995, Telejob launched one of the first online job platforms in Switzerland, which over the years has evolved into ETH Get Hired, the largest digital recruiting service for university graduates in Switzerland, in partnership with the ETH Career Center. Each job post is hand-picked to make sure it is tailor-made for ETH graduates.

In order to ensure Telejob passes the "test of time", a strategy review was carried out in 2017 to lay a roadmap for Telejob's development until 2019. More to this, namely "T-19" strategy, see section 1.

The success of ETH Get Hired is greatly supported by the Telejob teams carrying out various missions and strategies: marketing and B2B (Student Relations, section 3), sales and B2C (Customer Relation, section 4), IT support and innovation, (Technology, section 5) as well as team development (section 6).

Profits from ETH Get Hired fuel further activities of Telejob, helping students during the transition phase from graduation to first employment (section 3).

Vision for the Future

With the rise of new technological trends in digital recruitment, Telejob is also adapting. In Spring 2017, the project "MOONSHOT" was launched as a research and development (R&D) effort to introduce a new product of digital recruitment in 2019 (section 1).

The first milestone of MOONSHOT is a collective brainstorm session - the first ETH-wide business-hackathon PolyHACK, which took place in October 2017. With its great success last year, PolyHACK will be held again in 2018 (section 7).

Education, Innovation, Sales

For the coming years, innovation and sales will remain the main focus for the digital recruitment industry and so for Telejob. Our development will be led by up-rising digital technologies, customer needs and rising competition.

Telejob's success relies on a motivated team and we foster a culture of entrepreneurship and education. We provide our members with a series of trainings as well as strong financial backup for R&D, encouraging members to develop projects with their innovative mind (section 6).

With our multi-talented team, Telejob will continue to deliver its objectives over the next years, and we are fully committed to help graduates find their dream jobs!

Dehua Zhu
Telejob President

Highlights of 2017

CHF 258k

Total revenue

CHF 88k

Operating profit
(ETH Get Hired)

3.107

Total job posts
(ETH Get Hired)

1 Million

Total page views
(ETH Get Hired)

18/13/4

Team members
(active/new/left)

13

Events

1. Strategy

Spring 2017: Strategy Review

Since its commencement in 2012, ETH Get Hired has been the core product and main source of income for Telejob. In Spring 2017, we decided to perform a comprehensive strategy review on Telejob's overall performance and identify the required steps to optimally position us in the market for future advancement.

Our preliminary review showed that ETH Get Hired has had a gradual decline in website traffic after an initial peak in June 2013 (Figure 1). To tackle the decline, we established a strategic plan, namely T-19, with a target period of two years until 2019, when the next Telejob transformation will take place.



Figure 1- Website Traffic of ETH Get Hired

During our Spring retreat in April 2017, we evaluated the current situation of ETH Get Hired and identified the main causes of its decline:

1. According to our data analysis, there is only a weak correlation of the website traffic with our marketing activities. Furthermore, Google, Facebook and Mailing-Lists have occupied 78% of all external referrers. Therefore, most users of eth-gethired.ch are driven to the site by recommendations and web searches (approx. 400 registrations), whereas the ETH Career Center has a growing influence (approx. 200 registrations, +80 since 2014). Other sources such as Polymesse and printed advertisements have minor influence (less than 30 registrations).
2. To identify the trend of job search, we conducted thorough market research with our target group (ETH graduates) using Trend research, visited the HR exhibition "Talent Pro" and had meetings with the market leader JobCloud. We identified that the current trends of job search are mobile solutions, big data applications, employer branding and career advisory.

Based on these factors, we consider that newly emerging solutions in digital recruitment are the key competitors of ETH Get Hired and strategies have to be taken to revive Telejob's business.

Telejob Strategy T-19

As mentioned earlier, we established a strategic plan, namely T-19, with a target period of two years until 2019, when the next Telejob transformation will take place. The major milestones of T-19 are:

1. Define our vision, mission and key performance indicators (KPIs);
2. Develop a sustainable, professionally competent team;
3. Exploit current business model;
4. Explore next-generation digital recruiting solutions.

Telejob's Vision and Mission

Our vision and mission stay firm:

**"We help finding dream jobs!
Through our passion for technical excellence, we provide the digital recruiting service at ETH."**

Team Development: Bring Concepts to Life

With the new strategic plan, we defined the four main business units of Telejob as follows:

- Customer Relations
- Student Relations
- Team Development
- Technology (IT)

Within these units, we defined our mission, activities and KPIs according to our overall vision. Figure 2 outlines our strategic plan T-19.

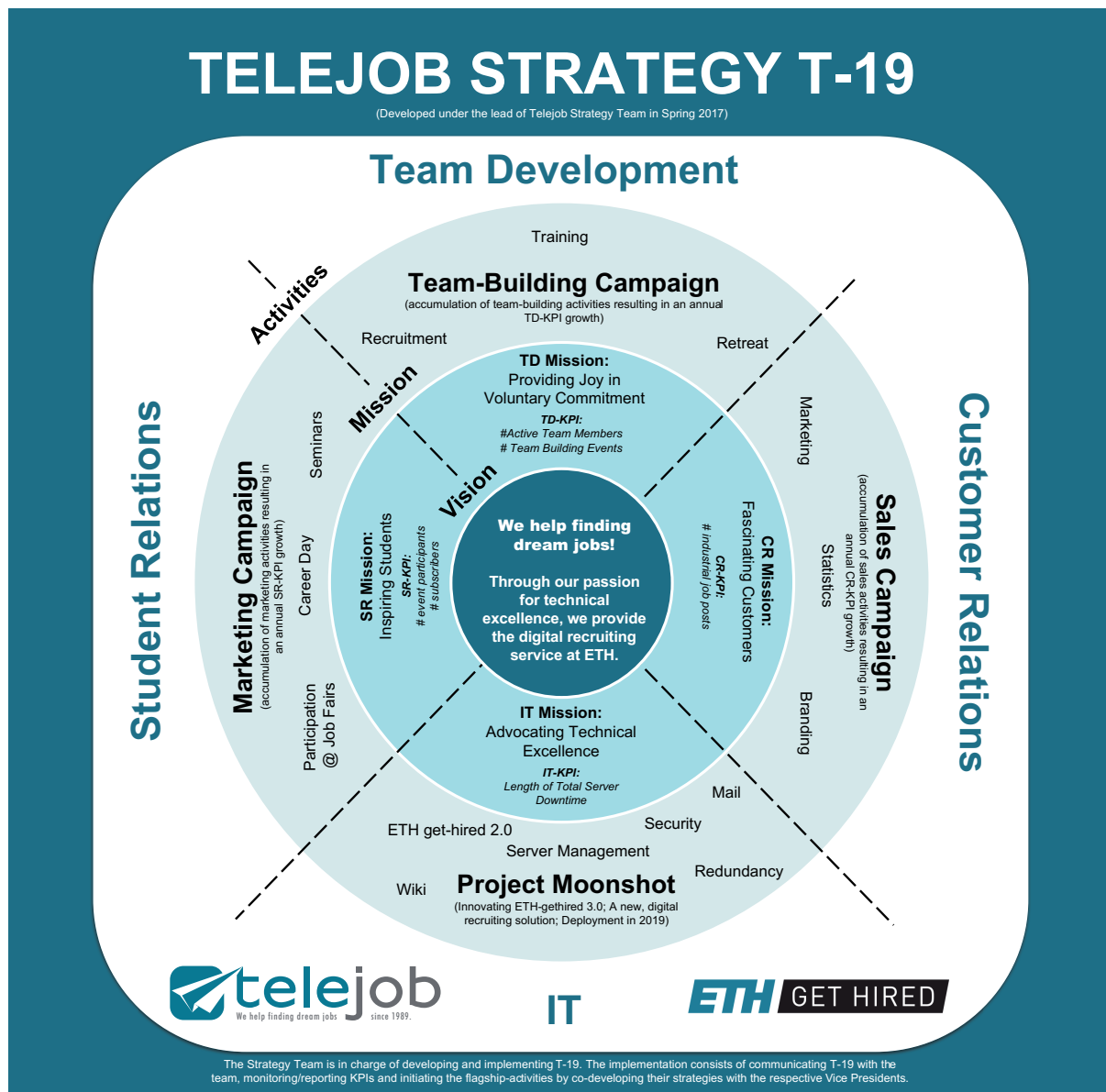


Figure 2- Telejob's Strategic Plan T-19

Since January 2017, active recruitment, mostly through personal referral, resulted in an approximate threefold increase in the number of Telejob members. Furthermore, we encourage team members to actively participate in team development, such as taking training courses on sales, personality, marketing, leadership and software development, which are fully or partially subsidized by Telejob. During the running period, Telejob members have completed all leadership courses and marketing trainings.

Exploit Current Business Model

ETH Get Hired 2.0: The platform ETH Get Hired got a major upgrade with significant backend enhancements and a successful deployment in August 2017.

Increasing Marketing and Sales Activities: Although the data suggested that current marketing activities are insignificant, we nevertheless wanted to put more effort and explore new marketing channels, such as promoting via Facebook, cooperation with ETH Store and participation in new career-oriented events like the Life Science Day.

Explore Next-Generation Solutions: Project MOONSHOT

Telejob is known as a pioneer for launching the first Swiss online job platform in 1995. The digital recruitment landscape is changing since the launch of Telejob's flagship product, eth-gethired.ch, in 2012. The pressure for innovation and new products continues to rise.

In order to remain competitive and innovative in future, we introduced the **Moonshot** project with the aim of developing a new digital solution in order to help ETH graduates to find their dream jobs. After rounds of strategic discussions with the board led by the Vice President for Technology, we concluded that the best idea is to gather more ideas. Therefore, open innovation has been chosen as a solution finding approach.

The main motivation behind this idea is that students know best their experience in current job search solutions and expectation in future technologies. This inspired us to organize a mixed business and IT Hackathon, namely **PolyHack™**, which is to our knowledge the first successfully organized interdisciplinary Hackathon at ETH Zurich.

The event PolyHack 2017 has successfully gathered a pool of ideas which could be adopted within the Moonshot project. Those ideas, along with additional insights coming from the experience within Telejob, fuel the current stage of the project and offer the concept of our new product.

The concept design of Moonshot is planned to be completed by 31 March 2018 through an ongoing partnership with Telejob and Graduate Consulting Club (GCC - graduateconsultingclub.org). GCC is a student association for students affiliated with the University of Basel and ETH Zurich. GCC's goal is to enable students to successfully transit from graduate schools to a management consulting career. Alongside networking events and career guidance, GCC provides a platform to prepare for interviews and a promising future in consulting industry.

The first public disclosure of the Moonshot concept is planned to take place at the prestigious "Personal Swiss" recruitment fair on 18 April 2018.

Project Moonshot Agenda

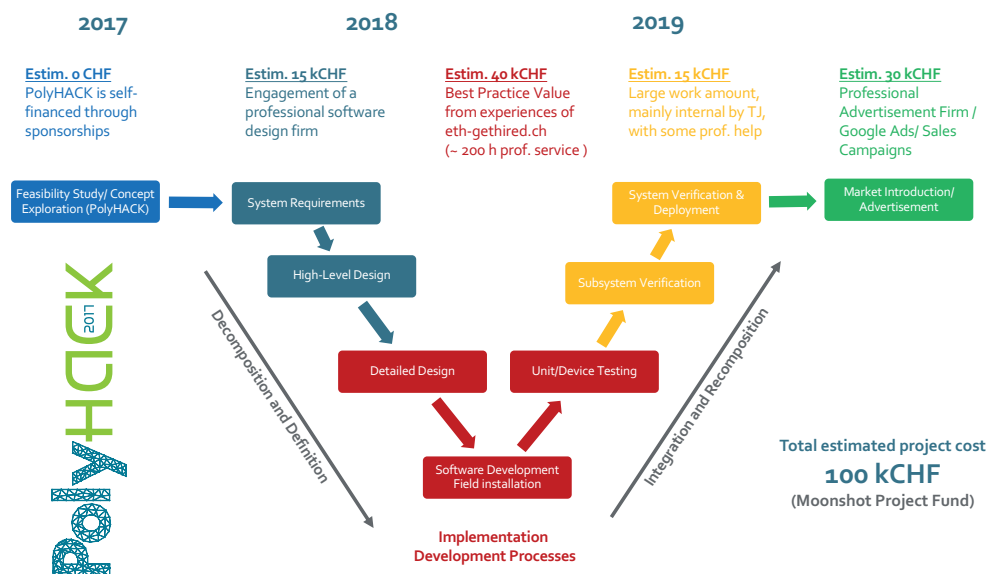


Figure 3 - Project Moonshot business plan as presented to the AVETH GA in September 2017.

As proposed in the AVETH General Assembly in September 2017 (Figure 3), planned deployment is between 2019 and 2020, which lies within the timeframe of T-19.

2. Organizational Structure

To strengthen accountability and operation efficiency, a refined organizational structure was introduced at the autumn retreat and has been implemented since 18 December 2017.

With the new structure, Telejob's operation is managed by the Executive Board (EB) formed by the following members:

- EB Representatives: President/Co-presidents and Treasurer;
- Vice Presidents, who oversee key competences of Telejob;
- Project Leaders, who oversee the success of projects and business units.

Positions in the EB can be re-elected at each semi-annual retreat through team voting, which means each EB position needs to be carried out until next retreat minimum (approximately half a year).



Figure 4 - Organization chart of Telejob

The EB representatives are either a combination of President, Deputy President and a Treasurer, or a combination of two Co-Presidents and a Treasurer. With triple signatures for all legal decisions, the EB representatives take legal responsibility for Telejob's actions as well as maintaining oversight.

President or Co-Presidents are responsible to speak on behalf of Telejob and execute any Telejob strategy. They lead the EB and supervise Telejob's paid employee(s). He/she keeps close contact with key stakeholders such as AVETH and ETH Career Center, and coordinates Telejob's engagements. Generally, President or Co-President moderates the monthly executive meeting (MEM) and the retreat workshops while ensuring an efficient communication within Telejob.

Treasurer keeps the legal and financial oversight of Telejob. He/she maintains the budget, financial report, performs corporate controlling and ensures a smooth accounting workflow for Telejob.

Telejob has five Vice Presidents (VPs), who are respectively responsible for Customer Relations, Strategy, Student Relations, Team Development and Technology. Vice Presidents represent the foundation of Telejob. Each of them is responsible for an essential competence within the organization. Their activities are described in the respective sections.

In order to enhance customer- and process-orientation, Telejob has introduced four Project Leaders (PLs) into the EB, respectively responsible for Telejob's general matters, ETH Get Hired, Moonshot and PolyHACK.

It is foreseen that PLs and VPs work closely together in order to ensure excellence in Telejob's core competencies as well as smooth coordination and project management.

Since Telejob began its online business, Telejob's accounting as well as ETH Get Hired's core operation have been taken care by a professional administration (A).

In addition, Telejob is supported by non-executive team members with more flexible duties but often contribute as significantly as other executive board members.

Telejob's organizational structure is depicted in Figure 5.

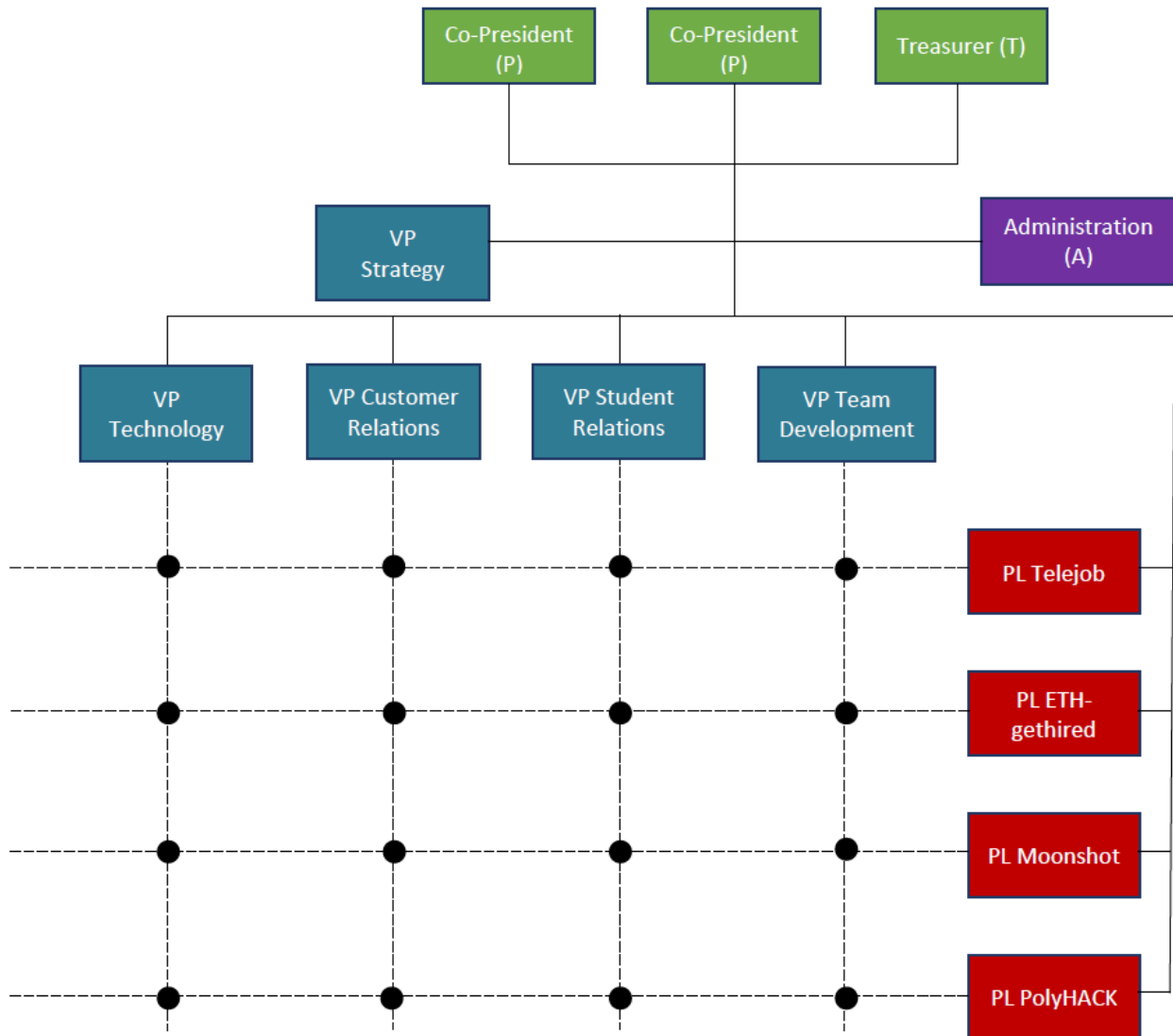
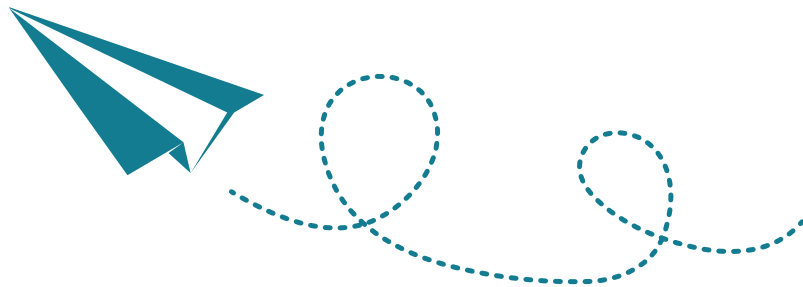


Figure 5 - Organization chart of Telejob



3. Student Relations

With the role of delivering professional products and services to our target job-seekers, Student Relations (SR) directly contributes to Telejob's vision: we help finding dream jobs.

SR activities are based on two objectives:

1. Marketing and B2C of ETH Get Hired: This includes all efforts contributing to the website traffic of ETH Get Hired and thus the increase in its awareness and visibility.
2. Student benefit projects: As a non-profit organization, Telejob invests its excess profits from business revenues to projects and activities contribute to our students' benefits.

Visibility of ETH Get Hired

With the help of Telejob Technology, SR monitors the visibility and marketing success of ETH Get Hired through analytic tools by Google.

In 2017, the ETH Get Hired website has received a total page view count of 252'216 (Figure 1). The highlights are:

1. In October and November, due to the success of PolyHACK, we received a significant increase of job posts from recruit business partners as well as a sharp rise in website traffic from students subscribing to job alerts.
2. A constant declining trend in the usage of "classical" online job platforms has a great influence on our popularity (section 1).
3. Deployment of ETH Get Hired Version 2.0 (section 5). Although the new website significantly increased the operation efficiency of key workflows such as automated academic job-postings, the number of visitors in August and September was reduced due to various technical issues. The website traffic showed improvement from October.
4. We tried to increase the number of website visits from ETH students by termination of Google Ad Services. Past experience shows that the benefit from Google ads only increases the number of website visits mostly from non-ETH students, even job seekers geographically located out of Switzerland. This is against the value proposition of ETH Get Hired, which is to put ETH students first.

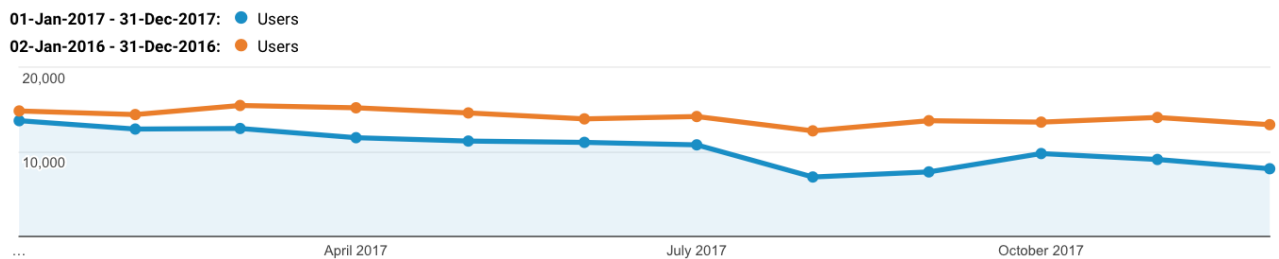


Figure 6 - 2016 and 2017 monthly page views of ETH Get Hired in comparison

The demographic constellation of our audience, on the other hand, remains excellent. The majority of ETH Get Hired visitors are young people from Switzerland (mainly in Zurich). The vast majority of our audience is from Switzerland (Figure 2). The age of ETH Get Hired visitors is mainly between 25 and 34 years old, representing the targeted audience group (Figure 3).

	Country	Users	% Users
1.	Switzerland	43,948	42.78%
2.	Germany	10,032	9.77%
3.	Italy	8,482	8.26%
4.	China	3,845	3.74%
5.	France	3,447	3.36%
6.	Ireland	3,388	3.30%
7.	India	3,369	3.28%
8.	United States	3,317	3.23%
9.	United Kingdom	2,521	2.45%
10.	(not set)	1,365	1.33%

Figure 7 - Location of Visitor's IP-Addresses. Approximately 50% of the visits are Swiss. About one fifth of the visitor locations were unidentifiable.

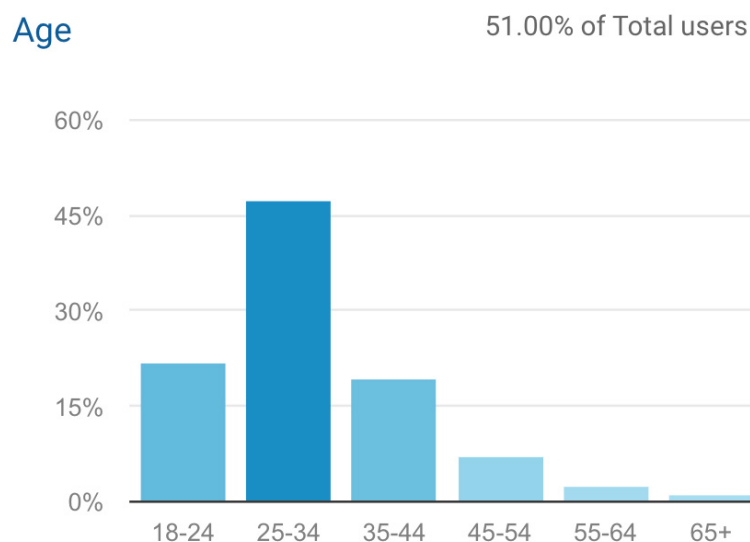


Figure 8- Age distribution of ETH Get Hired audience. The age of about 45 % of the total sessions were unidentifiable.

Seminars

For many years, Telejob has offered financial seminars and later also health insurance seminars to all students and postdocs to introduce them into the world of taxes, finances and insurances within Switzerland. This knowledge is important but officially not offered in lectures at ETH. The knowledge is useful for employees who are new arrivals in Switzerland. It is also helpful for young adults who are confronted with these topics due to their first employment.

In 2017, Telejob continued to organize seminars in collaboration with Stiftung Benefit. The seminars covered the topics "Fundamentals in Financial Security and Planning" and "Health Insurance: how to find the best solution". A total of 21 seminars (14 on financial planning, 7 on health insurance, in English or German), with an average of 16 participants, were hosted by speakers with professional background.

For 2018, Telejob has already scheduled 25 seminars for both financial and health insurance topics.

Career Day

On 15 February 2017, Telejob organized the third Career Day with the theme "Applications – advice from the HR experts". Five talks were given by human resources specialists (Figure 4). Compared to 2016, we spent more marketing effort for this year's event. Around 150 students including PhD students and postdocs participated in the event, making it three times more registrations than in 2016. In view of the excellent response received from the event feedback questionnaires, Telejob will continue its organization of Career Day in 2018.

Program	
14:00-14:05	Telejob Welcome
14:05-15:00	Evelyne Kappel, ETH Career Center How to use Social Networks for your application
15:00-15:30	Raimundo Sierra, VirtaMed
15:30-16:00	Olivier Meyrat, Human Resources ETH
16:00-16:10	Short Break
16:10-16:40	Volker Herdtweck, Roche
16:40-17:10	Andreas Reger, Westhouse
17:10-17:30	Networking After

Figure 9 - Program of Career Day 2017

Life Science Day

The Life Science Day was organized by the Life Science Zurich Young Scientist Network on 8 February 2017. Telejob joined the event with a start-up booth to promote ETH Get Hired to students. We also met with companies including our existing customers and potential new customers. Telejob and ETH Get Hired got positive feedback from students and companies, with many of them showed interest in our services.

Jean-luc Doumont Talk

In collaboration with AVETH, Telejob invited Jean-luc Doumont to offer a lecture titled "Making the Most of Your Presentation" on 2 November 2017. Jean-luc Doumont gave an impressive lecture about presentation skills and how to deliver a perfect oral presentation without stage fright.

Others

In addition to our own events and activities, SR also collaborates with different internal and external partners for the benefits of ETH students and graduates.

Post Doc Day

The PostDoc Day 2017, organised by AVETH, was held at ETH Hönggerberg on 15 September 2017. As an event sponsor, Telejob participated with a booth and a three-minute flash talk pitching Telejob's products.



telejob
We help finding dream jobs since 1999.

Eine Plattform, um Dein Potential zu entfalten und den Weg zu Deiner Traumkarriere zu beginnen!

Wer sind wir?
Wir sind eine non-profit Organisation von Freiwilligen an der ETH Zürich. Unser Ziel ist es Absolventen auf dem Weg zu einem Job, welcher ihren Fähigkeiten und Ambitionen entspricht, zu unterstützen, sei es für eine Karriere in der Industrie oder an der Universität.

Wir organisieren und nehmen teil an
eth-gethired.ch, Career Day, Life Science Day und vieles mehr!

Was erwartet Dich bei Telejob?

- o Innovative und motivierte Talente wie Dich
- o Einblick in die Unternehmertätigkeit
- o Neueste Karriereschulungen
- o Kontakt zu Schweizer und internationalen Personalchefs
- o Spassige Gruppenaktivitäten
- o Erfolgserlebnisse, internationaler Austausch und vieles mehr!

Bist Du interessiert und möchtest ein Teil von uns werden?
Mehr Informationen findest du auf telejob.ch oder schreibe eine email an into@telejob.ch

Wir freuen uns von Dir zu hören!

Erstie Bag VSETH

To introduce Telejob and ETH Get Hired to freshmen, Telejob supported the "Erstie-Bag" and the "How to ETH" booklet organized by VSETH. The "Erstie-Bag"s were distributed during the first week of the semester. ETH Get Hired was promoted with a screen cleaner goodie whereas Telejob had a one-page feature in the "How to ETH" booklet (Figure 5). The booklet was distributed in both English and German.

Figure 10 - One-page feature in the „How to ETH“ booklet.

Polymesse

For Polymesse 2017, Telejob and ETH Get Hired did not participate with a booth. However, members of Telejob visited Polymesse to meet with different companies for potential business collaborations. All companies we talked to were happy to learn about ETH Get Hired. Flyers with the ETH Get Hired pricelist were distributed at Polymesse. Some companies have provided us with contact details for further contacts. All these companies were approached afterwards to establish and maintain contacts for collaboration.

Collaboration with WiNS

The Society for Women in Natural Sciences (WiNS), founded by and for female PhD students, aims to provide a networking platform to connect women in the Department of Chemistry and Applied Biosciences at ETH, both socially and scientifically. Telejob financially supported a career event by WiNS. The invited speaker, Evelyne Kappel from ETH Career Center, gave a talk on "Interview preparation for female professionals - how to ace a job interview". The event was well visited by female students. Telejob promoted itself and ETH Get Hired during the Aperó with the ETH Get Hired poster, flyers and chocolates, and received good feedback from participants. The collaboration with WiNS will continue in 2018.

Napkins at Polymensa

During week 46 and 47 of 2017, ETH Get Hired was advertised at the major canteens at ETH on napkins (Figure 6) with the purpose to raise awareness of our services.



Figure 11 - Napkins distributed in Mensa

Marketing Collaboration with ETH Store

In spring 2017, the ETH Store approached Telejob asking for financial aid to enhance their liquidity. It was agreed that Telejob will buy services worth 10'000 CHF from ETH Store. While the money was transferred as a whole, Telejob will receive services from ETH Store over the next few years. Both sides have not yet agreed on a detailed contract, but as a first step, ETH Store helped with the marketing of PolyHACK2017 and took over the organisation of the New Year's Goodies (Figure 7) for ETH Get Hired Customers. The negotiation of a detailed contract will continue in 2018.



Figure 12 - New Year's Goodie 2017/2018



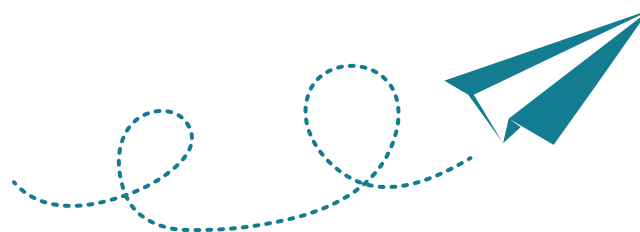
New Telejob Logo

In order to cope with Telejob's development and new corporate identity, a new logo has been designed using the corporate identity in line with ETH Get Hired, highlighting the factor of digital recruitment. A slogan was also

created: "We help finding dream jobs since 1989."

Outlook for 2018

For 2018, SR will focus on enhancing the visibility of Telejob and ETH Get Hired among students through expanding the SR team and using marketing channels more efficiently. Meanwhile, the student-benefit projects will continue their success. Telejob has already sponsored a Post-Doc fundraising seminar from AVETH and the preparation for the Career Day in summer is ongoing.



4. Customer Relations

As a non-profit organization chiefly run by volunteer, the operation of Telejob relies greatly on the revenue generated from ETH Get Hired, and Telejob's Customer Relations (CR) takes the responsibility of revenue generation.

CR maintains close liaison with current job-posting customers (whereas the job-seeking customers are served by Student Relations) and simultaneously acquires new job-posting customers for ETH Get Hired.

CR develops a variety of sales and marketing plans to attract customers. It also gets valuable feedback and better understanding of the market needs through meetings with customers. All these contribute significantly to the customization of Telejob's services as well as strengthening our market position. In 2017, CR worked on new strategies to establish and maintain good relationships with customers.

Jobs published on ETH Get Hired are classified into two categories. The academic jobs are positions such as PhD student, Post Doc, Senior Scientist. These jobs can be posted for free and are mainly from ETH Domain such as ETH Zurich, PSI, EMPA and EAWAG. The non-academic jobs are mostly direct entry positions in the industry. Companies can post jobs for a price up to 400 CHF per job per month with a variety of discount options for larger advertising volumes. The monthly number of academic and non-academic job posts on ETH Get Hired is illustrated in Figure 1.

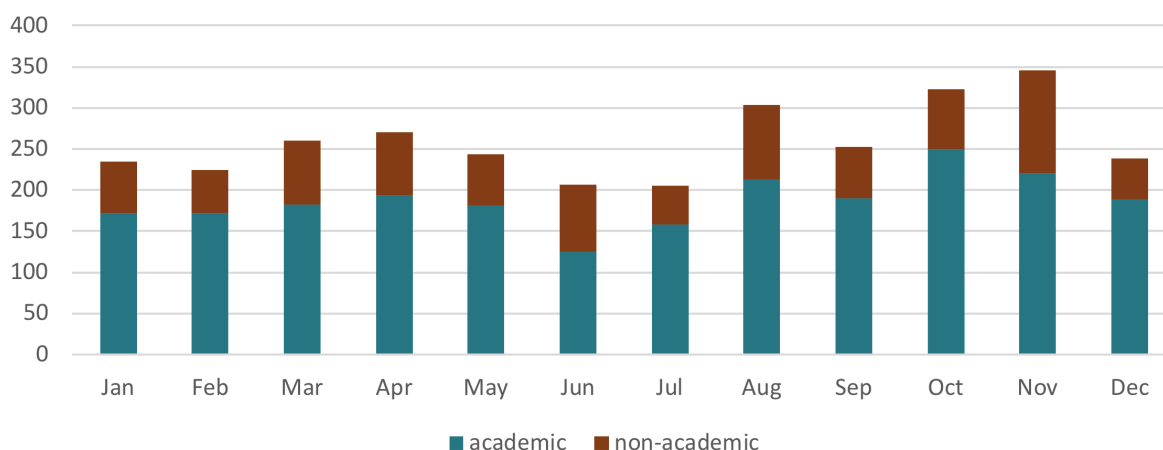


Figure 13 - Monthly academic and non-academic job posts on ETH Get Hired

As part of the sales campaign, CR has taken a variety of actions in 2017 to acquire new business partners for ETH Get Hired.

Polymesse 2017

Telejob's main focus at Polymesse this year was customers. Throughout the fair Telejob representatives managed to talk to more than 40 companies and received valuable ideas for future projects from current customers as well as contact information from interested companies. All information gathered during and after the event is reviewed to shape our new strategy for customer acquisition and the adaptation of our job platform ETH Get Hired to meet customer needs.

Collecting and Compiling Customer Information

To further strengthen our sales strategy, we compiled a comprehensive list of former, current, and potential customers. Prospective companies were distributed among the Telejob team and rated according to marketing and sale priorities. This list will serve as a reference for Telejob's customer acquisition strategy from now on. Furthermore, the list would be very helpful as we acquire sponsors for major Telejob events such as PolyHACK, and eventually bring major new customers to Telejob.

Sales and Marketing Strategy and Training

Throughout the year, CR has made great progress in analyzing the needs and current status of the job platform market. Possibilities in Zurich as well as in Lausanne and other Swiss cities were explored. A workshop for the whole team was planned at the end of the year to work on general sales and marketing strategies, and all prioritized companies will be contacted as a next step.

Human Resource Fair Zurich: Personal Swiss and TalentPro at Messe Areal Zurich

For the first time, a small Telejob team has attended the Human Resource Fair Zurich, the biggest human resource fair in Switzerland, with up to 400 exhibitors and more than 4500 attendees. At the event, we got in touch with other major Swiss job platforms and their sales and marketing teams. After some benchmarking and networking, Telejob decided to participate in Human Resource Fair Zurich again with a booth in 2018. This will be a unique opportunity to get in touch with leading companies in Switzerland and their human resources representatives to gain valuable insights and ideas to review Telejob's services and market position.



New Year Gifts for ETH Get Hired Customers

This year's customer gift was organized through ETH store. With their help, Telejob distributed compasses "leading the direction to the perfect new employees through ETH-gethired" to our customers as a New Year gift to strengthen our customer relations and visibility for 2018.



5. Technology

Telejob, being an internet company at its core, heavily relies on its IT infrastructure. The mission of Telejob Technology (TJTech) can be summarised as follows:

1. Maintain Telejob servers;
2. manage/supervise the collaboration with external IT partners;
3. maintain and improve the internal and external Telejob IT services;
4. initiate new IT projects and consult/support other Telejob teams on IT matters.

The IT infrastructure of Telejob, from a product perspective, is illustrated in the table below:

Product	Description
eth-gethired.ch	The flagship product of Telejob. At the current stage, it is maintained by the company PwC under the supervision of TJTech.
telejob.ch	Hosted and created by TJTech.
wiki.telejob.ch	Hosted and created by TJTech serving as the internal knowledge base.
mail.telejob.ch	Hosted and maintained by TJTech.
telejobch.teamwork.com	External tool.
polyhack.ch	Hosted externally, maintained by TJTech.

In September 2017, ETH Get Hired achieved a major milestone. A new website of ETH Get Hired was successfully launched with a few aesthetic changes but plenty of updates at the back end. This new version of ETH Get Hired is hosted on a server provided by nine.ch.

A new website, polyhack.ch, was introduced in 2017. The website works as one of the most important marketing and organising tools for the event. The website was created and maintained by TJTech. After the completion of PolyHACK 2017, the website serves as a pre-marketing tool for PolyHACK 2018.

TJTech is currently revising its mail system. Several options have been tested and a final decision will be made in the first quarter of 2018.

Some additional security measures were introduced on our self-hosted server. Cyber security is one of the most challenging issues of nowadays technology companies. TJTech continues its effort in maintaining the integrity and confidentiality of its core assets.

Last but not least, TJTech has advanced its capability in data analysis in 2017. Currently TJTech is able to provide more complex analytics related to ETH Get Hired, which offer valuable insights for Telejob's marketing and customer relations efforts.

6. Team Development

As a non-profit organization run by volunteers, Telejob is committed to create an enjoyable and efficient working atmosphere for its dedicated co-workers. Two retreats are organized each year, not only offering the chance for members to discuss future strategies and prominent issues within Telejob, but also allowing members to know each other better. In addition to retreats, we often organize and invite our members to social events, which have significantly boosted our team spirit.

Telejob members are mostly postgraduate students with different scientific backgrounds. To strengthen their abilities in sales and management, Telejob offers a variety of trainings to members including workshops on sales, marketing and other soft skills. We also recruit new members regularly as one of our major strategies to enhance team development.

Throughout 2017, we have bid farewell to and welcomed numerous members in Telejob.

Telejob appreciates the strong commitment of members who left our team in 2017. These members include Kirstin Casdorff (former Vice President for Student Relations), Mila Lewerenz (former PolyHACK core member), Roland Schöbi (former IT Specialist) and Louie, Yu Liu (former President).

On the other hand, Telejob would like to give a warm welcome to the following members who joined our team in 2017 (in alphabetical order by surname):

Marie Andrä (Vice President for Team Development),
 Lin Boynton (Co-director of PolyHACK 2018),
 Yvonne, Kit Wan Chui (Communication Specialist, Student Relations, Customer Relations),
 Marion Hoffmann (Co-director for PolyHACK 2018),
 Claude Holenstein (Vice President for Strategy, Co-founder for PolyHACK),
 Heiko Kromer (Co-Vice President for Technology),
 Omid Maghazei (Co-director for PolyHACK 2018),
 Bonnie Qian (Technology, Co-founder and Co-director of PolyHACK 2017),
 Roger Stark (Treasurer),
 Sabine Van Schie (Seminar Coordinator for Student Relations),
 Chi Zhang (Co-Vice President for Technology).

Telejob is also grateful for the significant contribution of all other existing members who joined the team before 2017 and look forward to having another year of success with the entire team in 2018.

Let's look back on the exciting events and activities at Telejob in 2017!

February 2017: Louie's Farewell Dinner

Telejob held its February team meeting especially at Restaurant Gruenes Glas to bid farewell to Louie, Yu Liu, who served as President between 2016 and 2017. Team members also gathered to celebrate the success of Career Day 2017.

March 2017: Telejob's Recruiting Event

To keep our team motivated with fresh ideas, Telejob organized a recruiting event at the GEP Pavillion at ETH main building. In addition to a delicious apéro, our Technology team has prepared a "Hacking-Game" for event participants, where one had to put him/herself into the role of a cyber detective trying to find the traces of a cyber criminal within a corporate database.



April 2017: Adventure Room

Five brave Telejob team members took the challenge of Adventure Room in Zurich. In the room, they had to tackle various challenges as a team and make an escape together within 60 minutes. Of course, nothing is unsolvable when "Telejobbies" work together! They managed to break out the "prison" in the last moment, and team spirit has risen to a new level!

April 2017: Spring Retreat in Zug

The first retreat in 2017 took place in Zug. It started with a retreat workshop, where we identified Telejob's current key tasks and strategies to improve our visibility. Team members also reviewed their strengths and areas for improvement through a series of workshop activities.

After the workshop, members enjoyed a delicious lunch together before sightseeing in the Höllgrotten caves, a unique dripstone caverns situated in the Lorze ravine at Baar, a city near Zug.



May 2017: Moonshot Day and Student Relations Dinner

During the day, we had a fun barbecue by Lake Zurich brainstorming Project Moonshot. This has eventually become the inspiration of Telejob's signature event PolyHACK. In the evening, we dined at Hiltl restaurant to continue our brainstorm for Student Relations (SR) with majority of 2017 SR activities confirmed!

July 2017: Gallup Strength Workshop

We invited Michael Utzt, a certified Gallup coach, for a strength-based personality workshop. Team members were invited to complete an online test to identify their strengths before the workshop. The test results were then presented, discussed and reflected during the workshop. Based on individual members' strengths, we distributed tasks among Telejob. The workshop offered a great opportunity to learn about ourselves as well as knowing the team better.

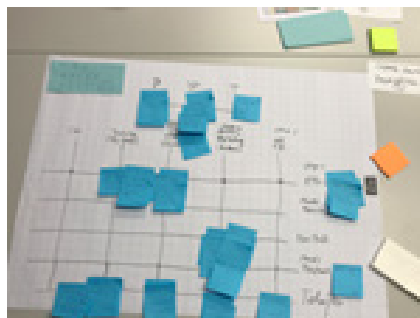


August 2017: Workshop on Communication

In August, we have invited communication trainer Peter Beutler to give a workshop on the art of constructive criticism. We put what we learnt from the workshop into practice by working on new guidelines for friendly communication and discussion among Telejob. A code of conduct has finally set up to govern constructive discussions and minimize controversy among team members.

September 2017: Recruiting Event at ETH Orientation

The orientation event at ETH is the perfect opportunity to reach out to potential new members of Telejob. Of course we did not miss this chance introducing ourselves to the new PhD students and recruiting!



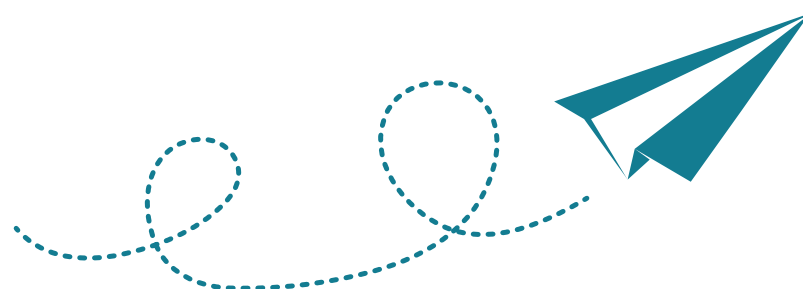
November 2017: Autumn Retreat in Freiburg

During the autumn retreat, we decided to enhance the organizational structure of Telejob by introducing new project leaders and a co-president to share the immense responsibilities of our current president.

First day of the retreat was concluded with a nice dinner in Freiburg, Germany. After dinner, team members had an evening talk to-

gether to explore the city.

The next day we demonstrated our team spirit in an externally organized activity „Kettenreaktion“, where we built a chain reaction with various materials offered. Once again, „Telejobbies“ have proved to be a good team together!



7. PolyHACK 2017

October 21-22, 2017 - During a weekend in CAB StuZ2, over 24 hours, more than 60 ETH students accepted the challenge to conquer the "Future of Digital Recruitment". That was PolyHACK, a first of its kind ETH-wide business hackathon proudly established by Telejob.

Visibility of Telejob and AVETH

PolyHACK, a marketing campaign, brought Telejob and AVETH to the attention of hundreds of students through posters, classroom pitches, website and social media. With more than 90 sign-ups, approximately 60 students were accepted to join this remarkable ETH-wide event.

High-profile guests, such as Prof. Sarah Springman (Rector ETH), Davide Villa (Lead Business Development JobCloud), Nalan Ayyildiz (Lead Employer Branding Ernst & Young) and Ferruccio Lagutaing (COO ELCA), inspired participants with thought-provoking keynotes, highlighting Telejob's services and activities at ETH campus. The program content was crafted according to design thinking principles, and fostered many fruitful discussions among representatives of various ETH initiatives such as Student Innovedum, Sparklabs and Student Project House.

Student-companies contact

PolyHACK promoted a well mix of participants' profiles (with 70% technical, 25% business and 5% design backgrounds). Teams were formed not before but during the PolyHACK event, and participants were highly encouraged to form interdisciplinary teams to tackle challenges.

A series of workshops were offered by Telejob and partners to equip participants with essential hacking tools, such as the business model canvas creation, pitch training, wireframing, frontend/backend development and "hacking - the spirit of creative problem solving". More than a dozen of mentors professionalizing in recruitment sector, strategy consulting, software development, data analysis and design joined the event to share their expertise by roaming between the teams and assisting them individually throughout the whole PolyHACK event.

During the event, one could always visit one of the six sponsors stands to have a chat with a recruiting expert from Ernst & Young on a comfortable couch, brainstorm ideas with a strategy consultant from Synpulse, work on your code together with a software developer from ELCA, get inspired by the former Senior Vice President of XING or simply play a round of table soccer with the Chief Technology Officer and head of digital marketing of JobCloud.



Work hard, play hard

The PolyHACK 2017 offered a variety of fun activities. Want to break the ice with your newly acquainted team members? Try building a tower out of spaghetti and marshmallows while listening to funky music! Tired of hacking? Check out the free massage service! Thirsty? Grab one of the 1600 bottles of innocent smoothies! Hungry? Enjoy Thai food from Lemon Grass or go visit the pizza truck with a wooden stove at the building's entrance and finish with a treat from Sprüngli. Still not enough entertainment? How about a light show at midnight performed by a professional stuntman throwing a hologram of PolyHACK logo into the room. Dozens of fun prizes were distributed, for example, a minion-shaped polaroid camera for the best team selfie or hammocks for the team in 4th place so they can take a rest to win next time.



Winner Projects of PolyHACK 2017

The results of the 14 teams were truly impressive, which gave the 7-headed jury a tough time in choosing the winners.

1st prize for team "Jobroulette" (5 team members)

Jobroulette tackled the CV screening challenge by offering a streamlined process for employers to reach an ever-growing and diverse pool of candidates. Their solution brings the skills-first approach to recruiting: each applicant can present oneself in a live video feed where they will be matched to interested companies. Responses are then stored and used to present one of the most interesting job opportunities. These responses allow the employer to gain a good impression of the candidate.

Prize: Grand prize of 5.000 CHF.



2nd prize for team "Wild Ducks" (5 team members)

Their product DuckPhase fills the gap between screening and first interviews by providing personal contact in a virtual environment before applicants have to travel to the company and before company representatives have to prepare a tedious structured interview process. The virtual world will - at marginal costs - provide a rich personal experience and a way to know the applicants. Companies will use digital premium options of the platform to get applicants into the process at an even earlier stage, or take things further, adding their own internal information to the publicly visible data, which applicants have already entered.

Prize: an all-included management consulting workshop in Bratislava by Synpulse.



3rd prize for team "Team Pepe" (2 team members)

Their product aims at getting rid of the CV and presents a new way to connect applicants with companies. This new standard is done by a mobile application whereby the recruiter selects their own best performing teams and team members whose profile they want to replicate and assess on the application. The job applicant using the platform also undertakes these assessments. Users accumulate points as they take tests and assessments and exchange these for interviews.

Prize: an assemble-yourself-computer and many other cool gadgets by Open Systems.



An annual event at ETH

PolyHACK 2017 ended with a roaring applause from over 100 participants, sponsors, mentors and jury members. Telejob is delighted by the event success and we have decided to turn PolyHACK as a remarkable ETH annual event. A core team has already formed to brainstorm the extraordinary event of PolyHACK 2018.

PolyHACK 2017 was documented in photos and videos. Check out the exciting event summarized in the following video: youtu.be/aEezZT9pW7A

Our prestigious partners

PolyHACK 2017 would not have been possible without the generous support from our partners. The entire cost of the event and prizes were sponsored by JobCloud, Talentfly, Ernst&Young, Synpulse and Open Systems. Other supporting partners include ELCA, SCST@MTEC, VMI, Innocent Drinks, Red Bull. A big THANK YOU to all our partners and we look forward to our partnerships for the next events!

PolyHACK 2018

In 2018, Telejob will build on the remarkable success of PolyHACK 2017 holding the PolyHACK event again. Our main goal is to reserve all elements that made PolyHACK 2017 such a fruitful and enjoyable hackathon, while proposing a new experience to our participants and sponsors in PolyHACK 2018.

Theme

The theme for PolyHACK 2018 is the cornerstone of the event's organization. For PolyHACK 2018, we will focus on the theme drones, as they are relatively novel technology for which potential industrial applications are virtually countless. This theme would offer students the opportunity to learn how to think about technical applications, design business models, and resolve technical challenges. Moreover, drone manufacturers, service providers as well as drone users would greatly benefit from the practical and conceptual implications of PolyHACK 2018. Telejob envisions that the theme drones will provide inspiring challenges to our participants, attract more industrial partners and offer exciting activities for all. Participants could also benefit from the knowledge and support of the Chair of Production and Operations Management (POM) in the Department of Management, Technology and Economics (D-MTEC) at ETH Zürich, whose research has specifically targeted industrial applications of drone technologies.

Date and venue

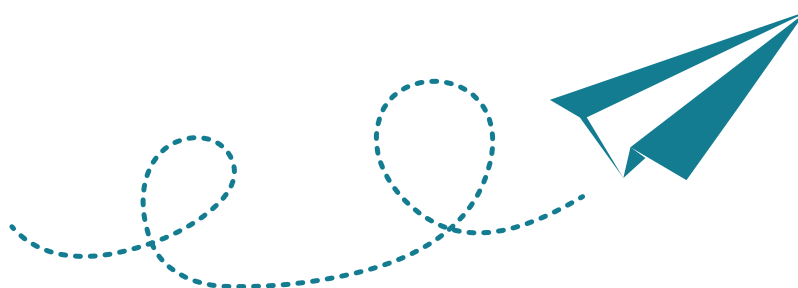
To set a recurring event that can be easily identified by participants, PolyHACK 2018 will again be held for a whole weekend in October. The exact date of the event will be fixed once an agreement with our partners is reached and after investigating the dates of other competing hackathons (e.g. Hack Zurich, Climathon, Elcathon, GDG DevFest). One possible venue for PolyHACK 2018 could be StuZ at ETH, since it provides enough space and equipment for such an event, and on top of this, it is a very central location. Telejob is, however, aware that some participants last year found the place somewhat crowded and noisy, and therefore we are examining possible venue for the event. Other locations under consideration for hosting the event include the Student Project House in Höggerberg, where students could benefit from a friendly environment for thinking, designing and building creative projects. We are also considering the possibility of organizing the event within the facilities at one of our potential industrial partners that owns an innovative center in Zürich for research purposes on these technologies. We estimate to host 50 to 100 participants for PolyHACK 2018.

Tentative event details

Although the detailed sequence is to be determined, Telejob wish to include the following elements to the event. First, participants would attend an introductory speech, followed by a keynote address, in a conference room. They would then attend a small drone exhibition where our partners could demonstrate their products as well as informing participants on the state of the art in their field. We would then give 24 hours to our participants to discuss and implement ideas in a friendly environment. During this time, we would provide some of our partners the opportunity to give presentations, short workshops or performances. Presentations and concluding speeches would be held in a conference room at the end of the event.

Preparation

Telejob will prepare marketing strategies, sponsoring schemes and main logistical details for PolyHACK 2018 from February to April 2018. We also plan to visit drone fairs and discuss with experts in order to shape the contours of our theme. We would like to find one main industrial partner as soon as possible to help us shape the event, and secure other sponsors before August 2018. As an early stage marketing strategy, we plan to start a teaser campaign during Polymesse, continue progressively during summer and launch an intense registration campaign in September.



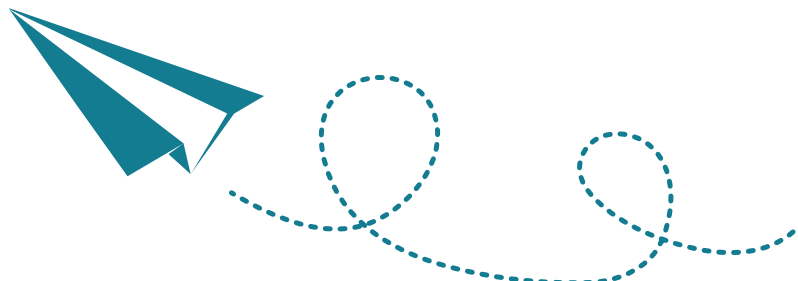
8. Finance

In 2017 Telejob achieved a profit of -6'591.30 CHF resulting from an annual revenue of 68'340.94 CHF adding the income of 36'618.46 CHF from the job-platform ETH get hired and subtracting the overall expenses of 111'550.70 CHF. Compared to 2016 the income and expenses increased mainly due to PolyHACK 2017. Telejob activities e.g. the seminars, the career day, and other events resulted in similar expenses as in the previous year. Similarly, the income of 36'618.46 CHF from the job platform ETH Get Hired, which achieved a revenue of 189'433.43 CHF, is comparable to last year. The exceptional expenses of 10'00 CHF are Telejob's contributions to the ETH Store AG, which will, on the other hand, provide services about the same amount.

Telejob's income statement of the year 2017 including ETH Get Hired such as the balance sheet of Telejob dated to 31.12.2017 are shown below. In addition, the audit report by CONSURA Treuhand is attached in order to approve the given numbers in the income and balance statement.

Income Statement 2017	Result 2017	%	Budget 2017		Result 2016	Diff. 2017-2016
			Telejob	ETH get hired		
3 Operating Revenues	189.433,43	73,49%	194.000		188.152,25	1.281,18
34 Service Revenues	189.433,43	100,00%	194.000		188.152,25	1.281,18
3401 Ads	149.828,98	79,09%		130.000	134.024,45	15.804,53
3403 Ads ETH-domain (flat rates)	9.259,26	4,89%		20.000	20.000,00	-10.740,74
3404 Ads donations (Non-ETH-Universities)	5.585,19	2,95%		4.000	4.577,80	1.007,39
3405 Prospective Media Services AG/Publicitas	22.360,00	11,80%		30.000	29.550,00	-7.190,00
3406 Carreer Center Partnerfirmen refund	2.400,00	1,27%		10.000	0,00	2.400,00
4 Expenses Projects & Services	81.671,67	38,43%	71.500		31.308,00	50.363,67
Sum Expenses Projects & Services			27.000	44.500		
44 IT (ETH get hired)	8.052,69	9,86%	12.000		0,00	8.052,69
4401 ETH-GetHired upkeep	8.052,69	100,00%		12.000	0,00	8.052,69
45 Student relations	13.496,33	16,53%	25.500		16.461,60	-2.965,27
sum			15.000	10.500		
4501 Project Fund	5.576,49	41,32%	5.000	10.000	10.711,60	-5.135,11
4502 Seminars	4.750,00	35,19%	7.000		5.750,00	-1.000,00
4503 Career Day	2.719,84	20,15%	3.000		0,00	2.719,84
4504 Life Science Day	450,00	3,33%		500	0,00	450,00
46 Customer relations (ETH get hired)	534,38	0,65%	22.000		0,00	534,38
sum				22.000		
4601 Project Fund	83,33	15,59%		20.000	0	83
4603 Xmas presents	451,05	84,41%		2.000	0	451
47 Special Projects & Reserve	50.632,15	61,99%	5.000		0,0	50.632,2
sum			5.000			
4701 Reserve for new projects SR/ CR/ IT	719,60	1,42%	5.000		0	720
4704 PolyHACK	49.912,55	98,58%	0		0	49.913
48 Advertising Material	8.956,12	10,97%	7.000		14.846,40	-5.890,28
sum			7.000			
4801 Flyers, Banner	608,67	6,80%	2.000		14.252	-13.643
4802 Give-aways	6.747,45	75,34%	5.000		594	6.153
4803 Ads	1.600,00	17,86%			0	1.600
5 Human Resources	86.739,82	40,82%	76.896		67.699,23	19.040,59
Sum Human Resources			15.650	62.246		
500 Salaries	69.249,03	79,84%	61.246		57.984,05	11.264,98
5000 Secretary's salary	69.249,03	100,00%		61.246	57.984,05	11.264,98
58 Board expenses Telejob	16.518,01	19,04%	15.650		4.056,78	12.461,23
sum			15.650			
5801 Meetings (Food/Drinks)	2.463,16	14,91%	2.000		4.056,78	-1.593,62
5802 Retreat	5.556,19	33,64%	8.650		0,00	5.556,19
5803 Christmas Dinner	1.703,39	10,31%	2.000		0,00	1.703,39
5804 Team Events	4.814,32	29,15%	3.000		0,00	4.814,32
5805 Presents Telejob Board	1.421,59	8,61%			0,00	1.421,59
5806 Recruiting Expenses	559,36	3,39%			0,00	559,36
59 Other Human Resources expenses	972,78	1,12%	1.000		5.658,40	-4.685,62
5901 übriger Personalaufwand	972,78	100,00%		1.000	5.658,4	559,4

Income Statement 2017	Result 2017	%	Budget 2017		Result 2016	Diff. 2017-2016
			Telejob	ETH get hired		
6 Other Expenses	17.116,30	8,05%	26.932		27.656,82	-10.540,52
Sum Other Expenses			22.500	4.432		
65 Administrative expenses	7.181,62	41,96%	4.432		6.429,97	751,65
sum				4.432		
6501 Office material	883,83	12,31%		800	494,45	389,38
6503 Porti	626,00	8,72%		600	557,00	69,00
6505 Administrative expenses	2.955,35	41,15%		2.032	4.116,37	-1.161,02
6570 IT expenses	2.716,44	37,82%		1.000	1.262,15	1.454,29
68 Depreciation	24.496,95	70,73%	23.000		24.495,00	1,95
6800 Depreciation	24.496,95	100,00%	23.000	23.000	24.495,00	1,95
69 Finacial Expenses and Revenues	2.956,68	8,54%	1.500		-20,00	2.976,68
6940 Banking fees	2.956,68	100,00%	1.500	1.500	-20,00	2.976,68
695 Wealth management	-17.518,95	-50,58%	-2.000		-3.248,15	-14.270,80
6950 Interest Gains / Zinsertrag	-3,65	0,02%	-1.000	-2.000	-7,05	3,40
6951 Dividend Returns / Wertschriftenertrag	-17.515,30	99,98%	-1.000	-1.000	-3.241,10	-14.274,20
8 Exceptional Income, Expenses	-41.363,44	-19,46%	10.850		98,95	-41.462,39
Sum Exceptional			10.000	850		
85 Exceptional Income and Expenses	-40.821,99	98,69%	10.000		0,00	-40.821,99
8500 Exceptional Expenses (PolyHACK)	10.000,00	16,44%	10.000	10.000	0,00	10.000,00
8510 Exceptional Income/Sponsoring	-50.821,99	-83,56%			0,00	-50.821,99
89 Taxes	-541,45	1,31%	850		98,95	-640,40
8900 Kantons-/Gemeindesteuern	-541,45	100,00%		850	98,95	-640,40
Total Revenues	257.774,37			194.000	188.152,25	69.622,12
Expenses Telejob	111.550,70		75.150		16.284,55	95.266,15
Expenses ETH get hired	100.954,59			112.028	110.478,45	-9.523,86
Total Expenses	212.505,29				126.763,00	85.742,29
ETH Gethired Revenue	189.433,43			81.972	77.673,80	111.759,63
Share Career Center	51.860,37			40.986	38.836,90	13.023,47
Telejob Revenue 2017	68.340,94			40.986	38.836,90	29.504,04
ETH get hired Profit 2017	88.478,84			81.972		
Telejob Profit 2017	-6.591,30		-34.164		22.552,35	-29.143,65



Balance Sheet	31.12.2017	31.12.2016	2017/2016
1 Assets	418.060,60	407.154,10	102,68%
Curent Assets	188.482,95	167.779,15	112,34%
Liquid Assets	169.123,85	148.802,75	113,66%
1000 Cash CHF	107,80	292,60	36,84%
1001 Cash EUR	87,75	90,18	97,31%
1020 Postfinance Bank Account CHF	168.928,30	148.419,97	113,82%
Accounts Receivable Trade	18.648,25	18.328,40	101,75%
1000 Debtors	18.164,40	18.328,40	99,11%
1102 Debtor Publicitas	483,85	0,00	-
Accrued Income	710,85	648,00	109,70%
1300 Accrued Income	710,85	648,00	109,70%
Fixed Assets	229.577,65	239.374,95	95,91%
Securities	227.648,90	212.949,25	106,90%
1401 Deposit Account ZKB 3537-8.272894.5	14.675,90	14.675,25	100,00%
1402 Safekeeping Account ZKB 037-007596	212.973,00	198.274,00	107,41%
Intangible Assets	1.928,75	26.425,70	7,30%
1700 IT-Investments	1.928,75	26.425,70	7,30%
2 Passives	429.052,50	407.150,95	105,38%
Borrowed Capital	87.032,60	58.539,75	148,67%
Short-Term Liabilities	12.059,90	9.302,25	129,64%
2000 Creditors	26,50	7.762,55	0,34%
2001 Creditor ETH (Salary)	6.354,60	0,00	-
2101 Credit Card Statement	317,85	129,60	245,25%
2202 Creditor VAT (MWST)	5.360,95	1.410,10	380,18%
2300 Deferred Income	58.441,20	42.140,50	138,68%
2330 Provisions	11.200,00	0,00	-
2340 Tax Provisions	5.331,50	7.097,00	75,12%
Equity Capital	342.019,90	348.611,20	98,11%
2800 Telejob Capital	348.611,20	326.058,85	106,92%
Annual Result	-6.591,30	22.552,35	-29,23%

www.consuratreuhand.ch



CONSURA Treuhand AG

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Tel. 044 212 05 05
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E-Mail: consura@consura.ch

An die Generalversammlung
des Vereins AVETH
Zürich

Zürich, 6. Februar 2018

Bericht der Revisionsstelle zur Jahresrechnung 2017 von ETH get hired (Telejob)

Als Revisionsstelle haben wir die Buchführung und die Jahresrechnung (Bilanz und Erfolgsrechnung) für das am 31. Dezember 2017 abgeschlossene Geschäftsjahr geprüft.

Für die Jahresrechnung ist der Vereinsvorstand verantwortlich, während unsere Aufgabe darin besteht, diese zu prüfen. Wir bestätigen, dass wir die gesetzlichen Anforderungen hinsichtlich Zulassung und Unabhängigkeit erfüllen.

Unsere Prüfung erfolgte nach den Grundsätzen des schweizerischen Berufsstandes, wonach eine Prüfung so zu planen und durchzuführen ist, dass wesentliche Fehlaussagen in der Jahresrechnung erkannt werden. Wir prüften die Posten und Angaben der Jahresrechnung mittels Analysen und Erhebungen auf der Basis von Stichproben. Wir sind der Auffassung, dass unsere Prüfung eine ausreichende Grundlage für unser Urteil bildet.

Bei unserer Revision sind wir nicht auf Sachverhalte gestossen, aus denen wir schliessen müssten, dass die Jahresrechnung nicht Gesetz und Statuten entsprechen.

Wir empfehlen, die vorliegende Jahresrechnung mit einem Verlust von CHF 6'591.30 und einem Geschäftskapital von CHF 342'019.90 zu genehmigen.

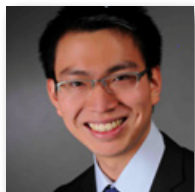
CONSURA Treuhand AG

Ilse Blattmann
Zugelassene Revisorin

Beilagen:
Jahresrechnung 2017, bestehend aus
- Bilanz und Erfolgsrechnung mit Vorjahresvergleich

9. The Team

Executive Board Representatives



David, Dehua Zhu

President

David has joined Telejob since October 2016 and become the President since February 2017. As PhD student in High Energy Particle Physics at ETH, he has a passion for music, especially his piano. People often describe him as curious and happy.

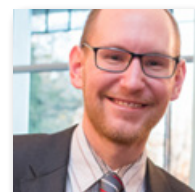
David finds the purpose of Telejob in helping graduates finding their dream job a truly meaningful mission, since finding a good first employer is one of the most important milestones in a person's life! What's more, David is the co-founder and co-director of PolyHACK 2017.

Roger Stark

Treasurer

Roger studied electrical engineering and information technology at ETH Zurich. During his time as a student, he participated in the Erasmus student exchange program at the Imperial College London. From November 2012 to November 2013, he was a member of the VSETH board. In April 2015, he started working as scientific assistant at the Advanced Power Semiconductor Laboratory focusing on the electrical characterization of power semiconductor devices.

Roger joined Telejob in 2017 and was elected as treasurer soon after.



Christos Lataniotis

Vice President for Technology (until Nov 2017), Project Leader of MOONSHOT

Christos holds a diploma in Mechanical Engineering (NTUA), MSc in Robotics (ETHZ) and is currently pursuing a PhD on the crossroads of Machine Learning and Uncertainty Quantification at the Chair of Risk, Safety and Uncertainty Quantification (ETHZ).

As an IT Manager of Telejob, Christos' primary goal is to ensure smooth operation of the IT infrastructure and looking for ways of improving Telejob's services from a technical perspective.

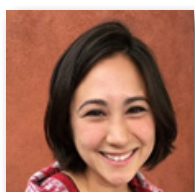
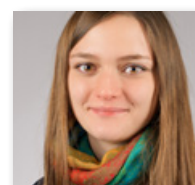
Executive Board

Marie Andrä

Vice President for Team Development

Marie is a PhD student in Detector Physics at the Paul Scherrer Institute. After being active at Tanzquotient and Polymesse during her Bachelor's and Master's time, she joined Telejob in 2017, in charge for the well-being of the team.

Marie organizes team events, the semi-annual retreats as well as the Telejob recruitment events.



Lin Boynton

Co-Director for PolyHACK 2018

Lin is studying Biogeochemistry at ETH and, typical of an Environmental Master's student, loves to embrace nature. She was hooked after participating in PolyHACK, her first hackathon, and is more than excited to be on the other side co-directing the next PolyHACK in 2018.

Marion Hoffman

Co-Director for PolyHACK 2018

Marion graduated from a French Engineering School in 2016 and is now a PhD student at the chair of Social Networks at ETH. When she's not in her office, she spends her time playing volleyball, meeting up with old and new friends, and travelling to exotic places. In 2018, she joined Telejob to take part in the exciting challenge of organizing PolyHack 2018.



Executive Board

**Claude Holenstein**

Vice President for Strategy, Co-Founder of PolyHACK 2017

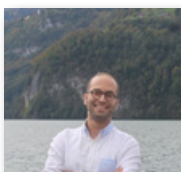
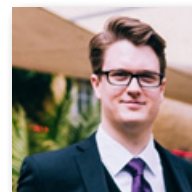
Claude holds a Master's degree in mechanical engineering at ETH Zurich and is now measuring cell traction stresses for his PhD thesis at the Institute for Biomechanics located at the Balgrist Campus.

In 2017, Claude helps creating an optimal strategy for Telejob after previous engagements in IAESTE Zürich. In his free time, he can usually be found outdoors.

Heiko Kromer

Co-Vice President for Technology

Heiko is a PhD student working with transmission-based fast neutron imaging at Paul Scherrer Institute. He joined Telejob's IT team in November 2017.

**Omid Maghazei**

Co-Director for PolyHACK 2018

Omid is a PhD student in the Department of Management, Technology, and Economics (D-MTEC) at ETH Zurich. His PhD is about industrial applications of drones in manufacturing operations. He joined Telejob as a Co-Director of PolyHACK 2018.

Carmen Weber

Vice President for Customer Relations

Carmen is a PhD student at the Institute of Biochemistry at ETH. She joined Telejob in 2016 to organize career events and manage customer relations. If she isn't busy catching up with her yeast cells, you'll probably find her happily buried under a pile of cello music.

**Chi Zhang**

Co-Vice President for Technology

Chi is a PhD student at ETH Zurich. With the belief in the value of matching demands and supplies, he joined Telejob, the organization with a critical role in matching demands and supplies, in 2017. Chi handles the operation and maintenance of Telejob and ETH Get Hired websites, and supports the strategy team with customer data analytics.

Besides science and business, Chi indulges himself in the world of classical Chinese poetry during leisure time.

Barbara Ziffels

Vice President for Student Relations, Co-Director of PolyHACK 2017

Barbara joined Telejob in summer 2016. Since then, she is responsible for marketing projects of Telejob and ETH Get Hired. She organizes different seminars and events to help students finding their dream job and adapting to work life.

Barbara is doing her PhD in the field of cancer immunotherapy at the Institute of Pharmaceutical Sciences (ETHZ). When not being in the lab, one can find her in the mountains while hiking, skiing or spending her free time to learn Italian.



Administration



Ursula Bürgin

Chief Operating Officer

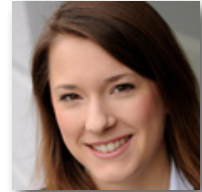
Ursula provides much more than only administrative support to the Telejob members. She is responsible for the operation of ETH Get Hired. She likes music, reading, Italy, playing cards, the mountains and much more...

Team Members

Kirstin Casdorff

Vice President for Student Relations (til Spring 2017)

Kirstin finished her PhD in Wood Materials Science (ETHZ). Since the beginning of her thesis, she joined Telejob, where she organized events and fairs to connect students and employees. Coming from Hamburg, she used to go sailing in her free time, now she is discovering the Alps on hiking trails.



Yvonne, Kit Wan Chui

Communication Specialist, Student Relations, Customer Relations

Yvonne has worked years as Program Coordinator for various academic programs at the universities in Hong Kong. She completed her Master's Degree in Health Sciences at the University of Lucerne in 2016 and now works as Scientific Assistant at the Swiss Paraplegic Research.

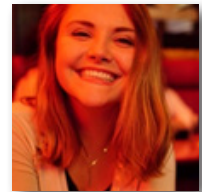
Yvonne enjoys working in academia and meeting people of different cultures. She joined Telejob since 2017 to coordinate projects with Customer Relations and Student Relations teams. She also serves as Communication Specialist taking charge of Telejob's publications including the annual report.

Mila Lewerenz

Core Member of PolyHACK 2017

Mila is about to finish her studies at ETH with a focus on physics and material science in the micro- and nanoscale. Next to her studies, she is usually unable to stand still and needs to explore Zurich, the cultural landscape of it and all that is offered in and around ETH. Being curious about nature, she enjoys exploring and influencing the creative process.

In 2017, Mila joined Telejob to help with PolyHACK, especially being involved in the program conception. When she is not out and about, you'll probably find her with her nose in a book.



Bonnie Qian

Technology, Co-Founder & Co-Director for PolyHACK 2017

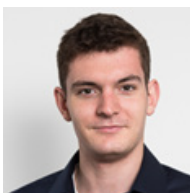
Bonnie studied Physics and is now doing a PhD in Complex Networks at ETH. She can basically calculate paths within your social network and how that can lead to the perfect job. If not in the lab or biking around town, you can find her solving problems on the boulder blocks.

Sabine van Schie

Student Relations

Sabine joined Telejob in summer 2017, a couple of months after starting as a PhD student in the Institute of Biochemistry (ETHZ). Over the next four years, she will be tackling the question of how the membranes of yeast cells are formed and how their composition is maintained.

In Telejob, Sabine coordinates seminars to guide students with their finances and health insurance. She also organizes company visits to connect students with potential employers. In her free time, she enjoys dancing, going to concerts, or exploring the Swiss mountains.



Roland Schöbi

IT Specialist and Project Leader ETH Get Hired Version 2.0

Roland finished his PhD at ETH Zurich on concepts beyond probability theory in the context of uncertainty quantification. He joined Telejob in 2017 and worked primarily in the IT department and Service Provider Relations.

Consultants

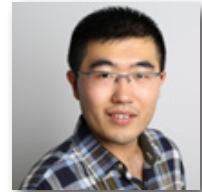


Christian Bolesch

Treasurer and Executive Vice President (until Sept 2017), Co-Founder and Co-Director for PolyHACK 2017
Christian earned his Bachelor's degree at the Physics department at ETHZ. He continued with the Nuclear Engineering Master's and is now working on his experimental PhD at the ETH nuclear lab. From mid 2016 to end 2017, Christian was Executive Vice President and Treasurer of Telejob, primarily looking after the well-being of Telejob's finances and helped the president with organizing Telejob itself.

Louie, Yu Liu

As Telejob's president between 2016 and 2017, Louie implemented a new team and accounting structure to match the business model of ETH Get Hired and the non-profit philosophy of Telejob. During his presidency, he introduced a new management concept to effectively coordinate the fragmented time of volunteers. Together with his team, Louie improved the IT infrastructure and adopted professional accounting practices to boost the operational efficiency of Telejob's business.



Florian Thöle

Florian is a PhD student in Materials Theory at ETH and helped Telejob to get ready for the future. Previously, he was involved in AVETH, the association for scientific staff at ETH. He likes to teach people how to code, and can be found climbing and hiking in the mountains in his free time.

Eugen Zraggen

With engineering background, Eugen is a management consultant at McKinsey and the former president of Telejob. He is also the co-founder of ETH Get Hired. During 2017, Eugen participated in numerous Telejob events as a guest of honor inspiring the team greatly with his experience as former president.



10. Acknowledgement

First of all, Telejob thanks all employers and job seekers using and trusting our products and services. Your support gives our work purpose. We will continue to strengthen our services and are fully committed to help you find your dream job.

Secondly, Telejob would like to express sincere gratitude towards all Telejob members. Your dedication and skills make Telejob exceptional. With our strong team spirit, Telejob delivered a remarkable performance in 2017, so THANK YOU ALL!

Thirdly, Telejob is grateful to our close partners – our umbrella association AVETH and ETH Career Center. Without your partnership, our achievements would not be possible.

Last but not least, Telejob would like to express special thanks to...

...Christian Bolesch (former Executive Vice President and Treasurer), Roger Stark (current Treasurer) and Christos Lataniotis (former Vice President for Technology and current Project Leader for Moonshot), for your extraordinary contribution to Telejob. You are the leading forces of Telejob.

...Eugen Zgraggen, former Telejob president and co-founder of ETH Get Hired, for your continuous support during the year and dedication to our team events. Your presence and guidance were invaluable for us.

...Kit Wan Chui, Telejob communication specialist as well as the editor-in-chief for this annual report. Telejob is thankful for the high effort and quality of your contribution.

telejob

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