

# NALP Principles & Standards for Law Placement and Recruitment Activities

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:

## Full-time Employment Provisions

1. Employers offering full-time positions to commence following graduation to 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.
2. Students may request that an employer extend the deadline to accept the employer's offer until as late as August 1 **if the student is actively pursuing positions with public interest or government organizations.** Students 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.
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 the provisions of this section. For firms of this size, offers made on or before December 15 should remain open for a minimum of three weeks. Offers made after December 15 should remain open for at least two weeks.

## Summer Employment Provisions for Second, Third, & Fourth Year Students

1. Employers offering positions for the following summer to 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 letter.
2. Students may request that an employer extend the deadline to accept the employer's offer until as late as April 1 **if the student is actively pursuing positions with public interest or government organizations.** Students 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.
4. Employers offering candidates positions for the following summer and having a total of 40 attorneys or fewer in all offices are exempted from the provisions of this section. For firms of this size, offers made on or before December 15 should remain open for a minimum of three weeks. Offers made after December 15 should remain open for a minimum of two weeks.

