

## Recruiting Policies

Recruiting: Full-time and Internships	Deadlines
<b>Fall 2020 Recruiting:</b>	<p>Employers who offer <b>Full-time positions</b> must allow 3 weeks or until November 13th (whichever is later).</p> <p>Employers who offer <b>internship positions</b> to Brown students must allow 3 weeks or until December 4th (whichever is later.)</p> <p>Any offer, <b>full-time or internship</b>, made after December 5th will follow spring 2021 recruitment deadlines.</p>
<b>Spring 2021 Recruiting:</b>	<p>Employers who offer <b>internship positions</b> to Brown students must allow 3 weeks or until February 19th (whichever is later.)</p> <p>Employers who make offers for <b>full-time positions</b> must allow students three weeks or until March 5th (whichever is later).</p> <p>Any offer, <b>full-time or internship</b>, made after December 4th will follow spring 2020 recruitment deadlines.</p>
<b>Summer 2021 Internships from previous Internships:</b> Employers offering internships at the end of the summer for subsequent summer start dates	Employers must give students until November 20th for students to make a decision.
<b>Full-time Offers from Summer Employment</b>	Employers making full time offers at the end of the summer to interns returning for their final year must allow students until November 13th to make a decision.
<b>On-site Interviews</b>	We are not currently scheduling onsite interviews. If conditions allow, we will begin scheduling again on a first come, first serve basis.

**Exploding Offers are strictly prohibited.** We define **exploding offers** as an offer that has special incentives attached—such as diminishing bonuses, loss of location choice or job preferences, etc., for the purposes of inducing an early acceptance.

**A note to students:** Faculty are not required to make special accommodations for interview absences. It is your responsibility to consider due dates and exam dates when scheduling interviews.