APPENDIX F
USC Gould School of Law
Recruiting Policies and Offer Timing Guidelines
(Effective August 1, 2026)

USC Gould School of Law subscribes to the National Association for Law Placement's (NALP) *Principles for a Fair and Ethical Recruitment Process*. In addition, all stakeholders, including employers and students, must comply with USC Gould's Career Services Office (CSO) policies, the *University of Southern California's Notice on Non-Discrimination*, and our *Notice of Non-Discrimination and Employer Acknowledgement*. Please contact the CSO with any questions at *careers@law.usc.edu*.

Quick Guide to USC Gould's Recruiting Policies & Offer Timing Guidelines For Academic Year 2026-2027 Recruitment

(Highlights only -- Please reference complete text below)

TIMING POLICIES, GUIDELINES & ADDITIONAL INFORMATION	
Sunmers 2027 and 2028 (not previously employed	14 days from the date of the offer letter whichever is later, with the expectation of automatic 7-day extension if requested
Offer Limits	Students to hold **no more than 4 private sector offers** at any time
Public Sector Extensions	One private sector offer to remain open until March 1
3L Offer (not previously employed)	14 days from the date of the offer letter
3L Offer (previously employed)	Offer to remain open until October 15 or 14 days from the date of the offer letter, whichever is later
Reaffirmation	Yes, if requested by employer
Interviews	Prohibited during final exams. Please consult USC Gould's academic calendar for exam dates.
VIP	Virtual Interview Program (formerly known as OCI or On-Campus Interviewing)

General Provisions:

- Unless addressed elsewhere in these policies, all offers to Gould candidates, whether for summer employment or full-time employment following graduation, should remain open for at least 14 days after the date of the written offer letter.

- All offers should be confirmed in writing by an employer, with all relevant details, and with the offer letter date serving as the effective offer date for all timelines and deadlines
- Employers should grant reasonable requests for extensions to students to whom they have extended offers.
- Students should familiarize themselves with employers' individual recruiting policies.

Employment Provisions for First Year Students for January VIP (January 6-8, 2027), Job Fair, and NALP Member Employers:

- Employers offering positions for Summer 2028 to USC Gould School of Law candidates should leave those offers open for at least 14 days following the date of the offer letter with the expectation of an automatic 7 day extension if needed.
- Gould candidates may request that an employer extend the deadline to accept the employer's offer for an additional 7 days if the candidate is actively pursuing positions that require a longer time horizon for offer decision-making. Employers are encouraged to grant such requests.
- Gould candidates should reaffirm interest in offers if an employer requests such reaffirmation in its offer letter. Employers may retract any offer that is not reaffirmed as requested.

Offers extended prior to January 2027 VIP

- Offers should remain open 14 days from the date of the offer, with the expectation of automatic 7-day extension is requested.
- Gould candidates may request that an employer extend the deadline to accept the employer's offer for an additional 7 days if the candidate is actively pursuing positions that require a longer time horizon for offer decision-making. Employers are encouraged to grant such requests.

Offer Limits

- Gould candidates may hold no more than **four** private sector offers at one time and are expected to decline offers in which they no longer have an interest as quickly as possible. This policy also applies to offers given before the formal January 2027 VIP.

Public Sector Extensions

- Gould candidates may request that an employer extend the deadline to accept the employer's offer until as late as March 1 if the candidate is actively pursuing positions with public interest or government organizations. Gould candidates may hold open only one private sector offer in such circumstances. Employers are encouraged to grant such requests.

Full-Time Post-Graduate Employment

Candidates Not Previously Employed by the Employer

- Offers for permanent post-graduate employment should remain open for 14 days from the date of the written offer letter.
- Employers should grant reasonable requests for extensions to students to whom they have extended these offers.

Candidates Previously Employed by the Employer

- Offers for permanent post-graduate employment made to students previously employed by the employer should remain open until October 15 of the student's final year, or for 14 days from the date of the written offer, whichever is later.
- Employers should grant reasonable requests for extensions to students to whom they have extended offers.

1L Law Students

Recognizing students' attention during their first semester of law school should be focused primarily on their academic pursuits, USC Gould School of Law recommends employers focus their contact with 1Ls during this time on career exploration matters, rather than on employment-related contact. Employers wishing to connect with first-year students, whether individually or collectively, may contact the CSO on how best to do so.

Timing of Soliciting Applications from 1L Students and Offer-decision window

- USC Gould strongly discourages employers from scheduling interviews during class instruction and we prohibit interviews during finals. To view USC Gould's schedule, employers should consult the law school's academic calendar and FloForward.
- Summer employment offers made by NALP member employers to first-year law students Offers should remain open 14 days from the date of the offer, with the expectation of an automatic 7-day extension is requested.
- Gould candidates may request that an employer extend the deadline to accept the employer's offer for an additional 7 days if the candidate is actively pursuing positions that require a longer time horizon for offer decision-making. Employers are encouraged to grant such requests.
- Non-NALP member employers should provide a reasonable decision-making window of one week and, when possible, grant a request for an extension should a student's situation dictate.