



Your Company's Talent Pipeline

A nonprofit that matches exceptional college seniors with exciting full-time jobs at progressive companies in the Indianapolis area, Orr Fellowship has facilitated entrepreneurial spirit, strong leadership, and high achievement since 2002. Orr provides two years of preeminent curriculum to Fellows as they devote themselves to careers at dynamic, forward-thinking, entrepreneurially-spirited companies of all sizes.

Orr Fellows are the next generation of business leaders and entrepreneurs. All were academically excellent campus leaders at 25 universities and have earned a variety of STEM, business, or liberal arts degrees.

Retention is high. Over 90% of Orr Fellows stay with the program for the full two years and 50-75% of these remain with their host companies into the future. About 12% accept permanent offers from other host companies within the network.

Two-Year Commitments

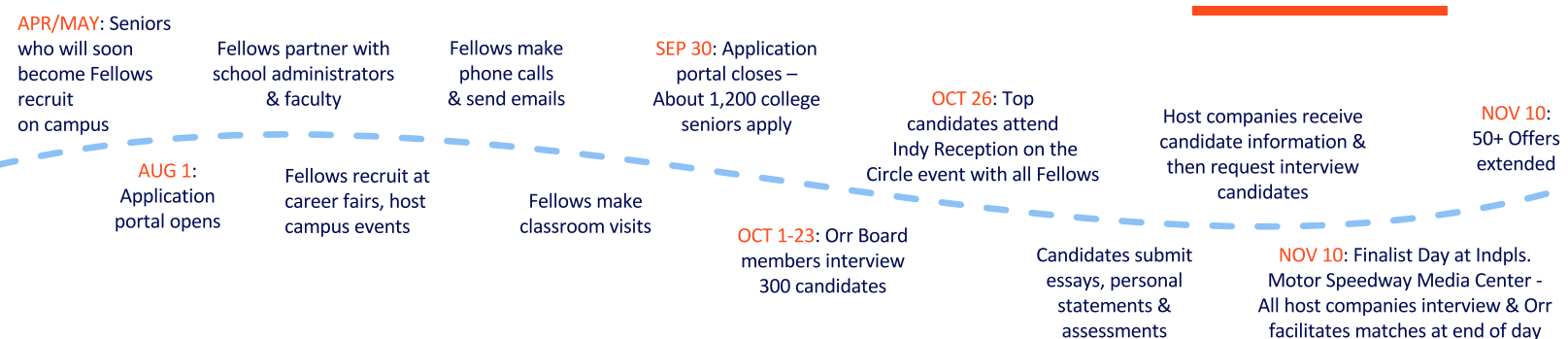
Orr Fellows

- Do Great Work with a Positive Attitude
- Recruit the Next Class of Exceptional Fellows
- Serve as Dynamic Members of the Community
- Actively Participate in the Fellowship Program

Host Companies

- Participation by CEO, Regular Access to Executive Team
- Challenging Work, Multiple Job Roles
- Full-Time Salary (Yr.1 \$49K; Yr.2 \$51K) & Company Benefits
- Orr Fellowship PTO + Standard Company PTO
- Quarterly Dues per Fellow (\$1,250)

An Intense, Unconventional Recruitment Process, And It Works



★ Apply to Become a Host Company

Membership to the Orr network begins with a firmly expressed commitment by the inquiring company's CEO. Please reach out to Executive Director Karyn Smitson (karyn.smitson@orrfellowship.org) with questions, or Board member Mark Hill (mhill@collinaventures.com) with official inquiries.

Karyn Smitson, Executive Director
karyn.smitson@orrfellowship.org
317.408.9756

www.orrfellowship.org