



Extending Offers Policy

➤ Last Updated Aug 2022

We recognize that employers have certain constraints in their flexibility to accommodate student needs. Still, we ask employers to refrain from presenting exploding offers, which exert undue pressure on students by making offers with reasonable time limits (less than two weeks) or time-sensitive penalties. Johns Hopkins University believes students should be able to explore the options open to them to make responsible and well-informed decisions about employment offers. We want you to hire the best candidates and for our students to obtain the best opportunity for them. For these reasons and to maintain consistency with peer institutions, our job offer policy for organizations participating in campus recruitment is as follows:

➤ Timing of Offer

<u>Timing of offer:</u>	<u>Date by which to decide on offer:</u>
Offers from Summer Internships	November 1 or a minimum of two weeks (whichever is LATER)
Offers from Fall Campus Recruiting	November 1 or a minimum of two weeks (whichever is LATER)
Offers from Spring Campus Recruiting	March 15 or a minimum of two weeks (whichever is LATER)

All parts of the offer (including bonuses and other incentives) may not expire before the appropriate corresponding date.

All official offers must be in writing. Written offers are defined as electronic or hard copies. The start of the offer timeline is determined by the date on the written offer letter.

➤ **For any questions or concerns, reach out to homewood.recruit@jhu.edu**