

## Calgary Summer 2019 Recruitment Protocol for 1Ls

In addition to the rules pertaining to first year recruitment as outlined by the Law Society of Alberta, the majority of Calgary Law firms have agreed to the following protocol in how they will govern themselves within the recruitment rules. In order to provide consistency, the following is agreed to:

1. Call date for Interviews: Firm initiated contact with students to invite them to recruitment week activities (interviews, dinners, receptions) is fine after receipt of the student's application. Other firm-initiated contact with individual students is not allowed.
2. Those involved with making student hiring decisions are not allowed to have a face-to-face meeting with a student prior to the recruitment period.
3. When initiated by the student, face-to-face meetings with articling students, associates or partners, who are not involved in making hiring decisions, can take place when the purpose is not for recruitment but to provide more information about the firm.
4. Responding to email inquiries initiated by students are allowed.
5. Responding to phone inquiries initiated by students are allowed.
6. Responding to requests for tours will not be allowed.
7. One hour prior to the offer time, firms will not contact students. Firms will be allowed to respond to student inquiries.

Other firms/organizations, who were not part of the meeting, are encouraged to follow the protocol, as above, if they are participating in the Calgary articling recruit.