

RECRUITING GUIDELINES FOR PRIVATE-SECTOR EMPLOYERS
(Updated May 2020)

I. Employment Applications, Interviews and Offers

<u>Applications and Interviews</u>	
Initial Application Date	<ul style="list-style-type: none"> Employers are asked not to solicit employment applications from first-year students before November 1, particularly if they are not planning to make final offer decisions before grades become available in January.
Interview Dates	<ul style="list-style-type: none"> Employers should not conduct interviews of any first- or second-year student <ul style="list-style-type: none"> (i) between Thanksgiving and the end of first semester examinations or (ii) between April 15 and the end of second semester examinations unless the student has been offered alternative times outside this window and has expressed a preference to interview during this period. At all times while classes are in session, employers are asked to inquire about and make all reasonable efforts to avoid class conflicts.
<u>Offers</u>	
Offer Consideration Period	<ul style="list-style-type: none"> For offers made to first-, second-, or third-year students for summer or permanent employment, we request that private-sector employers provide a period for consideration of those offers that is no less favorable than the period provided to students from any other law school. We encourage employers to communicate their offer consideration period to students prior to the interview date.
Extensions	<ul style="list-style-type: none"> We ask employers who have reasonable assurance that a student is seriously considering their offer to grant requests for extensions liberally. If an employer extends an offer of 2L summer employment to a student before our On-Grounds Interviewing Program (“OGI”), we encourage the employer to grant an extension allowing such student to participate in OGI if such student has remained in active contact with the employer. See also, Offer Consideration Period. For offers made to second- or third-year students for summer or permanent employment, private-sector employers are encouraged to grant extensions to students pursuing positions with public interest or government organizations, provided such employer is the only private-sector employer from which the student is holding an open offer.
Open Offer Limit	<ul style="list-style-type: none"> As a condition of employing our recruiting resources, we will ask our students to agree to hold no more than five offers open at any one time (and no more than three in any one market). Students will have three business days to reduce their number of offers if they exceed the maximum number.



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II. Employer Events

Fall Semester	
Before October 1	<ul style="list-style-type: none"> Prospective employers are asked not to initiate, arrange, or participate in events involving UVA Law first-year students, except upon invitation from a member of the Law School community and only if such events are (i) sponsored by one of the Career Development offices or (ii) purely academic in nature and of general interest to the Law School community (e.g., an academic symposium, conference, or presentation on recent legal developments open to all classes). We have informed our student organizations that other student-sponsored events involving employer representatives (events targeted to the first-year class or related to practice areas, networking, professional development, career planning, etc.) are not allowed.
October 1 through Start of Thanksgiving Break	<ul style="list-style-type: none"> Employers may work with student organizations or one of the Career Development offices to arrange recruiting events. Events focused on practice area education, networking and other professional skills, advice about career planning and strategies, and discussions of trends in the legal market are of particular value to first-year students at this stage. Events involving multiple firms are strongly preferred. Employers should not hold off-Grounds events for first-year students, including in conjunction with student organizations.
After Thanksgiving Break	<ul style="list-style-type: none"> Same as “Before October 1” above, except applicable to events involving all class years. The Career Development offices will not hold, support or advertise any employer events.
Spring Semester	
Before April 15	<ul style="list-style-type: none"> Employer events may be held at any time. We strongly encourage employers to include the relevant Career Development office(s) in their planning. We discourage single-firm, off-grounds recruiting events during the spring. We are excited to work with employers on other ways to connect effectively with students.
After April 15	<ul style="list-style-type: none"> Same as “Before October 1” above, except applicable to events involving all class years. The Career Development offices will not hold, support or advertise any employer events.