



Boston College Law School

Office of Career Services

TIMING OF JOB OFFERS AND ACCEPTANCES

The National Association for Law Placement (NALP) offers guidelines for the timing of offers of employment and job acceptances. All employers who are members of NALP and have forty attorneys or more are required to comply with these "Principles and Standards for Law Placement and Recruiting Activities." The standards for the 2008 – 2009 recruiting season include the following:

- Employers offering full-time positions to commence following graduation to candidates not previously employed by them OR employers offering positions for the following summer to candidates not previously employed by them should:
 - Leave offers open for at least 45 days following the date of the offer letter or until December 30, whichever comes first. Offers made after December 15 for the following summer or for full-time positions to commence following graduation should remain open for at least two weeks after the date of the offer letter.
- Employers offering positions for the following summer to candidates previously employed by them should leave those offers open until at least November 15.
- Students are expected to accept or release offers or request an extension by the applicable deadline. Offers that are not accepted by the offer deadline will expire. However, we strongly recommend that you communicate directly with the firm to deny an offer, rather than allowing it to expire.
- Students may request that an employer extend the deadline to accept the employer's offer until as late as April 1 if the student is actively pursuing positions with public interest or government organizations. Students may hold open only one offer in such circumstances. Employers are encouraged to grant such requests.
- Offers made by an employer with fewer than forty attorneys, on or *before* December 15 should remain open for a minimum of three weeks. Offers made *after* December 15 should remain open for at least two weeks.

If these guidelines create a serious problem for you, try to negotiate with a particular firm for an extension. Please inform the Career Services Office if a firm who recruits on campus fails to honor this schedule.

HOLDING OFFERS

If you have already accepted an offer, please decline all other offers you have received as soon as possible. Also, please contact the other firms with whom you have been interviewing, and politely withdraw from consideration.

Boston College Law School adheres to the Standards for Timing of Offers and Decisions set forth by NALP. The standards are as follows:

- Candidates are expected to accept or release offers or request an extension by the applicable deadline. Offers that are not accepted by the offer deadline expire.
- A student should not hold open more than five offers of employment at any one time. For each offer received that places a student over the offer limit, the student should, within one week of receipt of the excess offer, release an offer.