



MBA RECRUITING 2015-16



Plan Your Recruiting at Wharton

Below is a tiered list of best practices to select from as your company plans its approach to MBA recruiting. To learn more about the options below and how MBA Career Management (MBACM) can work with your company to create a recruiting strategy, please visit employer.wharton.upenn.edu.

PLAN

DEVELOP YOUR STRATEGY

- ▶ Determine your MBA recruiting goals
- ▶ Involve alumni and former interns
- ▶ Partner with MBACM to create an engagement strategy
- ▶ Review Wharton's policies

IDENTIFY

NETWORK WITH STUDENTS

- ▶ Search Online Resume Books
- ▶ Host an Employer Information Session
- ▶ Attend Networking Expos
- ▶ Engage with Wharton Clubs and Conferences
- ▶ Hold Coffee Chats
- ▶ Host Treks or "Days on the Job"

INTERVIEW

ENGAGE WITH STUDENTS OF INTEREST

- ▶ Interview in person or virtually via video conference
- ▶ Post on the Wharton MBA Job Board
- ▶ Send personalized emails
- ▶ Regularly communicate recruiting and interview processes/timelines

HIRE

EXTEND OFFERS

- ▶ Extend offers in line with Wharton's policies
- ▶ Stay connected with students throughout the decision-making process
- ▶ Provide opportunities for students to interact with your team or visit your office

✕ RECRUITING BLACKOUT DATES

SECOND-YEAR RECRUITING CALENDAR HIGHLIGHTS

FIRST-YEAR RECRUITING CALENDAR HIGHLIGHTS

2015 FALL SEMESTER

AUGUST 2015

SU	M	TU	W	TH	F	SA
23	24	25	26	27	28	29
30	31					

SEPTEMBER

SU	M	TU	W	TH	F	SA
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

NOVEMBER

SU	M	TU	W	TH	F	SA
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

OCTOBER

SU	M	TU	W	TH	F	SA
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

DECEMBER

SU	M	TU	W	TH	F	SA
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

* OR 4 WEEKS AFTER RECEIPT, WHICHEVER IS LATER

JANUARY 2016

SU	M.	TU	W	TH	F	SA
					1	2
3	4	5	6	7	8	9
10	QUARTER 3	12	13	14	15	16
17	MARTIN LUTHER KING JR. DAY (UNIVERSITY CLOSED)	19	20	FY FRP INTERVIEWS BEGIN	FY FRP	23
24	FY FRP	FY FRP	FY FRP	FY FRP	29	EARLIEST TRAVEL INTERVIEW DAY
31					FY EARLIEST OFFER DAY, 5PM ET	

FEBRUARY

SU	M	TU	W	TH	F	SA
	1	2	3	4	5	6
7	CHINESE NEW YEAR	9	10	11	12	13
14	PRESIDENTS' DAY	16	17	18	FY EARLIEST DECISION DAY, 5PM ET **	20
21	22	23	24	25	26	27
28	29					

** OR 3 WEEKS AFTER RECEIPT, WHICHEVER IS LATER

MARCH

SU	M	TU	W	TH	F	SA
		1	2	3	4	5
6	SPRING BREAK	SPRING BREAK	SPRING BREAK	SPRING BREAK	SPRING BREAK	12
13	QUARTER 4	15	16	17	18	19
20	21	22	23	24	GOOD FRIDAY	26
27	EASTER SUNDAY	28	29	30	31	

APRIL

SU	M	TU	W	TH	F	SA
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	PASSOVER BEGINS AT SUNSET	23
24	25	26	SPRING SEMESTER RECRUITING ENDS	READING DAY	READING DAY	PASSOVER ENDS AT SUNSET

MAY

SU	M	TU	W	TH	F	SA
1	FINAL EXAMS	FINAL EXAMS	FINAL EXAMS	FINAL EXAMS	FINAL EXAMS	7
8	FINAL EXAMS	FINAL EXAMS	11	12	13	14
		QUARTER 4 ENDS				
	15	PENN COMMENCEMENT	18	19	20	21
22	23	24	25	26	27	28
29	MEMORIAL DAY	31				



2016 SPRING SEMESTER

RECRUITING, INTERVIEW & OFFER POLICIES

The policies below encompass all events, interviews, and engagement with students whether on or off campus, including:

- Employer Information Sessions (EISs), Networking Expos, Coffee Chats
- Interviews (includes on- or off-campus and video conference interviews)
- Posting on the Wharton MBA Job Board
- Reaching out to students from the Online Resume Books
- Other networking outside of Wharton

CLASS ATTENDANCE

Students may not miss class or academic commitments for full-time or internship interviews, recruiting events, or travel related to those activities. Employers cannot require a student, as a condition of his or her employment candidacy, to interview at a time that conflicts with his or her individual academic schedule.

RECRUITING EVENTS

CLASS OF 2017 INTERNSHIPS FIRST-YEAR STUDENTS

First-year recruiting events may begin on October 19— there may not be any recruiting communications, single-firm events, or resume reviews prior to the start of recruiting on October 19.

CLASS OF 2016 FULL-TIME POSITIONS SECOND-YEAR STUDENTS

Second-year recruiting events may begin on September 9.

INTERVIEWS

First-year interviews may not begin before January 21. All first-year interviews taking place during the Focused Recruiting Period (FRP) from January 21 - 28 must take place in Philadelphia. January 29 is Earliest Travel Interview Day and first day permitted for out-of-town interviews

Full-time on-campus interviewing begins October 8. Interviews will continue throughout the academic year and must not conflict with class or academic commitments.

SECOND-ROUND INTERVIEWS

For second rounds scheduled during FRP (which must be in Philadelphia) students should be offered multiple timeslots. For second rounds scheduled after FRP students should be offered more than one date option to minimize conflicts.

For second-round out-of-town interviews students should be offered more than one date option to aid scheduling and minimize conflicts.

OFFERS & DECISIONS

Dates pertain to all interviews with Wharton candidates, whether on or off campus

Employers may not make first-year internship offers (verbal or written) before January 29 at 5:00pm ET. First-year students must be given until February 19 at 5:00pm ET or three weeks from the date of the written offer, whichever is later, to make an offer decision.

Second-year students who received full-time offers from their summer internship must be given until November 2 at 5:00pm ET, or four weeks from the date of the written offer, whichever is later, to make an offer decision.

Second-year students who received full-time offers from full-time recruiting must be given until December 1 at 5:00pm ET, or four weeks from the date of the written offer, whichever is later, to make an offer decision.

For a complete list of policies, please visit employer.wharton.upenn.edu



Wharton MBA Career Management
The Wharton School
University of Pennsylvania
50 McNeil Building
3718 Locust Walk
Philadelphia, PA 19104-6209

+1.215.898.4383
mbarecruiting@wharton.upenn.edu
employer.wharton.upenn.edu

Founded in 1881 as the first collegiate business school, the Wharton School of the University of Pennsylvania is recognized globally for intellectual leadership and ongoing innovation across every major discipline of business education. With a broad global community and one of the most published business school faculties, Wharton creates economic and social value around the world. The School has 5,000 undergraduate, MBA, executive MBA, and doctoral students; more than 9,000 participants in executive education programs annually and a powerful alumni network of 93,000 graduates.