



**NYU School of Law Timing Guidelines and Policies for Employers**  
*as of 10.28.20*

A. Provisions Regarding NYU Law 2Ls for 2L Summer Associate Positions

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

<b>Offer Type</b>	<b>Offer Deadline</b>
Summer Offer made to 2L NOT previously employed by the firm	Remains open for at least 21 calendar days following: a) date of the offer letter or b) the last day of EIW/WIP, whichever comes later. Students should reaffirm interest in such offers at the 14th day following receipt of offer, provided the student has not accepted/declined the offer before that time.
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/WIP.

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

<b>Offer Type</b>	<b>Offer Deadline</b>
Summer Offer made to 2L NOT previously employed by the firm	Remains open for at least 14 calendar days following: a) date of the offer letter or b) the last day of EIW/WIP, whichever comes later.
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/WIP.

3. Additional Policies Regarding NYU Law 2Ls (applicable to all law firm employers):

- a. Prior to EIW/WIP, a law firm employer may only request transcripts, inquire about law school grades, or conduct a screening or callback interview if a 2L participated in an organized job fair with that law firm, applied for a 2L diversity fellowship or scholarship sponsored by that law firm, or was employed by the law firm prior to law school.
- b. 2Ls should not hold open more than three offers of employment in any one state at one time.

B. Provisions Regarding NYU Law 3Ls for 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 is made after September 17, it remains open for at least 14 calendar days.
Full-Time Offer made to 3L NOT previously employed by the firm	Remains open for at least 14 calendar days following 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

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

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.