



MBA Recruiters' Guide | 2010-2011

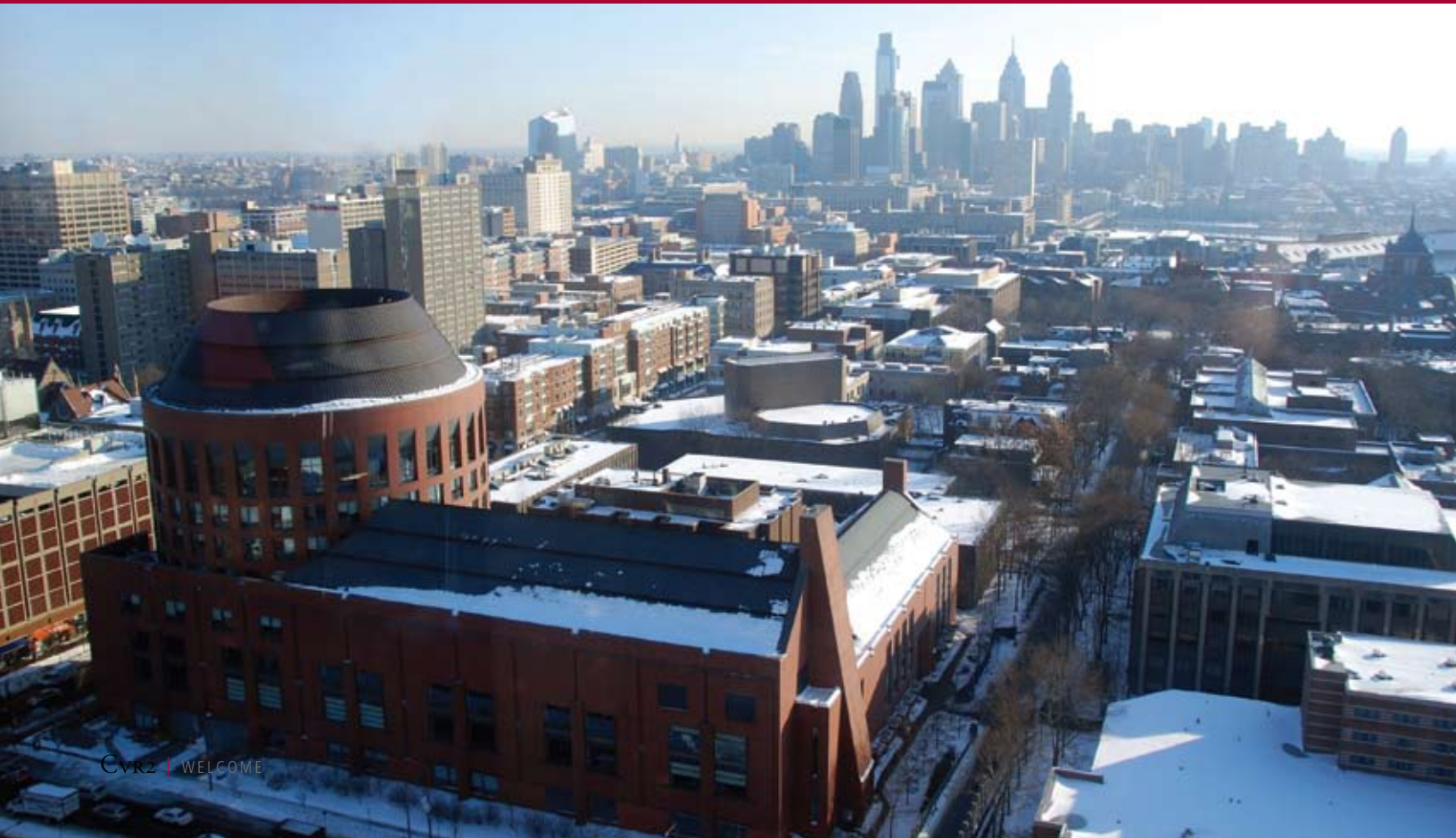


RECRUITING



Wharton
UNIVERSITY OF PENNSYLVANIA

THE WHARTON SCHOOL OF THE UNIVERSITY OF PENNSYLVANIA—founded in 1881 as the first collegiate business school—is **recognized globally for intellectual leadership and ongoing innovation** across every major discipline of business education. **The most comprehensive source of business knowledge in the world**, Wharton bridges research and practice through its **broad engagement with the global business community**. The School has more than 4,900 undergraduate, MBA, executive MBA, and doctoral students; more than 9,000 annual participants in executive education programs; an alumni network of 85,000 graduates; and 1.4 million subscribers to *Knowledge@Wharton*, the School's online business journal.



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WELCOME TO WHARTON



Dear Employer,

One of the great pleasures of our work with students at Wharton comes each fall when we begin to hear updates from our newly graduated class. As our former students engage with their new employers, and as our current students begin to reflect on their summer internships, they describe the energy they feel when putting their Wharton education into action. Their training has given them the foundations they need to thrive in new business environments—they are inspiring teams, solving complex problems, and diving into new projects with the kind of rigorous analytical thinking that Wharton is known for.

Such synergies would not be possible without strong relationships with employers and alumni, whose support is invaluable and whose insight and feedback we continue to welcome. Our team looks forward to partnering with you and introducing you to our talented students. In the coming months, their innovation and drive will shape our MBA program here in Philadelphia; in the coming years these same qualities will shape business practices around the world.

Sincerely,

J.J. Cutler
Deputy Vice Dean
The Wharton School

WHARTON OVERVIEW

Wharton MBA Students

Wharton's talented students are ready to make an immediate impact in your organization. They bring defined skills, grounded in teamwork and reinforced through application. From coursework that draws upon Wharton's unparalleled business knowledge, students are able to work across functional areas.

Students enter Wharton with proven leadership potential. Many have started and developed their own businesses; others have outstanding accomplishments in music and the arts; still others come with experience in information technology and education, in the military and the non-profit world. At Wharton, they continue to refine and hone their leadership skills through collaborative leadership development in learning teams and through participation in 100+ student clubs and conferences.

The Wharton MBA Program receives consistently high ratings from corporate recruiters, our peer schools, and leading business publications. To learn more, visit the website at www.wharton.upenn.edu/mba.





CLASS OF 2011 | *Admissions Profile*

Wharton MBA Program for Full-Time Students

Total Applicants	7,493
Students entering September 2009	862
Profile of Class	
International (Representing 70 countries)	37 %
Minority students of U.S. origin	29 %
Women	40 %
Average GMAT Score	720
Average Work Experience	5 years
Previous Industry Experience*	
Consulting	19 %
Investment Banking	12 %
Private Equity/Venture Capital	10 %
Technology/Internet/E-Commerce	8 %
Investment Management	7 %
Government/Military	6 %
Non-Profit	5 %
Health Care/Biotech	4 %
Real Estate	4 %
Media & Entertainment	4 %
Consumer Products	3 %
Retail	2 %
Other Services	8 %
Other Financial Services	7 %

* Note: Based on predominant experience pre-Wharton

Wharton Academic Majors

The Wharton MBA program is both rigorous and flexible. It combines a strong core curriculum with a wide selection of electives. Core classes develop essential business knowledge, while electives allow students to explore personal interests and build a single or double major. During the first year of the program, the core curriculum teaches critical skills such as finance, marketing, management, and operations. In the second year, students build on this base by selecting from nearly 200 elective courses. The breadth and depth of the core courses and electives enable students to take either a multidisciplinary approach or delve deeply into a single area. Throughout the program, classroom learning is complemented by hands-on experiences to foster leadership, communication, and collaborative skills.

Wharton students can shape their academic experience to meet their personal career goals through 18 major areas of study, which include an individualized option and several formal options for specialized study.



THE MAJORS OFFERED INCLUDE:

Accounting	Legal Studies and Business Ethics
Business and Public Policy	Marketing
Entrepreneurial Management	Marketing and Operations Management
Environmental and Risk Management	Multinational Management
Finance	Operations and Information Management
Health Care Management	Real Estate
Human Resource and Organizational Management	Statistics
Information: Strategy and Economics	Strategic Management
Insurance and Risk Management	<i>Individualized Major</i>



Wharton Faculty and Research

Wharton has one of the world's largest and most published business school faculties with 250+ standing and associated faculty members. Working across Wharton's 11 academic departments and more than 25 major research centers and initiatives, these faculty members bring a high level of interdisciplinary knowledge to bear on their research. Collaborating with the 12 world-class schools of the University of Pennsylvania and the Wharton/INSEAD Alliance, Wharton faculty create a powerful research nexus globally connected across Philadelphia, San Francisco, Singapore, and Fontainebleau.

Faculty work is disseminated throughout the global business community through publications, conferences, and online resources—influencing governments, economic policy, and business practice. Graduate and undergraduate students, as well as senior executives, benefit from this emerging research and are able to transform organizations across the globe as Wharton alumni.

Wharton's research centers and initiatives reflect the full diversity and rigor of research interests and activity at the School. Their work generates courses, academic programs, community outreach, published research, and partnerships among academics, government, and industry. For more information about Wharton's research centers and initiatives www.wharton.upenn.edu/faculty/research-centers-and-initiativ.cfm.



Knowledge@Wharton, the School's free biweekly, online business journal, provides worldwide access to Wharton's cutting-edge research and influential ideas, with 1.4 million subscribers in 200 countries. *Knowledge@Wharton* is now offered in Arabic, English, Spanish, Chinese, Indian, and Portuguese editions.

Wharton School Publishing reaches readers across the globe with books and tools from a select group of the world's foremost business thinkers.

FOCUS AREAS OF WHARTON RESEARCH CENTERS AND INITIATIVES

Entrepreneurship	Interactive Media
Environmental Management	Management and Leadership
Ethics	Operations Management
Family Business	Real Estate
Finance	Retailing
Global Initiatives	Risk Management
Health Economics	Social Impact
Human Resources	Sports Business
Insurance and Pensions	Technology and Innovation

Additional Wharton Programs

Wharton offices and programs that partner with employers include the Global Immersion Program, the Global Consulting Practicum, the Wharton Partnership Program, Wharton Executive Education, and MBA Admissions. For more information about these programs and ways your company can be involved, please see employer.wharton.upenn.edu.



The *Wharton Global Consulting Practicum* (GCP) is a cross-functional MBA course designed to bridge the academic and international business worlds as teams (comprised of 5 Wharton MBA students and 5 students from other leading international business schools) execute marketing and strategy consulting engagements for fee-paying clients.

GENERAL RECRUITING POLICIES

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. An employer's inflexibility on this issue will be considered a violation of Wharton's recruiting policies. In order to avoid class conflicts, MBA Career Management recommends that all first-year interviews outside of the Dedicated Interview Period take place on Fridays and Saturdays or on weekday afternoons/evenings from 3:00 pm to 9:00 pm in Philadelphia.

International Employers

International offices of U.S. domestic firms, as well as all international companies, will be held to the same recruiting schedule and requirements placed on U.S. offices/U.S. firms, barring exceptions pre-approved by MBA Career Management.

RECRUITING EVENT POLICIES

Second-Year Networking Expos

Company- and/or club-hosted recruiting events may not be held during the Second-Year Networking Expo event times.

Employer Information Sessions

For the 2010-2011 academic year, companies targeting both classes may choose one option below:

- A) Conduct a First-Year Only Employer Information Session (EIS) and participate in one of our Second-Year Networking Expos.
- B) Conduct one Combined First- and Second-Year EIS.

Timing of First-Year Recruiting Events

First-year targeted, single-firm Recruiting Events may begin on Thursday, October 28, 2010. Please also note that first-year resumes cannot be requested until Thursday, October 28, 2010. First-Year Only Employer Information Sessions begin on Monday, November 1, 2010.

Events targeted toward first-year students and held in Quarter 1 (from Wednesday, September 8, 2010, through Wednesday, October 20, 2010) must be multi-firm and educational events, not Recruiting Events.

RECRUITING WHARTON MBAs

Getting Started

The following pages highlight a variety of resources to help your company develop a strategy to recruit talent for full-time, internship, and advanced level positions. As you begin to plan your recruiting strategy, please contact the Recruiting Relationship Manager assigned to your industry. More details can be found on our website at employer.wharton.upenn.edu.

In an effort to optimize employers' effectiveness when recruiting Wharton MBAs, as well as enable a productive and positive experience for students, MBA Career Management requests that all employers familiarize themselves with the MBA Recruiting Policies. These policies are highlighted throughout this section on pages 6-11.

The MBA Recruiting Policies apply to all employers who seek to hire Wharton students, including international firms and international offices of U.S. domestic employers. All Recruiting Events should be coordinated through MBA Career Management and/or student club leaders to ensure effective scheduling and appropriate content.

Meeting and Networking with Students

Second-Year Networking Expos

Second-Year Networking Expos are open forums that provide employers with early-timed exposure to second-year students. Because second-year students are often more targeted in their job searches, the format of the Networking Expos focuses on direct student-employer interaction rather than broad informational presentations. Companies targeting second-year students may attend either a Networking Expo or host a Combined First- and Second-Year Employer Information Session.

EDUCATIONAL EVENTS – Student club-sponsored events such as themed speaker series, panels, and conferences that highlight industry trends, corporate best practices, and/or marketplace forecasts. Student club leaders may invite corporate representatives to participate in educational events, though events must retain a multi-firm, non-evaluative format, and may not involve the presence of recruiters.

RECRUITING EVENTS – Employer-sponsored sessions including, but not limited to, on-campus and off-campus employer events, open and closed events, general and targeted coffee chats/meetings, phone calls, video-conferences, emails (except for general notifications of upcoming events/presentations), prospective candidate dinners (including small, targeted dinners), lunches, breakfasts, and/or any other employer-MBA evaluative engagement.

“The amount of knowledge, skills, and practical expertise that I can now give to an organization or business is ten-fold what it was before I started the MBA program.” **TODD MORTENSEN | WG '10**

Dates & Times

There are three Second-Year Networking Expos scheduled in the fall.

- Monday, September 20, 2010 (5:30 – 7:30 pm EDT)
- Tuesday, September 21, 2010 (5:30 – 7:30 pm EDT)
- Wednesday, September 22, 2010 (5:30 – 7:30 pm EDT)

To obtain further information or discuss your company's involvement in one of the Networking Expos, contact your Recruiting Relationship Manager.

Employer Information Sessions

An Employer Information Session (EIS) is an educational presentation that allows companies to communicate their brand and mission, share information about career paths for MBAs, and network with students.

Planning Your Event

On- and off-campus EISs and other on- and off-campus recruiting events may be scheduled Monday through Thursday in the afternoon or evening. Your Recruiting Relationship Manager will work with you to find a suitable day and time. For a full list of dates and blackout periods, please refer to the MBA Recruiting Calendar inside the back cover.

Dates

- November 1, 2010 – December 9, 2010
- January 12, 2011 – April 26, 2011

RECRUITING TIPS

Employer Information Sessions

EISs typically consist of both a formal presentation and time for Q&A. To keep the 45-minute session dynamic and productive, we recommend the following tips:

- Limit the formal presentation to 20-25 minutes; reserve the remaining time for Q&A
- Include engaging content such as case studies, panels, or discussions on current business issues
- Avoid general overviews that may include material found on your website; share the insider's perspective
- Bring line managers as well as Wharton graduates
- Be prepared to respond to questions from students who are interested in global opportunities within your organization

Leveraging Wharton Alumni

Many recruiting organizations find that their communication with students can be enhanced by utilizing alumni who work within their organization. They add value by sharing how their experiences at Wharton enabled them to contribute to their current employer and position.

Wharton Team Captains

Assigning a Wharton alumnus(a) as a recruiting team captain is an effective way to augment your firm's recruiting process. Wharton team captains often act as a primary liaison to the student body, organize campus visits, and/or oversee recruiting at Wharton.





“The consistently high quality we experience—the crispness of the process, technology, and personal attention offered by the career office, wrapped around the impressive content of the students—continues to help distinguish Wharton as an admirable institution.”

ALYSIA WURST | INVESTMENT MANAGER | EARNEST PARTNERS, LLC

Locations

On-Campus: You may reserve a classroom on campus as a convenient location for your EIS. There is no charge for using classroom space in Huntsman Hall; however, companies are not permitted to provide food or beverages in the classrooms.

Off-Campus: You may choose to hold your presentation/reception at a local hotel. To do so, you must contact that venue directly to reserve a date and time. We ask that you keep our office informed of your arrangements along with any subsequent changes to these arrangements. For information on off-campus venues, please see the hotel list on our website.

Technology

All classrooms in Huntsman Hall are equipped with AV technology, which is available to you at no cost. If you are holding your presentation at an off-campus location, you must contact that venue directly to obtain information on the use of AV equipment.

Advertising

There are a number of ways to advertise your company's presence on campus. Our office will post a presentation description, as provided by the company, to the student calendar, SPIKE. Additional options include posting an advertisement in *The Wharton Journal* and/or purchasing a Student Mailbox Drop.

Please contact the Wharton Graduate Association (WGA) for details on these options once your EIS is confirmed. They can be reached at wga.wharton.upenn.edu by clicking “WGA Store.”

Employer Presentation Materials

If your company is holding an EIS off campus, please contact that venue directly for shipping details. If your company is holding an EIS in Huntsman Hall, please contact Corporate Advertising Services at 215.821.7859 or www.corpadservices.org for shipping and rate information. For a fee, Corporate Advertising Services will store and deliver your presentation materials to the event location. Please note that presentation materials must arrive at least three days prior to your EIS or an express charge will be added on to your order. Packages shipped to MBA Career Management will be returned to the sender.

First-Year Employer Networking Night

The First-Year Employer Networking Night (ENN) is a presentation and networking event designed to serve a limited number of employers who may be new to campus or who would like to increase their exposure to first-year students. The ENN, scheduled for October 28, 2010, groups multiple firms into industry- or function-focused tracks for presentation slots and concludes with a campus networking reception. Companies interested in learning more about the ENN, which replaces a company's Employer Information Session, should contact their Recruiting Relationship Manager.

ANNUAL MBA CONFERENCES

Consulting Conference	Global Business Forums: African Business Forum Asia Business Conference Wharton India Economic Forum	Media & Entertainment Conference	Technology Conference
Energy Conference		Private Equity and Venture Capital Conference	Wharton Women in Business Conference
Entrepreneurship Conference		Restructuring Conference	Whitney M. Young, Jr. Conference (sponsored by the Wharton African-American MBA Association)
Finance Conference	Health Care Business Conference	Social Impact Conference	
General Management Conference	Value Investing Conference Marketing Conference		

For more information on any of these conferences, please contact the MBA Program Office at mbaprogram@wharton.upenn.edu.

Additional Ways to Network with Students

There are many ways to interact with students as part of your overall recruiting strategy. Partnering with student clubs, participating in industry panels, or involving your company in a Career Trek can further expose your organization to Wharton students. Additionally, including Wharton MBA alumni in your events can provide valuable perspectives on how students can translate their Wharton experience during the recruiting and career decision-making process.

Partnering with Student Clubs

The Wharton Graduate Association (WGA) is the graduate student government organization. Under the WGA, more than 100 professional, community service, international/cultural, and social/special interest clubs are organized and run by students.

Professional clubs connect students who share similar interests and career goals and link those students with alumni and leaders in the relevant fields. Prior to the start of the academic year, each club is encouraged to set an agenda of events for the education of its members.

Social, international, and cultural organizations like the Wharton Hispanic-American MBA Association, Out for Business (the LGBT student organization), and the African-American MBA Association nurture an appreciation for diverse groups, while providing support for students who share similar backgrounds. The WGA is also comprised of student organizations that are based on geographic preferences such as the Asia, Europa, Philly, and Greater China Clubs. Clubs find employer participation a key component to the success of their events. For further details on the various clubs and information regarding the WGA, please visit the WGA website at wga.wharton.upenn.edu.

Wharton Conferences

Each year, Wharton students plan conferences that attract influential international executives from both the public and private sectors and help to make Wharton a vibrant international hub for the exchange of business knowledge. Conferences attract more than 5,000 executives, scholars, policy makers, MBA students, and alumni each year. These signature events provide a forum to explore ideas, trends, and challenges related to business, government, and policy. Most conferences are held in Philadelphia between October and March.

Career Treks

Career Treks are student-managed visits to companies in various U.S. and international cities for the purposes of education and networking across all industries. The goal of Career Treks is to provide students access to companies or divisions that may not recruit on campus, build industry knowledge and foster a stronger job search network. This program also allows companies the opportunity to access Wharton talent and build a stronger relationship with the Wharton School.

Company selection is based on student committee interest and includes sectors such as Health Care, Media & Entertainment, Private Equity, Real Estate, Energy, and Technology.



Dean Thomas S. Robertson and his wife, Professor Diana C. Robertson (third from left), meet with participants at the Wharton Global Alumni Forum in Beijing, China.

RECRUITING TIPS

Scheduling and Logistics

Interview schedules become final two days prior to the interview date. To maximize efficiency, once an interview schedule has become final, any revisions must be made by the employer rather than by MBA Career Management. Please advise your Recruiting Relationship Manager of any special travel arrangements and/or schedule changes at the time you submit your closed list.

Travel Times

Please allow at least two hours from the conclusion of your last interview at Wharton to your flight time at Philadelphia International Airport (PHL), and at least 30 minutes to travel from Wharton to 30th Street Station (for Amtrak or NJ Transit).

Communicating with Candidates

MBA Career Management encourages companies to:

- Finalize and communicate full-time offers to summer interns prior to starting full-time recruiting
- Communicate second-round interview plans to students during the first-round process
- Advise MBA Career Management of second-round date(s) and location(s)
- Notify all students of their second-round status (invited or declined) at the same time
- Inform alternate candidates of their status and a follow-up timeline, if applicable
- Communicate a candidate's offer status within three weeks of the interview date

Interviewing and Scheduling

MBA Career Management can facilitate interview scheduling for both on- and near-campus interviews. There are no fees associated with reserving on-campus interviewing space or conducting on-campus interviews. Employers who opt to interview near campus may reserve space at one of the Philadelphia hotels suggested on our website.

Once your interview date is confirmed and scheduling begins, you will receive information regarding logistics for the day of interviews.

Dates

Full-time on-campus interviewing begins on October 8, 2010, and continues throughout the academic year, with the exception of the blackout dates outlined in the MBA Recruiting Calendar.

Interviewing of the first-year class begins on January 20, 2011, the start of our Dedicated Interview Period (DIP). After DIP, first-year interviewing continues on Fridays throughout the academic year. Internship interviews can also be held off campus in Philadelphia, Monday-Thursday from 3:00 pm to 9:00 pm. MBA Career Management encourages companies to conduct second-round interviews in Philadelphia hotels or local offices. For a full list of dates and blackout periods please refer to the MBA Recruiting Calendar inside the back cover.

Scheduling

Scheduling interviews and collecting resumes is easily done through CareerPath, our online recruiting system. Through this system companies can request dates, enter job descriptions, view resumes, and select candidates to interview. Access to CareerPath requires registration through the MBA Career Management website at employer.wharton.upenn.edu.

All schedule formats need to be fully adhered to once student sign-ups begin. A typical schedule begins at 8:30 am and ends at 5:00 pm.

Walk-In Interviews

If your schedule allows, our walk-in process enables you to consider additional candidates on the day of the interview. While it is at the company's discretion to allow walk-in interviews, we strongly encourage the practice, because it allows companies to fill open slots with interested students.

To allow walk-in interviews, you must contact your Recruiting Relationship Manager at least two business days prior to the scheduled on-campus interview date. Interested students will submit their resumes to MBA Career Management the day before the scheduled interview date. We will provide the interviewer with the resumes of interested students on the morning of their interview. The interviewer may select any of these students to fill open time slots, but is not required to do so.

INTERVIEW & OFFER POLICIES

Second-Year On-Campus Interview Dates

Full-time on-campus interviewing begins Friday, October 8, 2010. From Friday, October 8, 2010 through Thursday, October 14, 2010, all interviews must occur in Philadelphia. Recruiting will continue throughout the academic year.

Earliest Decision Date: Friday, November 12, 2010, at 5:00 pm EST

Second-years must be given until the Second-Year MBA Earliest Decision Day, or three weeks from the date of the written offer, whichever is later, to respond to offers of employment. Students cannot be required to indicate acceptance of an offer until a written communication (e.g. mailed letter, fax or e-mail) is received.

Rescinded Offers and Delayed Start Dates

Once an offer (verbal or written) is made to a student, it cannot be withdrawn without being considered a violation of Wharton's Recruiting Policies. If a company believes it has a valid reason to withdraw an offer, it can appeal its rule violation to the Director of MBA Career Management. The penalty for rescinding an offer will be up to the equivalent of two rule violations, as per the enforcement guidelines on page 12. Delayed start dates will not be considered 'de facto rescinded offers' for a period of up to four months from the original start date for full-time positions (or, if no start date was given, for up to eight months from the date of graduation); subsequently they will be treated as rescinded offers.

First-Year Interview Dates

The Dedicated Interview Period (DIP) for first-years runs Thursday, January 20, 2011 to Friday, January 28, 2011. Interviews continue on or off campus on Fridays, and weekdays off campus from 3:00 pm - 9:00 pm after January 28, 2011 in order to comply with the class attendance policy. All interviews during DIP, excluding the dedicated second-round date, must take place in Philadelphia to avoid scheduling conflicts.

No interviewing of first-year students may occur prior to DIP. (This includes on- and off-campus interviews.)

Second-Round Interviews

Second-round interviews may be held at any time during DIP in Philadelphia. Friday, January 28, 2011 is reserved for out of town interviews. Interviews can occur outside of Philadelphia on Fridays, Saturdays, and Sundays after DIP.

In order to facilitate second-round interview scheduling, students should be offered an alternative interview date and time. Interviews must not conflict with academic schedules.

Investment Banks will be able to choose one of the following date sequences:

- First rounds Monday, January 24, 2011 with second rounds Thursday, January 27, 2011 (or later), or
- First rounds Tuesday, January 25, 2011 with second rounds Wednesday, January 26, 2011 (or later)

No recruiting events (e.g., private events or dinners) can take place between the date of an individual company's first-round interviews and the end of DIP – Friday, January 28, 2011, at 5:00 pm EST.

Earliest Offer Date: Friday, January 28, 2011, at 5:00 pm EST

To allow first-year students sufficient time to consider various opportunities, as well as allow employers sufficient time to evaluate candidates, all employers are required to observe a First-Year MBA Earliest Offer Day. First-year internship offers (verbal or written, accepts and declines) cannot be made until this day. No first-year student can accept an offer before Friday, January 28, 2011, 5:00 pm EST.

Earliest Decision Date: Friday, February 11, 2011 at 5:00 pm EST

First-years must be given until the First-Year MBA Earliest Decision Day or two weeks from the date of the written offer, whichever is later, to make a decision. Students cannot be required to indicate acceptance of an offer until a written communication (e.g., mailed letter, fax or e-mail) is received.

Pre-MBA Fellowships/Internships

All pre-MBA fellowships/internships and resulting offers or contracts made prior to the start of the MBA program, are between the company and the student and preclude involvement of the MBA Career Management Office and Recruiting Policies.

Additional Recruiting Options

You can connect with Wharton students and alumni without coming to Philadelphia. Below are a variety of convenient and cost-effective ways to recruit Wharton talent.

Resume Books

To gain access to Wharton MBA candidates and alumni, and to help you identify active job seekers, MBA Career Management offers the Wharton Online Resume Books for the current first- and second-year classes as well as our alumni. All resumes are available in electronic, searchable format. For details and pricing information, visit employer.wharton.upenn.edu and select Resume Books.

Access to the Wharton Second-Year Class of 2011 Online Resume Book will begin in early September 2010 and access to the First-Year Class of 2012 Online Resume Book will begin in early- to mid-November 2010. Access to the Alumni Resume Book is available online now.

MBA Job Board

The Wharton MBA Job Board allows employers to access more than 1,600 full-time MBA students and thousands of Wharton alumni at no cost. To post a position, go to employer.wharton.upenn.edu and click on MBA Job Board at the top of the page. For questions about posting please contact 215.898.4383 or mbajobs@wharton.upenn.edu.

Video Conferencing

MBA Career Management has the capability to facilitate video interviewing via ISDN and IP connections in Philadelphia. To schedule a video conference, please contact 215.898.4383.

Wharton Global Alumni Network

Wharton alumni come together through an active worldwide network of more than 80 regional and affinity alumni clubs to create hubs within an expanding global community. The clubs offer a personal and professional network that connects alumni across age, experience, and interests. For more information on Wharton alumni clubs and how to market your hiring needs to these groups, please visit www.wharton.upenn.edu/alumni.

Enforcement of Wharton's Recruiting Policies

The goal of the recruiting policies is to provide all employers with equal opportunity to connect with students and to conduct a fair recruiting process that also takes into consideration the needs and requirements of our students.

We have created and implemented a set of policies that govern the on- and off-campus recruiting processes, including walk-in interviews, student interview cancellations, no shows, offer dates, and rescinding/renegeing on accepted offers. Complete text of the Wharton MBA student policies is published on our website. Students are subject to penalties for violation of these policies, and employers who conduct interviews off campus are requested to notify MBA Career Management of all student interview cancellations, late cancellations, and no shows.

Should a company violate Wharton's Recruiting Policies, corrective steps will be taken, which are outlined on the MBA Career Management website.



MBA RECRUITING CALENDAR

Legend

- Employer Information Session (EIS)
- First Years (FY)
- First-Year Dedicated Interview Period (DIP)
- First-Year MBA Earliest Decision Day
- First-Year MBA Earliest Offer Day
- Second Years (SY)
- Second-Year MBA Earliest Decision Day

Recruiting Blackout Dates:

Companies are not permitted to hold recruiting events on or off campus due to academic conflicts.
All Final Exam Dates and Reading Days

Campus Recruiting Blackout Dates:

Companies are not permitted to hold recruiting events on campus due to holidays.

- Thanksgiving Break: November 25 – 26
- Winter Break: December 23 – January 7
- Martin Luther King Jr. Day: January 17
- Spring Break: March 7 – 11
- All Final Exam Dates and Reading Days



2010 | Fall Semester

September 2010						
SU	M	TU	W	TH	F	SA
			1	2	3	4
5	6 Labor Day (University Closed)	7	8 Rosh Hashanah Begins at Sunset Quarter 1 Begins	9 Last Day of Ramadan (Eid ul-Fitr)	10 Rosh Hashanah Ends at Sunset	11
12	13	14	15	16	17 Yom Kippur	18 Yom Kippur
19	20 SY Networking Expo I 5:30-7:30pm	21 SY Networking Expo II 5:30-7:30pm	22 SY Networking Expo III 5:30-7:30pm	23	24	25
26	27	28	29	30		

2011 | Spring Semester

January 2011						
SU	M	TU	W	TH	F	SA
						1 New Year's Day Winter Break
2	3 Winter Break	4 Winter Break	5 Winter Break	6 Winter Break	7 Winter Break	8
9	10 Quarter 3 Begins FY Classes Resume	11	12 SY Classes Resume EISs Resume	13	14	15
16	17 No Recruiting Martin Luther King Jr. Day (University Closed)	18	19	20 FY Interviews Begin	21	22
23	24 FY DIP	25 FY DIP	26 FY DIP	27 FY DIP	28 FY DIP	29
30	31				FY Earliest Offer Day 5pm EST FY DIP (Second- Round Day)	

October 2010						
SU	M	TU	W	TH	F	SA
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
	Columbus Day					
17	18	19	20	21	22	23
			FY Reading Day	FY Quarter 1 Final Exams	FY Quarter 1 Final Exams	
24 31	25	26	27	28	29	30
FY Quarter 1 Final Exams	FY Quarter 1 Final Exams	FY Quarter 1 Final Exams	Quarter 1 Ends FY Quarter 1 Final Exams	FY Recruiting Begins FY Employer Networking Night (ENN) Quarter 2 Begins		

November 2010						
SU	M	TU	W	TH	F	SA
	1	2	3	4	5	6
	EISs Begin					
7	8	9	10	11	12	13
				Veterans Day	SY Earliest Decision Day 5pm EST	
14	15	16	17	18	19	20
21	22	23	24	25	26	27
				Thanksgiving Break		
28	29	30				

February 2011						
SU	M	TU	W	TH	F	SA
		1	2	3	4	5
			Chinese New Year			
6	7	8	9	10	11	12
					FY Earliest Decision Day 5pm EST	
13	14	15	16	17	18	19
	Valentine's Day					
20	21	22	23	24	25	26
	Presidents' Day					
27	28					

March 2011						
SU	M	TU	W	TH	F	SA
		1	2	3	4	5
			Quarter 3 Final Exams	Quarter 3 Final Exams	Quarter 3 Final Exams Quarter 3 Ends	
6	7	8	9	10	11	12
	Spring Break	Spring Break	Spring Break	Spring Break	Spring Break	
13	14	15	16	17	18	19
	Quarter 4 Begins					
20	21	22	23	24	25	26
27	28	29	30	31		

December 2010						
SU	M	TU	W	TH	F	SA
			1	2	3	4
			Hanukkah Begins at Sunset			
5	6	7	8	9	10	11
				Hanukkah Ends at Sunset		
12	13	14	15	16	17	18
Reading Day	Reading Day	Quarter 2 Final Exams	Quarter 2 Final Exams	Quarter 2 Final Exams		
19	20	21	22	23	24	25
Quarter 2 Final Exams	Quarter 2 Final Exams	Quarter 2 Final Exams	Quarter 2 Ends	Winter Break	Winter Break	Christmas
26	27	28	29	30	31	
Winter Break	Winter Break	Winter Break	Winter Break	Winter Break	Winter Break	

2010-2011 CALENDAR HIGHLIGHTS

Second-Year Recruiting

- **Networking Expos:**
September 20, 21 and 22
- **On-Campus Interviews:**
Begin October 8
- **Employer Information Sessions:**
Begin November 1
- **Earliest Decision Day:**
November 12

First-Year Recruiting

- **Employer Networking Night:**
October 28
- **Employer Information Sessions:**
Begin November 1
- **Dedicated Interview Period:**
January 20-28
- **Dedicated Second Round Interview Day:** January 28
- **Earliest Offer Day:**
January 28
- **Earliest Decision Day:**
February 11

April 2011						
SU	M	TU	W	TH	F	SA
April 1-27 No Blackout Dates						
24	25	26	27	28	29	30
		Spring Semester Recruiting Ends Spring Classes End	Reading Day	Reading Day	Reading Day	

May 2011						
SU	M	TU	W	TH	F	SA
1	2	3	4	5	6	7
Quarter 4 Final Exams	Quarter 4 Final Exams	Quarter 4 Final Exams	Quarter 4 Final Exams	Quarter 4 Final Exams	Quarter 4 Final Exams	
8	9	10	11	12	13	14
Quarter 4 Final Exams	Quarter 4 Final Exams	Quarter 4 Ends				
15	16	17	18	19	20	21
Wharton Graduation Ceremony	UPenn Commencement					
22	23	24	25	26	27	28

VISITING CAMPUS

On-Campus Recruiting Suite

The Wharton On-Campus Recruiting Suite (OCRS) is located in Suite 90 of the McNeil Building, between Locust Walk and Spruce Street. Coming from the Jon M. Huntsman Hall on Locust Walk, the most direct entrance to the building is the west entrance which faces the Huntsman Program entrance of the Steinberg Conference Center. Coming from 38th and Spruce Streets, the most direct entrance to the building is the south entrance which faces the courtyard and Vance Hall. Walk through the archway of the Steinberg Conference Center to enter the courtyard. The McNeil Building is the large, square brick building directly in front of you with a sign labeled "Leonard A. Lauder Career Center". Walk down the steps and pass through the double doors into the building. Head straight down the hallway and make a left into a long corridor which will turn into a ramp. This ramp will lead you to the interviewing facility in Suite 90. The OCRS opens at 7:30am.

Jon M. Huntsman Hall

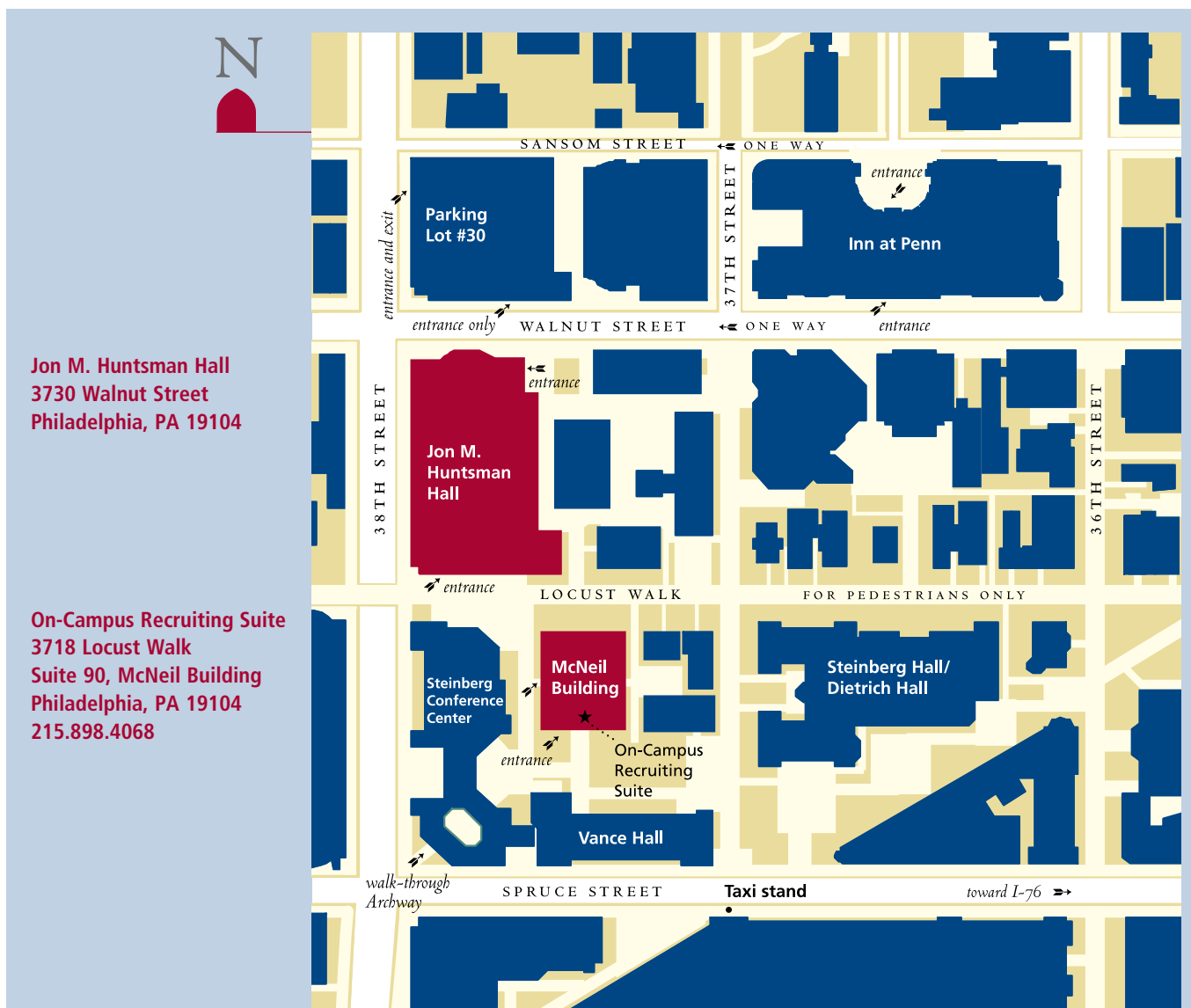
Jon M. Huntsman Hall is the main MBA building often used for Educational and Recruiting Events, such as EISs, as well as on-campus interviews. It is located at the intersection of 38th and Walnut Streets. The building has two entrances — one on Walnut Street, and one on Locust Walk. During the week you may use either entrance.

Directions to Campus

Please visit www.facilities.upenn.edu/map.php for driving directions, parking garages and regional and local transportation information.

Hotels and Restaurants

For your convenience we have provided a detailed list of local restaurants and hotels on our website. Please visit employer.wharton.upenn.edu.



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