



Non-profit organizations accepted for partnership will be required to adhere to the program requirements described below. Details are outlined in the Program Agreement, which should be signed and executed by all MLKS non-profit partners.

2019 Program Requirements

Non-profit organizations agree to do the following in order to ensure an appropriate and rich developmental experience for youth:

1. Recruit, identify and select appropriate youth who fulfill the MLK Scholars Criteria.
2. Follow all Federal and [State labor laws](#) including minimum wage laws.
3. Provide youth with substantive and engaging work for a minimum of 20 hours per week, along with professional supervision and oversight throughout the summer.
4. Participate fully in the program:
 - a) Sign a Program Agreement, to be provided by John Hancock upon acceptance.
 - b) Register all Scholars for the program through an online link to be provided by John Hancock.
 - c) Implement John Hancock Photo and Video Release forms in the Scholars' onboarding process.
 - d) Respond fully to MLKS communications and inquiries.
 - e) Attend Nonprofit Partner Meetings at John Hancock.
 - f) Commit 1 representative to volunteer at the Mayor Menino Leadership Forums if awarded 5 or more scholars.
 - g) Ensure Scholars complete assigned online EverFi modules during the work week.
 - h) Promote participation in the MLK Scholars Program through the program hashtag (#BostonWorks) and in youth programming related communications.
 - i) At the end of the summer, complete the Organization Survey once per organization, and ensure all Scholars submit pre- and post-summer Youth Survey responses.

MLK Scholars Criteria

Organizations are also responsible for ensuring their MLK Scholars fit the following criteria:

1. Scholars are within target age range of 16-18.
2. Scholars are full-time residents of Boston.
3. Scholars are able to attend the Mayor Menino Leadership Forums.

If your organization has any questions about its ability to meet the letter or spirit of the program, we encourage you to contact us directly (corporateresponsibility@jhancock.com) discuss your concerns.