

PART V: GENERAL STANDARDS FOR THE TIMING OF OFFERS AND DECISIONS

To promote fair and ethical practices for the interviewing and decision-making process, NALP offers the following standards for the timing of offers and decisions:

A. General Provisions

1. All offers to law ~~students~~student candidates (“candidates”) should remain open for at least two weeks after the date ~~made~~of the offer letter unless the offers are made pursuant to ~~Paragraphs~~Sections B and C below, in which case the later response date should apply.
- ~~2. Law students should reaffirm offers governed by Paragraphs B and C below within thirty days from the date of the offer letter. Employers may retract any offer that is not reaffirmed by the student.~~
- ~~3.2.~~Candidates are expected to accept or release offers or ~~negotiate~~request an extension ~~of the response date~~ by the applicable deadline. Offers that are not accepted by the offer deadline expire.
- ~~4.3.~~After September 15 a studentA candidate should not hold open more than five offers of employment ~~simultaneously; after October 1 a student should not hold open more than four offers simultaneously; and after October 15 a student should not hold open more than three offers simultaneously. Offers of employment include those received as a result of previous summer employment.~~at any one time. For each offer received that places a ~~student~~candidate over the offer limit, the ~~student~~candidate should, within one week of receipt of the excess offer, release an offer.
- ~~5. Second and third year students may, with the consent of the employer, extend one offer beyond December 1.~~
- ~~6. Employers having a total of 40 attorneys or fewer in all offices may be exempted from Paragraphs B and C below but should leave offers open for a minimum of three weeks.~~
4. 7. Employers offering part-time or temporary positions for the school term may be exempted from the requirements of Paragraphs B and C below.
- ~~5. 8.~~Violations of Practices inconsistent with these guidelines should be reported to the ~~student's~~candidate's career services office.

B. Full-Time Employment Provisions

1. Employers offering full-time positions to commence following graduation to ~~law students~~candidates not previously employed by them should leave those offers open for at least 45 days following the date of the offer letter or until December +30, whichever comes first. Offers made after December 15 for full-time positions

to commence following graduation should remain open for at least two weeks after the date of the offer letter.

- ~~1. Employers making offers **before** September 15 of the student's third year for full-time positions following graduation to law students previously employed by them during any preceding summer should leave those offers open at least until November 1. Upon request by the student, an employer should extend this date until December 1 upon receipt of assurances from the student that he or she is holding and will hold no more than one other offer during the extension period.~~
- ~~2. Employers making offers **on or after** September 15 of the student's third year for full-time employment following graduation to law students previously employed by them during any preceding summer should leave those offers open at least until December 1.~~
2. Candidates may request that an employer extend the deadline to accept the employer's offer until as late as April 1 if the candidate is actively pursuing positions with public interest or government organizations. Candidates may hold open only one offer in such circumstances. Employers are encouraged to grant such requests.
3. Employers offering full-time positions to commence following graduation to candidates previously employed by them should leave those offers open until at least November 15 of the candidate's final year of law school. Candidates should reaffirm these offers within thirty days from the date of the offer letter. Employers may retract any offer that is not reaffirmed within the 30 day period.
4. Employers offering candidates full-time positions to commence following graduation and having a total of 40 attorneys or fewer in all offices are exempted from Paragraphs 1-3 of this Section. Instead, offers made on or before December 15 should remain open for at least three weeks following the date of the offer letter or until December 30, whichever comes first, and offers made after December 15 should remain open for at least two weeks.

C. Summer Employment Provisions for Second and Third Year Students

1. Employers offering ~~summer~~ positions ~~in~~ for the fall following summer to law students ~~Candidates~~ not previously employed by them should leave those offers open for at least 45 days following the date of the offer letter or until December 30, whichever comes first. Offers made after December 15 for the following summer should remain open for at least two weeks after the date of the offer letter.
- ~~1. Employers making offers before September 15 for a second summer clerkship to law students previously employed by them during any preceding summer should leave those offers open at least until November 1. Upon request by the student, an employer should extend this date until December 1 upon receipt of assurances from the student that he or she is holding and will hold no more than one other offer during the extension period.~~
- ~~2. Employers making offers on or after September 15 for a second summer clerkship to law students previously employed by them during any preceding summer should leave those offers open at least until December 1.~~
2. Candidates may request that an employer extend the deadline to accept the employer's offer until as late as April 1 if the candidate is actively pursuing positions with public interest or government organizations. Candidates may hold

- open only one offer in such circumstances. Employers are encouraged to grant such requests.
3. Employers offering positions for the following summer to candidates previously employed by them should leave those offers open until at least November 15. Candidates should reaffirm these offers within thirty days from the date of the offer letter. Employers may retract any offer that is not reaffirmed within the 30 day period.
 4. Employers offering candidates positions for the following summer and having a total of 40 attorneys or fewer in all offices are exempted from Paragraphs 1-3 of this Section. Instead, offers made on or before December 15 should remain open for at least three weeks following the date of the offer letter or until December 30, whichever comes first, and offers made after December 15 should remain open for at least two weeks.

D. Summer Employment Provisions for First Year Students

1. Law schools should not offer career services to first-semester first year law students prior to November 1 except in the case of part-time students who may be given assistance in seeking positions during the school term.
2. Prospective employers and first year law students should not initiate contact with one another and employers should not interview or make offers to first year students before December 1.
3. -All offers to first year students for summer employment should remain open for at least two weeks after the date made.