

## **SMITH ANDERSON GUIDELINES FOR THE TIMING OF OFFERS AND ACCEPTANCE**

In December 2018, the National Association for Law Placement (NALP) published its Principles for a Fair and Ethical Recruitment Process (“Principles”), which replaced its Principles and Standards for Law Placement and Recruitment Activities, and eliminated long-standing guidelines for the timing of offers and decisions (<https://www.nalp.org/principles>). Those guidelines were designed to give students time to consider offers while ensuring that employers would be able to get decisions in a reasonable amount of time. NALP’s updated Principles are designed to move from uniformity to a standard of reasonableness that provide all members with flexibility to innovate and thrive in an evolving marketplace ([https://www.nalp.org/fair\\_ethical\\_recruitment](https://www.nalp.org/fair_ethical_recruitment)).

As a member of NALP, and in the absence of guidelines from NALP, Smith Anderson, along with all law firms and law schools, have been asked to develop reasonable timing guidelines with respect to offers and acceptance in the recruiting process, and to publish those guidelines on individual firm and law school websites, as well as on a space to be created by NALP on its website.

### **Guidelines for the Timing of Offers and Acceptance**

- **Summer Employment (1Ls and 2Ls)** - With respect to offers for summer employment resulting from interviews conducted as part of fall or spring recruiting, both through on-campus interview programs (OCIs) and other means, Smith Anderson shall offer fourteen (14) days from the date of the offer in which to accept or decline the offer, unless otherwise agreed upon by the parties.
- **Permanent Employment** – With respect to offers for permanent employment resulting from participation in Smith Anderson’s summer program, Smith Anderson shall offer twenty-eight (28) days from the date of the offer in which to accept or decline the offer, unless otherwise agreed upon by the parties.

For all law schools at which Smith Anderson conducts OCIs and/or makes offers to students, Smith Anderson will agree to adhere to each law school’s individual offer and acceptance policies, as long as reasonable.