

**Employer Code of Conduct
Academic Year 2011/2012
For San Diego County Placement**

Summer 2011 Office Tours (Networking for Fall 2011 Recruiting):

- Student resume submission deadline for summer 2011 tours is Tuesday, August 2, 2011.
- Employers may host an office tour between August 18 and 26, 2011 or any Friday during fall semester. (Please make other arrangements for students enrolled in summer classes.)
- Last day of summer classes: August 17, 2011
- First day of fall classes: August 29, 2011

Fall 2011 On-Campus Interviews (OCI) for Full Time Hires:

- Student resume submission deadline varies according to each firm's interview date.
- OCI dates are September 12 through September 30.*
- Secondary Interviews dates are October 3 through 21.*
- Employers will not extend an offer of employment to any student before October 3, unless the student was their summer intern. Employers may extend offers to their summer intern(s) from SDSU at the end of their internship (does not include externships, leadership camps or short-term projects).
- Employers will not require acceptance of offers from students before October 24. This date also applies to offers made to summer interns.

Meet the Firms (networking with summer intern candidates):

- Meet the Firms will take place on October 21

Fall 2011 On-Campus Interviews (OCI) for Summer Internships:

- Student resume submission deadline varies according to each firm's interview date.
- OCI dates are October 28 through November 18.*
- Secondary Interview dates are January 9 through January 20, 2012.*
- Employers will not extend an offer of summer internship employment before January 9, 2012.
- Employers will not require acceptance of offers from students before January 23.

Spring 2012 On-Campus Interviews (OCI) for Full Time Hires:

- Employers recruiting for full-time hires in the spring semester may be flexible with date selection. Please contact David Rodgers at (619) 594-4376 to set up your schedule.

*Employers may select dates that fall after these date ranges, as well.

Direct any inquiries about this code of conduct to Dr. Sharon Lightner at sharon.lightner@sdsu.edu.



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