



NYU School of Law Timing Guidelines and Policies
as of February 13, 2020

A. Provisions Regarding NYU Law 2Ls/Class of 2022 Students for 2021 2L Summer Associate Positions

1. The following guidelines apply to law firm offices with ten or more 2L summer associates:

Offer Type	Offer Deadline
Summer Offer made to 2L NOT previously employed by the firm, after the first day of NYU Law's EIW and before December 15	Remains open for at least 21 calendar days following date of the offer letter, or until December 30, whichever comes first.
Summer Offer made to 2L NOT previously employed by the firm and after December 15	Remains open for at least 14 calendar days after the date of the offer letter.
Summer Offer made to 2L employed by the firm as a 1L summer associate	Remains open for at least 21 calendar days from the last day of EIW.

2. The following guidelines apply to law firm offices with fewer than ten 2L summer associates:

Offer Type	Offer Deadline
Summer Offer made to 2L NOT previously employed by the firm, after the first day of NYU Law's EIW and before December 15	Remains open for at least 14 calendar days following date of the offer letter, or until December 30, whichever comes first.
Summer Offer made to 2L NOT previously employed by the firm and after December 15	Remains open for at least 14 calendar days after the date of the offer letter.
Summer Offer made to 2L employed by the firm as a 1L summer associate	Remains open for at least 14 calendar days from the last day of EIW.

3. Additional Policies Regarding NYU Law 2Ls/Class of 2022 Students for 2021 2L Summer Associate Positions (applicable to all law firm employers)

- a. Prior to EIW, employers may only request transcripts, inquire about law school grades, or conduct a screening or callback interview through NYU Law's Pre-Season Employment Program ("PEP"), or if a rising 2L participated in an organized job fair or was employed by the law firm prior to law school. For additional information on PEP, please contact Cassandre Stump at cassandre.stump@nyu.edu.
- b. **Monday, June 8, 2020:** First day that PEP firms can extend a 2021 summer offer to any NYU Law Class of 2022 student. We anticipate that students will have received their Spring semester grades by this date.

- c. **Monday, July 20, 2020:** Offers for 2021 2L summer associate positions extended through PEP before July 20 must remain open until August 14, two weeks after the last day of EIW. Offers extended after July 20 must remain open for at least 21 calendar days from the last day of EIW.
- d. NYU 2Ls are permitted to hold up to three offers of employment in any one state at one time.

B. Provisions Regarding NYU Law 3Ls/Class of 2021 Students for 2021 Entry-Level Associate Positions

Offer Type	Offer Deadline
Full-Time Offer made to 3L previously employed by the firm	Remains open until at least October 1 of the candidate's final year of law school if the offer was made on or before September 2. If the offer was made after September 2, it remains open for at least 28 calendar days.
Full-Time Offer made to 3L NOT previously employed by the firm and after the first day of EIW	Remains open for at least 28 calendar days following date of the offer letter or until December 30, whichever comes first. Offers made on or after December 15 for fulltime positions should remain open for at least 14 calendar days after the date of the offer letter.

C. Provisions Regarding NYU 2L, 3L Private & Public Interest Search (applicable to all law firm employers)

Employers are encouraged to grant an extension until April 1 for 2L and 3L students who are actively pursuing positions with public interest or government organizations. In such circumstances, 2L and 3L students may hold open only one offer and affirm in writing that the employer's offer is the only private sector offer that the student is holding.

D. Provisions Regarding NYU 1Ls/Class of 2023 (1Ls entering Fall 2020)

Employers and first-year law students should not initiate contact with one another and employers should not initiate formal one-on-one recruiting contact with students, including applications, interviews, or offers to first year students, before December 1.

E. Provisions Regarding NYU Law LLM students (graduating May 2020)

Offer Type	Offer Deadline
Full-Time Offer made to LLM student not previously employed by the firm	Remains open for at least 14 calendar days after the date of the offer letter.