

欢聚时代
YY Inc.



ENTERPRISE BROCHURE

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About YY
关于欢聚

连续孵化上市公司的创业军团
Continually Incubating Listed Companies



集团简介 Company Profile

欢聚时代集团于2005年4月成立，是一家面向全球化的社交媒体平台，2012年11月21日在美国纳斯达克上市 (NASDAQ:YY)。旗下业务覆盖直播、短视频、社交、电商、教育、金融等领域，核心产品包括 YY直播、虎牙直播、imo、BIGO LIVE、Likee、HAGO等。其中虎牙直播于2018年5月11日在美国纽交所上市 (NYSE:HUYA)，成为集团内部孵化的首家上市公司。欢聚时代于2019年3月全资收购海外视频社交平台BIGO。

欢聚时代集团的核心战略是专注“全球化”和“人工智能”。一方面，我们坚定不移地展开全球化战略，加速海外布局，扩大国际影响力，使我们成为世界领先的视频社交平台公司。另一方面，全面转型成为以人工智能技术为核心的公司。以用户需求为导向，以人工智能技术赋能，为用户创造更加多元化的场景和更加愉悦的体验。

目前集团员工超过7000人，65%为研发人员。我们的使命是“改变世界的沟通方式”。我们旨在通过不断打磨自身的技术优势，成为一个中国互联网界极具特色的全球化企业。

Founded in April 2005, YY Inc. (“YY” or the “Company”) is a leading global video - based social media platform. It was listed on the NASDAQ on November 21, 2012. From live streaming, short form video, social network, e-commerce, education and Internet finance, YY develops and delivers a variety of services such as YY LIVE, Huya, imo, BIGO LIVE, Likee, HAGO. Huya launched IPO on NYSE on 11th May 2018 and became the first successful listed case of internal incubation. YY completed the acquisition of BIGO, a fast - growing global tech-driven social media company, in March 2019.

YY aims at two core strategies, “Globalization” and “Artificial Intelligence”. We commit to accelerate our globalization process and expand our international influence, so as to become a global leading video-based social media platform. In addition, we strive to transform into a technology company taking artificial intelligence as the core, which helps to create more diversified opportunities for users to interact and a better experience for our users.

Today, there are over 7,000 employees in YY Group, and 65% of them are engineers. Our mission is to “create a better way for communication”. We aim to become a characteristic and globalized enterprise in China’s Internet industry via continuously upgrading our technological advantages and enhancing our influence towards the international.

NASDAQ:YY



从2005年成立至今，欢聚时代集团以直播为主航道，不断探索更多可能性，创新创业精神一直是根植在每一个欢聚人血液里的基因，我们也因此成为一个连续孵化上市公司的创业军团。2012年11月21日，欢聚时代率先登陆纳斯达克。

Since being established in 2005, YY has been exploring more possibilities while focusing on live streaming. Innovation and entrepreneurship are always rooted in genes of every YY member, therefore YY becomes an entrepreneurial group continually incubating listed companies. On 21st November 2012, YY took the lead and was listed on the NASDAQ.

虎牙直播是致力于技术驱动娱乐的弹幕式互动直播平台，累计注册用户2亿，为用户提供高清、流畅而丰富的互动式视频直播服务。2018年5月11日，虎牙直播正式在纽约证券交易所挂牌交易，成为中国第一家上市游戏直播平台。

Committed to technology-driven entertainment, Huya LIVE is an interactive live streaming platform featuring real-time commentary subtitle system, providing 200 million registered users with rich, smooth and high definition video streaming. On 11th May 2018, Huya LIVE officially became a NYSE listed company and was the first listed game broadcasting platform in China.

NYSE:HUYA



- 2019** ● 以近22亿美元估值全资收购BIGO
Acquired BIGO at a valuation of 2.2 billion US dollars
- 2018** ● “虎牙直播”在美国纽交所上市，同年虎牙市值破百亿
“Huya” was listed (NYSE: HUYA), and its market cap hit over 10 billion in the first year of its IPO
- 2017** ● 集团旗下电商平台“一件”上线
Launched “Yijian”, an e-commerce platform
- 2016** ● 布局小游戏社交平台
A new gaming social platform was built
- 2015** ● YY注册用户破10亿，BIGO布局海外
BIGO commenced its overseas plan, and registered users of YY reached one billion
- 2014** ● 推出“100教育”、“虎牙直播”两个独立品牌
“100 Education” and “Huya” were officially founded
- 2013** ● YY作为湖南卫视《快乐男声》官方互联网视频互动平台
Hunan TV assigned “YY” as the official communication platform for the singing competition “Super Boy”
- 2012** ● 启用集团新品牌“欢聚时代”，并在美国纳斯达克上市
Our company was listed on NASDAQ and its new brand name “YY Inc.” was announced
- 2011** ● 开通YY教育频道，开启全新在线教育模式
Launched YY Education, started a new business in the education domain
- 2010** ● YY.COM、YY移动端相继上线，娱乐直播开创打赏行业模式
Launched web and mobile version of “YY”, created the virtual gift business model for live streaming industry
- 2009** ● YY语音同时在线用户破200万
YY Client served two million users simultaneously online
- 2008** ● 推出YY语音软件
Launched YY Client, a PC-based chat software
- 2007** ● 多玩网站流量破2000万
Unique visitors of “Duowan.com” exceeded 20 million
- 2006** ● 多玩网站流量破1000万
Unique visitors of “Duowan.com” exceeded 10 million
- 2005** ● 多玩游戏网上线
“Duowan.com” was launched

业务布局 Products



YY直播

YY直播 (<http://www.yy.com>) 是国内网络视频直播行业的奠基者,是国内最大的泛娱乐直播平台之一。目前 YY 直播包含音乐、脱口秀、舞蹈、户外、体育、游戏等 60多个内容品类,通过人工智能技术实现用户和内容的精准匹配,为用户提供高清、流畅而丰富的互动式视频直播服务。YY直播是直播行业公会生态的创立者,拥有一个由用户、主播及公会共同组成的活跃的直播生态系统。YY直播移动端月活跃用户近 4000万,有超过 150万星级主播,平台签约公会近 3000个。

YY LIVE (<http://www.yy.com>) is both the pioneer of live streaming services provider and the biggest live streaming social media platform in China. With our latest artificial intelligence technology, users can enjoy an interactive and immersive entertainment experience through more than sixty channels including music, talk shows, dance shows, outdoor activities, sports, and games.

YY LIVE has created a vibrant ecosystem of performers, guilds and users. On average, YY LIVE has nearly 3000 guilds, over 40 million monthly active users and over 1.5 million popular hosts.



虎牙直播

虎牙直播是中国领先的游戏互动直播平台,由欢聚时代投入核心技术与优势资源打造,为用户提供高清、流畅而丰富的互动式视频直播服务。

虎牙直播,拥有超过 2600款游戏直播,与超过 110个电子竞技组织合作主办或直播了超过 510场电竞赛事,覆盖 PC、Web、移动三端。目前,虎牙已逐步引入多元化直播品类,拥有包括网游竞技、单机热游、手游休闲、娱乐天地 4大品类近 300个特色频道,涵盖电子竞技、音乐、体育、美女、户外、真人秀、综艺、娱乐、美食等热门内容。

Huya LIVE is leading the live streaming industry in China's gaming sector. It is a platform with the idea of providing the best interactive video broadcasting service that was originated in YY Group.

Just with a personal computer, a web browser or a mobile phone, people can easily watch over 2600 types of games live streaming on Huya. Huya LIVE has built up relationship with over 110 e-sports event organizers, and hosted over 510 e-sports activities. The content provided on Huya is really diversified, not only could users find almost everything related to e-sports and gaming, but they can also look for contents in areas of music, sports, beauties, outdoor activities, talent shows in 300 specialized channels.



HAGO

HAGO,是 2018年 4月欢聚时代在海外上线的基于小游戏的社交网络平台,在短短半年时间内移动端月活跃用户就超过 2500万,截至 2019年第一季度覆盖全球 43个国家和地区,用户日均使用时长超过 1小时。持续数月在印尼、越南等国家和地区蝉联 Google Play 和 App Store 最受欢迎应用榜首。

HAGO is a leisure game social media platform that was launched in April 2018. It has reached over 25 million monthly active users six months after its debut. HAGO can be accessed in 43 countries and region worldwide, people spend over one hour daily average on HAGO, according to data collected in the first quarter of 2019. It has been the most popular App on both Google Play platform and App Store for months in Indonesia, Vietnam and many other regions.



BIGO LIVE

BIGO LIVE是一个全球视频直播社交平台,在这里,用户可以直播精彩生活瞬间,展现个人才艺,参与即时互动和送出虚拟礼物,与全球用户一起观看丰富多彩的直播内容。目前,BIGO LIVE已经登陆 150多个国家和地区,是全球领先、发展速度最快的视频直播平台。

BIGO LIVE is a global live video social platform where users stream the live to show their life moments, showcase their talents, interact and send virtual gifts in real time, and enjoy fun live sessions with people worldwide. The app has been launched in more than 150 countries and regions.



Likee

Likee是全球领先的短视频创作平台,同时也是全球最大的短视频特效拍摄和编辑工具。Likee于 2017年 7月上线,目前已是世界上最受欢迎的应用之一。Likee的使命是让每个人都能轻松地一键制作出令人惊叹的短视频,时刻记录美好瞬间,探索更多有价值的内容,发现身边有趣的人,并认识更广阔的世界。Likee适用于 iOS 和 Android 操作系统。

Likee is a prominent global short video creation platform, with cutting-edge special effects video shooting and editing tools. Likee was released in July 2017, and is now one of the world's most popular apps. Our mission is to make it easy for everyone to create amazing videos and record memorable moments. We hope that everyone could explore valuable and interesting discoveries, as well as enjoy a wider world. Likee is available for iOS and Android operating systems.



imo

imo是一个全球视频社交平台。在这里,用户们既能在 imo上自由的发消息和打电话,又能分享他们生活的瞬间。目前,imo已经连接了全球超过 2亿用户和他们的朋友及家人,是全球领先的通讯和社交平台。

imo is a global video communication platform, which enables users to stay in touch with family and friends and share their life moments, anytime and anywhere. As a worldwide leading social platform, imo has created connections for over 200 million users with their families and friends.

Work & Life

人 在 欢 聚

拼搏有实力·生活有乐趣·同行有温度

Gain strength at work · Have fun in life · Receive care from companion

欢聚领军人 YY's Leaders



李学凌 David

欢聚时代董事长兼首席执行官 CEO

- 2003年, 担任网易总编辑
- 2005年, 创立多玩游戏网
- 2012年, 《财富》中文版“中国40岁以下的商界精英”榜单第16位
- 2017年, 《2017胡润IT企业家榜》第50位
- 2003, served as Netease's Chief Editor.
- 2005, created Duowan.com.
- 2012, ranked the 16th on the list of China's Business Elites under 40 issued by FORTUNE China.
- 2017, ranked the 50th on Hurun IT Rich List.



金秉 Bing

欢聚时代首席财务官 CFO

- 曾担任瑞信亚太区投资银行及资本市场中国科技产业组主管, 在职期间曾与多家在美国上市的中国科技公司合作, 进行过多种类型的融资和并购交易
- Served as the Head of China Technology, Investment Banking and Capital Markets, Asia Pacific, at Credit Suisse. During his tenure at Credit Suisse, Mr. Jin worked with many U.S. listed and private Chinese technology companies for various financing and M&A transactions.



李婷 VV

欢聚时代总裁兼首席运营官 COO

- 2011年加入欢聚时代, 此前曾在腾讯科技任职产品经理
- 凭借自身在互联网产品设计和运营方面的丰富经验, 负责 YY 整体平台产品生态搭建, 先后带领多项业务孵化成长为公司的核心业务
- Served as Product Manager at Tencent and joined YY in 2011.
- With rich experience in management and designing Internet products, she built the ecosystem for all YY's products and led new businesses to grow as core businesses.



鲁鹏俊 Jeff

欢聚时代首席技术官 CTO

- 人工智能领域资深专家, 拥有百度、Google等公司超过12年的科技行业管理经验
- 任职百度搜索广告高级总监期间, 带领团队首次将尖端人工智能技术引入凤巢系统, 连续两年拿下百度最高奖
- 在Google 工作8年, 带领全球广告核心团队, 以每年20亿美元的创收项目拿下Google 创始人奖, 并多次获取组织奖
- Senior artificial intelligence expert, having over 12 - year managerial experience in Google, Baidu and other technology companies.
- Former senior director of Baidu advertising, led a team to introduce cutting - edge AI technologies to Phoenix Nest and won the Baidu top award two years in a row.
- Having worked 8 years at Google, he led global advertising core team to win the Google Founders' Award with a program earning 2 billion dollars yearly.

欢聚青年志 Power of Youth



Dexter Fang

- 管培生
- 2018年毕业于加州大学伯克利分校
- 接受轮岗历练，入职2个月从0到1主导开发游戏工具类产品，上线2个月产品验证核心价值，DAU峰值突破80万，并逐步向社区类产品转型
- Trainee
- Graduated from University of California, Berkeley in 2018
- During rotation training, Dexter led developing a game tool from 0 to 1 after joining YY 2 months. The product validated its core values after being published 2 months, reached the peak of 800,000 DAU, and was gradually transferred to a community product.



七七

- 管培生
- 2018年毕业于纽约大学
- 接受轮岗历练，运营岗3个月主导完成两个国家冷启动，产品岗2个月助力团队提前完成季度目标，个人独立负责的首个营收活动运营期间营收突破日均10万
- Trainee
- Graduated from New York University in 2018
- During positional rotation, Songqi led completing cold-start in 2 countries at operational position for 3 months, and assisted a team achieving quarterly goal in advance as product manager for 2 months. The first revenue-generating activity that she was independently responsible for created daily income of more than 100,000.



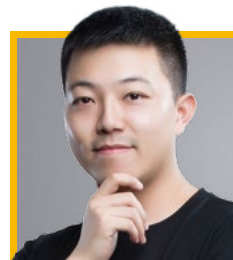
Eli Tang

- 语音社交业务负责人
- 2016年毕业于中山大学
- 毕业2年接手月入千万的营收产品，成为项目第一负责人，从0开始重新搭建团队，运营不到一年实现收入翻番，团队成员超50人
- Voice-based Social Business Manager
- Graduated from Sun Yat-sen University in 2016
- After having graduated 2 years, Eli took over a program creating monthly revenue of 10 million which was doubled in less than a year under his management, while he established the team from only himself to over 50 members.



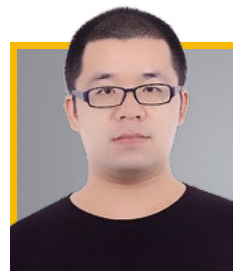
猩球

- 营收部玩法组负责人
- 2015年毕业于暨南大学
- 毕业3年带领玩法组设计日进千万的直播营收玩法，主导的多个玩法被直播竞品跟进模仿
- Head, Play Rules Sector, Revenue Department
- Graduated from Jinan University in 2015
- After 3 years of graduation, he led the team to design play rules to create daily revenue of over 10 million from live streaming, and these rules are followed and imitated by competitors.



Tim

- 直播流量生态负责人
- 2013年毕业于西北大学
- 毕业2年晋升管理干部，5年晋升公司副总经理，带领团队打造出行业标杆式直播生态
- Live Broadcast Traffic Ecosystem Manager
- Graduated from Northwest University in 2013
- Tim was promoted to manager after 2 years of graduation and deputy general manager 5 years later, and led a team to build live streaming ecosystem recognized as industry benchmark.



QB

- 海外项目负责人
- 2012年毕业于中国科学技术大学
- 毕业2年即实现项目孵化，项目上线第一年实现日活50万，上线5年实现营收50亿+
- Overseas Project Manager
- Graduated from University of Science and Technology of China in 2012
- After having graduated 2 years, he incubated a program that reached 500,000 DAU in the 1st year and generated revenue of over 5 billion after 5 years since it was published.

欢聚青年志 Power of Youth



Gu Yang

- 机器学习工程师
- 2017年毕业于中山大学
- 为平台直播提供违规内容识别服务,有效提升直播的图像类总违规识别率,将色情违规工单的识别率提升95%以上

- Machine Learning Engineer
- Graduated from Sun Yat - sen University in 2017
- Provided identification service for content violating regulations on live streaming platforms, effectively improved recognition rate for images going against guidelines, and the rate for detecting pornography content was raised to over 95%.



Hiccup

- 推荐算法工程师
- 2017年毕业于上海交通大学
- 毕业1年多,参与公司两款主打产品的推荐系统优化,主导并上线了三期推荐算法策略,显著提升用户观看时长、点击率、留存率等核心指标

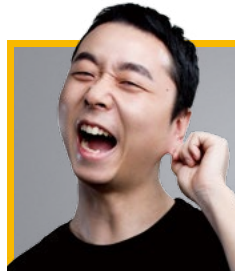
- Recommendation Algorithm Engineer
- Graduated from Shanghai Jiao Tong University in 2017
- After over one year of graduation, Hiccup joined in optimizing recommendation systems for two flagship products, led and applied three recommendation algorithm solutions, which significantly improved core indicators like viewing time, click-through rate and retention rate.



Sheila Zhou

- 视频算法工程师
- 2017年毕业于新加坡南洋理工大学
- Thunderbolt SDK开发,提供对外音视频服务,增加公司的技术业务竞争力; mshow开发,为公司金牌项目年度盛典的稳定输出和高质量线上直播保驾护航

- Video algorithm engineer
- Graduated from Nanyang Technological University in 2017
- Sheila has participated in developing Thunderbolt SDK which provides external audio and video services, effectively improving core competitiveness in the technology business; Mshow, a tool for live streaming, has offered strong support for stable and high - quality live broadcast of company golden project named Annual Event.



Yin Chunji

- 高级图形算法工程师
- 2017年毕业于浙江大学
- 毕业2年,将公司的人脸重建与生成做到行业领先水平,助推公司AI战略发展

- Senior Graphics Algorithm Engineer
- Graduated from Zhejiang University in 2017
- Having graduated 2 years, Yin contributed to improving YY' s face reconstruction and generation to advanced level in the industry, thus facilitated the company' s AI strategic development.



Wang Xuewen

- 视觉算法工程师
- 2016年毕业于华中科技大学
- 作为核心成员参与人脸识别项目开发,提出的解决方案在定位准确度、稳定性、运行效率等核心指标上,都达到了业内领先水平

- Vision Algorithm Engineer
- Graduated from Huazhong University of Science and Technology in 2016
- As a core member participating in developing face recognition program, his solutions reach industrial advanced level in terms of key indicators like positioning accuracy, stability and operating efficiency.



Vincent Ming

- 游戏玩法策划
- 2016年毕业于清华大学
- 最早加入公司战略级出海项目 HAGO 的游戏策划,产出多个爆款小游戏,助力项目霸榜印尼谷歌下载榜前 3 名半年以上

- Game Designer
- Graduated from Tsinghua University in 2016
- As the earliest game designer for Hago, YY' s strategic overseas program, Vincent developed a series of popular mini games and contributed to Hago staying in top 3 on the list of most - downloaded Google Play applications in Indonesia for over half a year.

培训发展体系 Training and Development

在公司,成长是有计划和被管理的。公司有面向内部员工的“欢聚学院”,全面跟进每一位员工的成长,为每一位员工发展提供了强有力保障。培训发展体系以公司战略发展为导向,以人才成长生命周期为依托,支撑打造互联网铁军。

YY provides staff with systematic plan for professional development. Our “Huan Ju Academy” follows up and supports the growth of each employee. To build an Internet iron army, we applied a training system guided by the company’s strategic development and an evaluation system based on the life cycle of talent growth.

新人融入 | Orientation Training

校招新人
Graduates

领航工程 · IDP
Navigator Project · IDP (Individual Development Plan)

社招新人
Professionals

Y 橙计划 · NDP
Orange Plan · NDP (New Employee Development Plan)

专业发展 | Professional Development

技术提升
Technology

技术分享季 · TP 产品思维计划 · 黑客马拉松
Technology Sharing Season · Product Thinking Program · Hackathon

产品运营
PM / OM

产品运营干货分享季 · 商业 / 产品思维训练营 · PM 高潜人才梯队建设
Sharing Season · Business / Product Thinking Training Camp · PM High-potential Talent Training Plan

领导力加速 | Leadership Improvement

个体发展
Individual

自我认知诊断系列 · 个人发展辅导 · IDC 管理经历复盘
Self-recognition Diagnosis · Personal Development Counselling · Management Experience Review

团队建设
Team Building

管理技能课 · 团队融合 · 项目复盘工作坊
Management Skill Lessons · Team Building · Project Case Study Workshop

组织融合
Organization

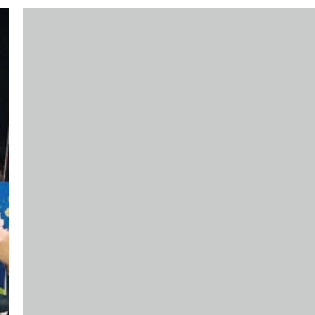
六个盒子诊断会 · 目标共识会 · 组织协同复盘工作坊
Six - Box Model Diagnostic Meetings · Goal Consensus Meetings · Organization Synergy Case Workshop



黑客马拉松:开发者的 48 小时 coding 狂欢盛宴
Hackathon: 48 - hour coding feast for developers



产品 PK 赛:创新产品孵化风暴中心
Product PK competition: a hub for creative products incubation



技术 & 产品 & 运营分享季:内部开放交流平台
Technology & Product & Operation Sharing Season: a platform for internal open communication



校招新人培训 Training for College Graduates



旨在打造有能力、有动力、有效率的互联网新生力，通过拓展训练、制度培训、学长交流、工作模拟、高管分享、专题系列培训等方式，帮助毕业生实现从学校到职场、从学生到职业人与欢聚人的转身。

Aiming at building a competent, self-motivated and efficient Internet new force, we provide graduates with outward bound training, introduction to company regulations, themed workshops, working scene simulation and sharing from experienced employees and senior executives, to facilitate the transformation from students to professionals.

领航工程 | Navigator Project

基础培训

Basic Training

结构化思维 · 职业规划 · 职业化素养

Structured Thinking · Career Planning · Professional Competences

技术提升

Technical Training

技术Y萌计划 · 10X程序员工作法

Technology Development Program · Becoming a 10x Engineer

产品运营

PM / OM

产品 & 运营Y萌计划 · 产品PK赛 · 客服轮岗

Product & Operation Plan · Product Competition · Customer Service Rotation

领航 180 天 | 180 — Day Training

STEP 1

校招录取 · 在线融入

Recruitment · Online Training

STEP 2

封闭培训 · 到岗实习

Closed Training · Internship

STEP 3

试用期 · 跟踪期

Probation · Follow - up

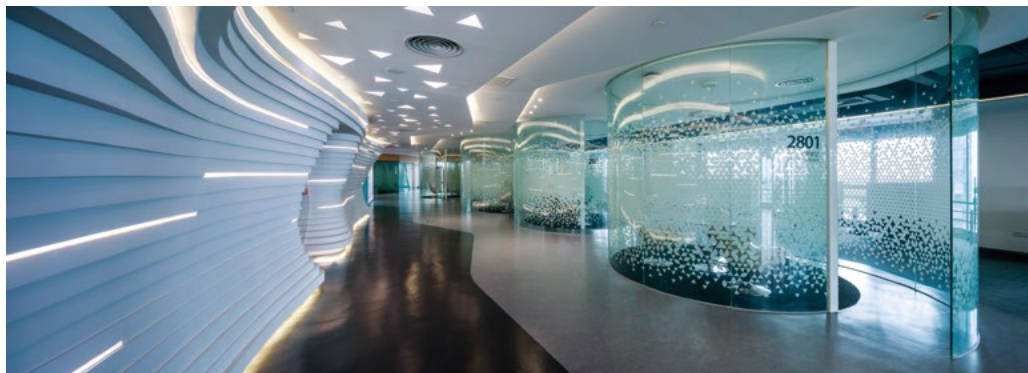
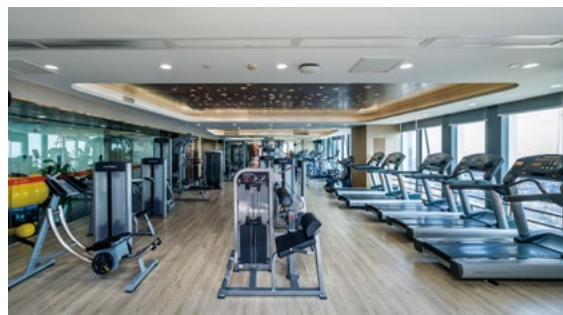
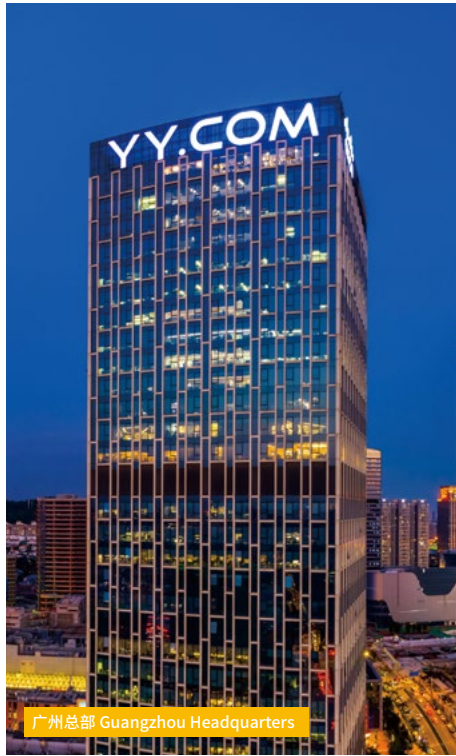
IDP 个人发展计划

IDP (Individual Developmet Plan) 个人发展计划，面向校招新人，助力职场转变；旨在帮助校招新人与导师，通过小型敏捷 workshop，快速促动导师与新人的磨合，提高导师辅导力度，帮助新人快速成长。

The program involves small Agile workshops to accelerate the interaction between tutors and graduates for their quick growth.



公司环境 Working Environment



文化生活 Cultural Life



欢聚时代每年都会举办精彩纷呈的集团年会，旨在为广大员工开启更美好的一年。此外公司每年有多个精彩节日活动。员工之间拥有类别众多的俱乐部，工作之余，在这里都能找到志同道合的伙伴。

YY holds wonderful Annual Meeting to wish staff a fabulous new year. The company also celebrates various festivals. Diversified clubs provide opportunities to meet common-interest friends.



吸猫兴趣组
Cats Club

汪星人兴趣组
Dogs Club

手办社群
Garage Kits Club

户外社群
Outdoors Club

羽球协会
Badminton Club

篮球协会
Basketball Club

足球协会
Football Club

乒乓协会
Table Tennis Club

摄影协会
Photography Club

游泳协会
Swim Club

舞蹈协会
Dance Club

吉他协会
Guitar Club

书法协会
Calligraphy Club

桌游协会
Board Game Club

Cosplay Club
Cosplay Club

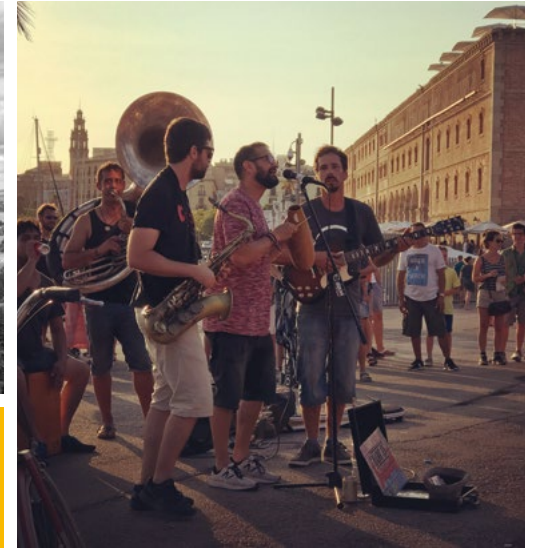
吃货社群
Gourmet Club

欢聚旅游季 Travel Season



公司每年有旅游假期及旅游补贴，旨在鼓励和支持大家出海看世界。内部员工可自行组队规划路线，无论是浪漫的土耳其，还是东京和巴黎，都曾留下欢聚人的足迹。

Each year our company provides leave and subsidy for travels to encourage and support employees to see more about the world. Staff in YY can plan tours as they like and they have been to romantic Turkey, Tokyo, Paris, etc.



生活福利 Employee Benefits



吃得讲究
Working Meals

自有饭堂 · 餐补 · 免费宵夜 · 咖啡机 · 周边商家刷卡打折
In-house Canteen · Meal Subsidy · Free late-night snacks · Coffee Machine · Discounts for Nearby Stores



居有定所
Accommodation

住房公积金 · 功勋员工无息房贷 · 人才落户 & 绿卡 · 子女入学
Housing Fund · Interest-free Loans for Core Employees · Permanent Residency & Green Card · Children Education



玩得轻松
Entertainment

年假 + 福利假 · 旅游假期 + 旅游补贴 · 团建费
Annual Leave + Welfare Leave · Travel Leave + Subsidy · Team Building Fund



健康第一
Health

补充医保 · 年度体检 · 员工援助基金 · 健身房 · 理疗室
Supplementary Medical Insurance · Physical Examination · Assistance Fund · Fitness Room · Physiotherapy Room



节日有礼
Gifts

开工大礼包 · 新年大礼包 · 端午节礼包 · 中秋节礼包 · 生日蛋糕
Gift for Starting Work · New Year Gift · Dragon Boat Festival Gift · Mid-Autumn Festival Gift · Birthday Cake



特色服务
Services

银行服务日 · 加班交通报销 · 笔记本补贴 · STYYLE 潮流周边
Bank Service Day · Transport Subsidy · Notebook Subsidy · STYYLE Peripheral Products



IPO Academy
欢 聚 I P O 学 院

互联网创新爱好者赋能平台
Empowering Internet Innovators

学院宗旨 & 寄语 Academy Goal

欢聚 IPO 学院，秉持“开放共享·合作共创”的理念，以“项目孵化及创业扶持”为手段，期待能与高校协同，达成“为有创造力的（I-Inspiring）、爱折腾的（P-Persevering）、渴望有所作为（O-Outstanding）的年轻人提供更多支持和机会，推进行业及行业人才生态圈的共同进步”的目标。

IPO Academy advocates openness, sharing and cooperation, facilitates program incubation and start-ups, and works with universities to provide opportunities and support to inspiring, persevering and outstanding young people, so as to promote development of the talent ecosystem and the industry.



黄勇健 Younger
IPO 院长 Academy Director | 人力资源副总裁 HRVP

“我们坚信年轻人就是互联网的未来，年轻人的创新创业能力是时代动力。我们创建欢聚IPO学院，希望能够给年轻人的成长发展提供更多支持和机会，一起创造无限精彩的互联网世界。”

“We firmly believe youth is the future of the Internet, and their capabilities of innovation and entrepreneurship drive the development of the era. Establishing IPO Academy is to offer more support and opportunities for young people’s growth and development, thus together we could create an Internet world of unlimited wonders.”



课程 & 活动 Courses & Activities

欢聚 IPO学院的课程，主要依托公司的实战场景经验，结合年轻人的学习需求来设计及共创，旨在为年轻人开拓眼界，实现赋能。以下仅为部分课程，更多精彩内容还在持续更新中，还可以校方和学生需求为切入开发新的专题。

The design of courses at IPO Academy combines real - work scenarios and learning needs of young people to empower them and broaden their horizons. The list below presents partial courses. We are continually updating the content and more themed courses can be developed based on the needs of students and universities.

类别 Categories	课题 Courses
产品 & 运营课 Product & Operation	YY 交友营收体系 YY Revenue Generation Mechanism
	YY 的百亿营收之路 YY’s Road to Earn 10 Billions
	钱该怎么花——佣金分配对业务驱动的常规打法 How to Spend Money — Regular Methods for Allocating Commission to Drive Business
	想到就做到——运营菜鸟如何提高自己的执行力 Just do it — How Newbie Enhance Execution
	活动设计中的数字游戏 Number Games in Event Design
	数据掘金——如何通过数据分析挖掘产品 or 运营方案需求点 Data Analyzing — How to Know Needs of Products & Operation
	UGC 进阶——从小视频产品运营看套路 UGC Advanced Course — Ways to Operate Short Video Products
	YY 用户画像洞察 YY Users Personas
	运营的基本套路 Basic Methods for Operation
	产品经理的技术思维 Technological Thinking of Product Manager
	产品经理的职业发展规划 Career Development Plan of Product Manager
	如何策划高热度榜单活动 How to Plan Events for the Hottest Topics

课程 & 活动 Courses & Activities

类别 Categories	课题 Courses
技术课 Technology	YY 的直播技术体系、直播技术优势 YY's Live Streaming Technological System and Advantages
	洞悉 AI·逐鹿未来 AI Insight: Competing for the Future
	跳舞识别项目分享 Sharing on Dance Identification Program
	手 Y 直播推荐系统介绍 Introduction to YY Live Recommendation System
	如何让苹果爸爸说 YES: 聊聊苹果审核的那些事儿 How to Make Apple Say YES: Apple Censorship
	PCYY 客户端架构介绍 (Qt 与 CEF) Introduction to PC YY Client-Side Architecture (Qt & CEF)
	App 发布规范与注意事项 App Distribution Guide
	数据处理基本技术和工具 Basic Technologies and Tools for Data Processing
	技术人员的职业生涯规划 Career Plan for Technologist



高校纷享会 University Sharing Sessions

与高校学院、创新创业空间密切沟通，调研学生需求，量身定制分享课程，助力成长，课程覆盖创新创业、技术产品运营、职业指导等类别。

Working closely with colleges and entrepreneurial hubs in universities, YY investigates students' needs and customizes sharing content covering innovation and entrepreneurship, technology, product and operation, and professional guidance.



企业开放日 YY Open Day

为高校学生提供免费到司参观及交流的机会，开放日全年举行，分技术季、产品季和运营季，根据主题每期嘉宾及互动环节会有所不同，同学可按需求报名，亦可主动组团申请到司参观。

We welcome college students to visit and communicate with us throughout the year. There are sessions for technology, product and operation with certain topics, correspondingly guest speakers and interactions are different. Students can apply as individuals or groups.

高校合作 University Cooperation

赞助或支持高校学生活动，活动可覆盖技术、娱乐、职业等领域，已参与过清华北大联合粤语歌大赛、中山大学软件创新赛、中山大学勇往职前挑战赛等活动。

We sponsor and support university student events in areas of technology, entertainment and career development, including Cantonese Singing Competition in Tsinghua University and Peking University, Software Innovation Contest and "You are Hired" Challenge in Sun Yat - Sen University and many other activities.





“欢聚时代HR”
公众号

