Parker Career Management Center

INTERVIEW SCHEDULING & OFFER DECISION TIMELINES FOR NON-INVESTMENT BANKS

This document outlines Parker Career Management Center's (CMC) guidelines and policies for all non-investment banks when scheduling interviews and setting and communicating job offer decision deadlines while recruiting UCLA Anderson MBA students for summer internships and full-time employment opportunities.

FULL-TIME POSITIONS

The Parker CMC requires that full-time offers extended following a summer internship remain open until Friday, October 30, 2026. Full-time offers extended to graduating students during fall recruiting must remain open for a minimum of one week or until Friday, December 4, 2026, whichever is later.

SUMMER INTERNSHIPS

Summer internship offers extended to first-year students must remain open for a minimum of one week or until Friday, February 5, 2027, whichever is later.

SCHEDULING LATER-ROUND INTERVIEWS

Employers are strongly encouraged to respect the integrity of our students' education by scheduling follow-up interviews and on-site visits around their class schedules. When possible, please schedule later-round interviews on a Friday when there are fewer class conflicts, and we recommend offering alternate dates in case of conflicts. Please inform your Parker CMC Account Managers as your later-round interview dates become available. A student requesting an alternate interview date does not indicate a lack of interest or priority for your organization.

MAKING AN OFFER AND DECISION TIMELINE

Accepting an employment offer is a significant decision that our students approach with careful consideration. They thoughtfully assess how the opportunity aligns with their personal and professional goals, as well as other available options. Clear, ongoing communication and flexibility from employers are highly valued during this period. Without a reasonable decision timeline, students may feel pressured to respond prematurely and could later reconsider their acceptance. In such cases, if our policies are not followed, we will not hold students accountable for reneging on offers.

The following timelines apply to all organizations that engage with UCLA Anderson to recruit students for full-time employment or summer internship opportunities.

OFFER GUIDELINES AND EXPLODING OFFERS

When extending a job or internship offer, the "standard job offer," which includes base salary, signing bonus and other benefits that would be provided to all offer recipients, must remain open in its entirety until the offer decision deadline. Organizations may provide additional incentives on top of the standard job offer to persuade candidates to accept earlier than the specified deadline

VIOLATIONS OF RECRUITING AND OFFER POLICIES

In order to ensure fairness, all employers are asked to adhere to both the spirit and the letter of our recruitment guidelines and general professional hiring protocols. All UCLA Anderson students are also held to the professional and ethical guidelines agreed upon by the school administration and the Anderson Student Association.

Should an organization violate any recruiting policies and/or protocols, each infraction will be reviewed by the assistant dean and the staff of the Parker CMC on a case-by-case basis to determine the level of probation and/or penalties that will be levied against the organization.

These penalties may include a probation period, loss of preferred dates and recruiting activities, or being banned from all Anderson facilitated recruiting activities and student interactions for a set period of time.

Parker CMC aims to work together with all of our recruiting partners and students to prevent these infractions and continue to remain as the school of choice among our employers.

OFFER DECISION TIMELINE FOR EARLY CONFERENCE RECRUITING

The recommended deadline for students to respond to summer internship offers received through major summer and fall off- campus recruiting events/processes (e.g., Consortium OP, MLT, Forté, NBMBAA/Prospanica, ROMBA, Veterans conferences or other pre-matriculation company immersion programs or "boot camps," etc.) are the following:

- We recommend following the offer response deadline outlined above for full-time positions and summer internships.
- Summer internship offers given through conferences and/or events taking place during the summer or fall must remain open until Friday, December 4, 2026. For companies that do not follow this timeline/policy,

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