

<p>General Provisions</p>	<ol style="list-style-type: none"> 1. All offers to Nebraska Law students should remain open for at least 14 days from the date of the written offer. 2. 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 expire. 3. A student should not hold open <i>more than two offers of employment</i> at any one time. For each offer received that places a student over the offer limit, the student should release an offer no later than 3 business days after the receipt of the excess offer. 4. Practices inconsistent with these standards should be reported to the Career Development Office at (402-472-5130) or lawcareer@unl.edu.
<p>Employer Contact with First-Year Students</p>	<ol style="list-style-type: none"> 1. To position law students to be as successful as possible, their efforts during the first semester of law school should be focused on their studies rather than on job search activities. Nonetheless, opportunities to learn about professionalism, professional development, and the legal profession are appropriate early in law school. Nebraska Law provides opportunities for employers to participate in student programs focused on professional development and meet students through the legal employer fair. 2. Government employers with extensive security clearance processes are free to recruit at any time. Employers should not conduct interviews of any first-year student between Thanksgiving and the student's last final examination.
<p>Summer Employment Offers to All Students</p>	<ol style="list-style-type: none"> 1. All offers to students for summer employment should <i>remain open for at least 14 days</i> from the date of the written offer. Reasonable student requests for extensions should be honored. 2. Students may accept the offer at any time prior to the offer deadline and should strive to make offer decisions in a timely manner. 3. Employers are <i>strongly discouraged</i> from making summer employment offers to first-year students that <i>obligate</i> students to work for the same employer during their first and second summer (as compared to providing students the option to return for their second summer).
<p>Full-Time Employment Offers to Upper-class previously employed by the employer</p>	<ol style="list-style-type: none"> 1. Employers offering full-time positions following graduation to any student previously employed by them should leave those offers open until at least September 15 of the student's final year of law school, provided that such offers are made prior to or on September 2. 2. Students should reaffirm these offers within 28 days from the date of the written offer, if an employer requests such reaffirmation in its written offer. Employers that have requested this reaffirmation may retract any offer that is not reaffirmed within the 28-day period. 3. After September 2 of a student's final year of law school, employers offering full-time positions to commence following graduation to students previously employed by them should leave those offers open for at least 14 days from the date of the written offer.
<p>Full-Time Employment Offers to Upper-class Students Not Previously Employed by Employer</p>	<ol style="list-style-type: none"> 1. Employers offering full-time positions to commence following graduation to any student not previously employed by them should leave those offers open for at least 14 days from the date of the written offer.