

## Penn State Law Employer Recruiting Provisions

Penn State Law is a member of NALP and adheres to the NALP Principles for a [Fair and Ethical Recruiting Process](#). We expect employers recruiting Penn State Law students will adhere to these principles, as will Penn State Law students.

- Employers may now set their own reasonable timelines for offers. Penn State Law suggests, in the absence of an internal policy, employers provide students with offers that remain open for at least two weeks (14 Days).
- All offers should be confirmed in writing by an employer, with all relevant details, and the date of the letter will be the effective offer date for deadlines.
- Students are expected to accept or reject offers on or before the offer deadline. Penn State Law requests that employers consider all reasonable requests for deadline extensions. Offers that are not accepted or extended by the offer deadline expire.
- Penn State Law students shall familiarize themselves with employers' individual recruiting policies.
- Students may not hold more than five (5) offers open at the same time. Once a student has reached five (5) open offers, within one week of receiving any additional offers, the student should decline offers to bring the number of open offers back to five (5).
- Employers should avoid any conduct that places undue pressure on students to accept or decline offers.
- Students are encouraged to talk to the Career Services Office regularly about all offers and the status of outstanding offers and acceptances. Students are also encouraged to communicate with employers in a timely and professional manner.
- Practices inconsistent with the guidelines should be reported to Penn State Law's Career Services Office.
- 1L Students
  - We encourage students in their first semester of law school to focus on classes and acclimating to law school.
  - We recommend employers limit their contact with 1Ls in the Fall Semester to informational interviews, networking, and mentoring, rather than recruiting.
  - We encourage employers seeking to connect with 1Ls to contact the Career Services Office to allow us to assist you.
  - We encourage employers to keep offers to open for a reasonable period of time and suggest 14 days from the date of offer.

	Former NALP Guideline	New NALP Guideline	Penn State Law Suggestion
1L Recruiting	Begins December 1	No specific date	November 1
2L Recruiting	28 days from the date of offer	No specific number of days	14 days from the date of the offer
Early offers (prior to On-Campus Interviews)	28 days from the first day of On-Campus Interviews	No specific number of days	14 days from the date of the offer

The Penn State Law Career Services Office welcomes employers to contact us about their recruiting and hiring policies.