



2+2 Recruiting Partnership Agreements

HBS has developed a set of guidelines to which all recruiting partners are expected to agree.

Response to Student Requests—Participation with the 2+2 program requires a recruiter to complete their company profile in Career Hub by providing a representative's name and contact information for students to contact and information about career opportunities. Companies are expected to respond to students' requests for information in a timely manner. If students do not receive a timely response to their request for information, HBS will follow-up with the company to inform you that your company name is at risk of being removed from the 2+2 partner list unless the company can be more responsive to students.

Interviews—Employers may set up interviews with students at convenient times and locations for both parties. Companies customarily reimburse students for travel. We encourage our Recruiting Partners to be aware of a student's college recruiting timeline and make every effort to comply with that timing. Interviewers are asked to communicate the next step in the process to students in the interview. HBS recommends that follow-up notification to students occur within one week of the interview, regardless of the outcome.

Offers—Offers may be extended anytime after an interview. After an interview has been extended, retracting that offer is a violation of professional standards and the HBS Partnership Guidelines. If you are considering withdrawing an offer for any reason please contact estrickland@hbs.edu.

Summer Break—2+2 students are required to attend a 3-day Leadership Development Program held at HBS in June of the first year of the program. Employers may ask students to use vacation time for this break or an employer may grant a leave in lieu of requiring use of vacation time.

Return for MBA—2+2 students are expected to enroll in the HBS MBA program full-time in late summer/early fall two years after their college graduation date. Recruiting Partners are expected to release their 2+2 employee in adequate time to allow him/her to make the transition back to school. The 2+2 Program does provide a process for students to request a third year deferral at any time after they have been accepted to the program.

Equal Opportunity Statement—In accordance with Harvard University policy, Harvard Business School does not discriminate against any person on the basis of race, color, sex, sexual orientation, gender identity, religion, age, national or ethnic origin, political beliefs, marital status, veteran status, or handicap in admission, access to, treatment in, or employment in its programs and activities. Accordingly, the School offers referrals to organizations whose practices are consistent with this policy.

Maintaining Agreements—HBS MBA Program will review this list of agreements every year and reserves the right to make adjustments to the agreements as needed. If an employer disregards these agreements, it suggests that the company no longer desires to be a HBS 2+2 Recruiting Partner. HBS will make every effort to restore the partnership although repeated disregard of these agreements can result in dissolution of the partnership.