

UC DAVIS SCHOOL OF LAW RECRUITING POLICIES

Student Level	Employment Type	Offers
1L	<p>Prospective employers should not initiate recruiting contact, including application materials, interviews or job offers prior to November 1.</p> <p>In limited circumstances government employers requiring lengthy background checks may solicit application materials prior to November 1.</p>	Offers should remain open for at least 14 days from the date of the written offer, unless from a private sector employer with fewer than 40 attorneys.
2L	Summer Employment Offers	<p>Offers for summer employment should remain open for at least 14 days from the date of the written offer. We request that employers strongly consider granting reasonable extensions of at least 7 days.</p> <p>Offers made prior to the first day of our Fall On-Campus Interview Program (OCI) should remain open for at least 21 days after the first day of OCI. <u>This year our OCI session begins on Aug 1 2022.</u></p> <p>A student should not hold open more than 3 offers. For each offer over the 3 offer limit, the student should release an offer within one week.</p>
3L	Full-Time Employment Offers to Third-Year Students from Employers with over 40 Attorneys	<p>Offers for full-time employment to students not previously employed by the employer, made on or before December 1, should remain open for 21days.</p> <p>Offers for full-time employment to students not previously employed by the employer, after December 1, should remain open for at least two weeks.</p> <p>Offers for full-time employment to students previously employed by the employer, made on or before September 2, should remain open until October 1.</p>
Student Level	Offers	
1L, 2L, 3L	Open Offers and Offer Limit	<p>We ask students to not hold open more than 3 offers at a time. For each offer over the 3 offer limit, the student should release an offer within one week.</p> <p>Students should make offer decisions in a timely manner.</p> <p>Law students will comply with written terms of offer letters, including requests for reaffirmation.</p>