

Oregon Recruiting Guidelines

2013-2014 Academic Year

Recruiting Timelines

- Fall recruiting and hiring will target full time candidates for Fall 2014 and intern candidates for Winter and Summer 2014.
- Winter interns to begin employment the following January.
- Full-time candidates to begin employment the following calendar year.
- Referrals received from other locations/campuses will follow timing of the referring campus/market versus Oregon guidelines.
- Referrals to other locations will follow Oregon timeline guidelines for all on campus efforts and then guidelines of the referred location for in house interviews and offer timing.
- If a candidate comes from a campus where there is not a designated timeline/campus presence by firms and self initiates contact, they will align with Oregon guidelines.
- Offers may not be extended until the date indicated on the calendar designated by the firms. Additionally, no communications regarding offer intents are permissible until this date as well.
- No exploding offers. Offers must remain open until the date indicated in the calendar. Firms may choose to keep their offers open subsequent to this date if they desire.
- Students participating in leadership programs or other pre-id programs are not exempt from these guidelines and must follow the appropriate timelines for offers.
 - Exception: A maximum of 3 offers per firm may be extended to 2014 intern candidates that attend national leadership programs in summer 2013. Offers may be extended on August 19, 2013, or later, and must remain open until the official offer closing date as noted on the calendar.

Student Eligibility in Recruiting

- Efforts will be made to communicate a common message to students at Oregon schools regarding their eligibility to participate in each recruiting cycle. If a student is "early" in the process, recruiters will realign them with the appropriate recruiting cycle.
- Students are eligible to participate in and receive full time offers during fall recruiting if they are completing the 150/225 credit hours required to sit for the CPA exam by December of the current year through August of the following year.
- Students are eligible to participate in and receive an offer for a summer internship during fall recruiting if they are completing the 150/225 credit hour requirement by December of the following calendar year through August of the year after.
- I.e., Students are eligible to participate in and receive an offer for a summer 2014 internship during fall recruiting if they are completing the 150/225 credit hour requirement by December 2014 through August 2015.
- Students graduating after August 2015 will be redirected to internship recruiting the subsequent year.