

[View this email in your browser](#)



Greetings from Penn Carey Law! We have some exciting changes to share regarding the upcoming summer recruiting season!

Introducing PEP – the Penn Early Program

We are pleased to introduce the Penn Early Program (PEP), designed to simplify the early recruiting process while providing both students and employers much-needed clarity going into OCI. Through PEP, firms receive early access to applications from Penn students, who are eligible to apply to up to eight participating firms – their “Early Eight.” Within the timeline set out below, students will interview, offer decisions will be extended, and students will respond to all PEP offers prior to the start of OCI. Students will be permitted to extend just one PEP offer through OCI.

PEP Timeline

In choosing to participate in PEP, employers agree to adhere to the following timeline:

Wednesday, June 14 - Firms will receive their PEP application packets.

Monday, June 26 – Deadline for firms to communicate whether students have been selected to interview as part of the PEP program.

Monday, July 10 – Deadline for firms to communicate offer decisions to students interviewed through the PEP program.

Thursday, July 20 – Deadline for students to respond to PEP offers.

Thursday, August 10 – Extended deadline for the one PEP offer a student

Please note that in order to participate PEP, a firm must also be registered for Penn's virtual OCI program. Registration for both programs will open in February.

Virtual On-Campus Interview Program

Penn Carey Law's 2023 OCI program will take place **virtually** via FloRecruit on the following days:

Tues, July 25 & Wed, July 26

Tues, August 1 & Wed, August 2

As always, no prescreening will be permitted for our OCI program, and screening interviews will be assigned by lottery based on student bidding. Students who were not selected for an interview by an employer as part of the PEP program will be permitted to bid on and interview with that employer as part of OCI. Students who interviewed as part of PEP will not interview again with that employer during OCI.

Recruiting Policy Changes

In order to implement this new simplified early recruiting process, we have adopted new pre-OCI interviewing policies. View the entire recruiting policies on our website [here](#).

- A student may not apply to or interview with an OCI employer outside of the OCI bidding process except for:
 - Through a formal diversity program
 - Through a formal job fair
 - Through the Penn Early Program
- Each office of a firm is considered a separate employer for purposes of OCI and this policy. A student **may** apply directly to any office that is not participating in OCI, even if a different office of that firm is an OCI employer.
- If a student chooses to apply to an OCI employer outside of the OCI bidding process beyond the three provided exceptions, that student will forfeit the opportunity to participate in the on-campus interview program.

We are so grateful for your continued partnership as we embark on another recruiting season with lots of exciting changes! Please do not hesitate to reach out with any questions or concerns you may have.

Associate Dean, Office of Career Strategy

Joanna Craig

Director of Private Sector Recruiting



Copyright © 2023 University of Pennsylvania Carey Law School Student Communications, All rights reserved.

Want to change how you receive these emails?
You can [update your preferences](#) or [unsubscribe from this list](#).

