

ON-CAMPUS RECRUITING: QUICK FACTS

The Career Management Center (CMC) looks forward to welcoming you to campus for a successful recruiting season. Columbia Business School's recruiting policies exist to ensure a fair recruiting process for all companies and students. Please share the policies in this guide with your recruiting teams.

The full recruiting policies can be found on our website: www8.gsb.columbia.edu/recruiters/how/on-campus-recruiting

FULL-TIME INTERVIEWS

- Columbia Business School has no restrictions on when firms can host full-time interviews. We encourage networking with our September- and January-entering students and select EMBA students prior to the start of the second year.
- On-campus interviews begin **Friday, October 11, 2019**.
- Companies should offer an alternate date and time for second-round interviews for students with conflicts.
- Full-time offers, including those to summer interns, must be held open until **Friday, November 8, 2019**, or for three weeks, whichever is later.
- See the [Full-Time Interview calendar](#) and [full policies](#).

INTERNSHIP INTERVIEWS

- No interviews or offers are permitted between August 19 and the start of interviews listed below. Exceptions may be allowed for certain international and regional offices outside of the New York tri-state area, only with prior approval from the CMC.
- Application deadlines begin **Monday, December 2, 2019**.
- **Investment Banking only:**
 - First-round Investment Banking interviews begin **Monday, January 6, 2020**.
 - Second-round Investment Banking interviews begin **Thursday, January 9, 2020**.
 - Offers for Investment Banking Internships may be extended after 5 p.m. on **Friday, January 10, 2020**.
- **All Industries:**
 - First-round interviews begin for all industries **Friday, January 10, 2020**.
 - Second-round interviews begin for all industries **Thursday, January 16, 2020**.
- Offers for internships in all industries may be extended after 5 p.m. on **Friday, January 17, 2020**.
- Companies should provide an alternate date and time for second-round interviews for students with conflicts. Companies interviewing outside of the New York area should inform the CMC of their interview timing in advance. Interviews cannot take place during blackout dates.
- All summer internship offers in all industries must remain open until **Friday, February 7, 2020**, or for three weeks, whichever is later.
- See [Internship Interview calendar](#) and [full policies](#).

CORPORATE EVENTS

- Events for rising second-year and select EMBA students can be held over the summer, especially for the 200 students who entered in January 2019 for May 2020 graduation and did not participate in summer internship recruiting.
- Companies are limited to hosting three events per class year, in addition to a single diversity event.
- Full-time corporate events begin **September 3, 2019**.
- Internship corporate events begin **October 1, 2019**. Company representatives may not meet with first-year students prior to this date, regardless of event topic.
- The Fall Career Fair will be on **Friday, September 27, 2019** from 11 a.m. to 2 p.m. Companies are encouraged to participate in this event in lieu of holding a standalone presentation.
- Off-campus invitation-only events for first-year students begin on **November 11, 2019**. Companies may have one invitation-only event.
- The Spring Career Fair will be on **February 28, 2020** from 11 a.m. to 2 p.m.
- See the [Corporate Event calendar](#) and [full policies](#).

ACADEMIC TIMELINE, INTERVIEW DATES, AND EVENT BLACKOUT DATES (IN ITALICS)

SUMMER TERM 2019

First day of summer term classes May 28
Independence Day holiday July 4-7
Midterm exams July 11-12
Last day of classes August 9

FALL TERM 2019

Labor Day September 2
First day of fall term classes September 3
Rosh Hashanah September 30
Yom Kippur October 9
Midterm exams October 15-21
(Full-time interviews allowed)
Election Day holiday November 1-5
Thanksgiving holiday November 27-Dec 1
Study Days/Final Exams December 11-20

SPRING TERM 2020

Internship Interviews begin January 6
Martin Luther King Jr. Day January 20
No on-campus recruiting January 21
First day of spring term classes January 27
Midterm exams March 10-13
Spring break March 16-20
Final exams May 6-15
Commencement May 20

RECRUITING CALENDAR: FULL-TIME INTERVIEWS

OCTOBER / NOVEMBER 2019				
MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
				OCTOBER 11
				ON-CAMPUS INTERVIEWS
14	15	16	17	18
ON-CAMPUS INTERVIEWS				
21	22	23	24	25
ON-CAMPUS INTERVIEWS				
28	29	30	31	NOVEMBER 1
ON-CAMPUS INTERVIEWS				ELECTION DAY HOLIDAY (NO INTERVIEWS)
4	5	6	7	8*
ELECTION DAY HOLIDAY (NO INTERVIEWS)		ON-CAMPUS INTERVIEWS		Full-time interviews continue through December 6, 2019, and from January 30 to May 1, 2020, with the exception of blackout periods.

INTERVIEW CALENDAR NOTES

- * Full-time offers may be extended at any time. Full-time offers, including those to summer interns, must be held open until Friday, November 8, 2019, or for three weeks, whichever is later.
- Second-round interviews take place off campus and are arranged directly between the recruiter and the candidate.
- Recruiters should provide an alternate date and time for second-round interviews for students with conflicts.
- **Blackout Dates** apply.
- View the [full policies](#).

RECRUITING CALENDAR: INTERNSHIP INTERVIEWS

JANUARY / FEBRUARY 2020				
MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
JANUARY 6	7	8	9	10 Investment Banking offers may be extended after 5 p.m.
INVESTMENT BANKING FIRST-ROUND INTERVIEWS			INVESTMENT BANKING SECOND-ROUND INTERVIEWS	
13	14	15	16	17 Offers for all industries may be extended after 5 p.m.
ALL INDUSTRIES FIRST-ROUND INTERVIEWS				
			ALL INDUSTRIES SECOND-ROUND INTERVIEWS	
20	21	22	23	24
Martin Luther King, Jr. Day (University Closed)	ALL INDUSTRIES FIRST-ROUND INTERVIEWS			
	ALL INDUSTRIES SECOND-ROUND INTERVIEWS			
27	28	29	30	31
Spring-term classes begin	ALL INDUSTRIES FIRST-ROUND INTERVIEWS			
ALL INDUSTRIES SECOND-ROUND INTERVIEWS				
FEBRUARY 3	4	5	6	7*
ALL INDUSTRIES FIRST-ROUND INTERVIEWS				Interviews continue through May 1, 2020, with the exception of blackout periods.
ALL INDUSTRIES SECOND-ROUND INTERVIEWS				

INTERVIEW CALENDAR NOTES

- * Internship offers must be held open until February 7, 2020, or for three weeks, whichever is later.
- Second-round interviews take place off campus and are arranged directly between the recruiter and the candidate.
- Recruiters should provide an alternate date and time for second-round interviews for students with conflicts.
- **Blackout Dates** apply.
- View the [full policies](#).

RECRUITING CALENDAR: CORPORATE EVENTS

SEPTEMBER / OCTOBER 2019				
MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
SEPTEMBER 2 LABOR DAY (NO EVENTS)	Fall-term Classes Begin Second-Year Events Begin 3 L E	4 E	5 L E	6 O
9 E	10 L E	11 E	12 L E	13 O
16 E	17 L E	18 E	19 L E	20 O
23 E	24 L E	25 E	26 L E	27 Career Fair
30 ROSH HASHANA (NO EVENTS)	OCTOBER 1 First-Year Events Begin E	2 E	3 L E	4 O
7 E	8 L	9 YOM KIPPUR (NO EVENTS)	10 L E	11 O
14 E	15 MIDTERM EXAMS (NO EVENTS)	16 MIDTERM EXAMS (NO EVENTS)	17 MIDTERM EXAMS (NO EVENTS)	18 MIDTERM EXAMS (NO EVENTS)
21 MIDTERM EXAMS (NO EVENTS)	22 L E	23 E	24 L E	25 O

CORPORATE EVENT BLACKOUT DATES

- Labor Day September 2
- Rosh Hashanah September 30
- Yom Kippur October 9
- Midterm Exams October 15-21
- Election Day Holiday November 1-5
- Thanksgiving November 27-December 1
- Study Days / Exams December 11-20

EVENT TIMES AVAILABLE

- L** Lunchtime events Tuesdays & Thursdays only: 12:30-1:30 p.m.
- E** Evening events: 7:00-8:00 p.m. or 8:30-9:30 p.m.
- O** Off-campus events: any time
- I** **Invitation-only events:** 6:30-8:00 p.m. or 8:30-10:00 p.m.

Breakfast events are allowed 7:30-8:30 a.m. any day except **blackout dates**.

RECRUITING CALENDAR: CORPORATE EVENTS

NOVEMBER / DECEMBER 2019				
MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
OCTOBER 28 E	29 L E	30 E	31 L E	NOVEMBER 1 ELECTION DAY HOLIDAY (NO EVENTS)
4 ELECTION DAY HOLIDAY (NO EVENTS)	5	6 E	7 L E	8 O
First-Year Invite-only Events Begin 11 E I	12 L E I	13 E I	14 L E I	15 O
18 E I	19 L E I	20 E I	21 L E I	22 O
25 E I	26 L E I	27 THANKSGIVING BREAK (NO EVENTS)	28 THANKSGIVING BREAK (NO EVENTS)	29 THANKSGIVING BREAK (NO EVENTS)
DECEMBER 2 E I	3 L E I	4 E I	5 L E I	6 O
9 E I	10 Last Day for Events L E I	11 STUDY DAYS/FINAL EXAMS/WINTER BREAK (NO EVENTS)	12 STUDY DAYS/FINAL EXAMS/WINTER BREAK (NO EVENTS)	13 STUDY DAYS/FINAL EXAMS/WINTER BREAK (NO EVENTS)
16 STUDY DAYS/FINAL EXAMS/WINTER BREAK (NO EVENTS)	17 STUDY DAYS/FINAL EXAMS/WINTER BREAK (NO EVENTS)	18 STUDY DAYS/FINAL EXAMS/WINTER BREAK (NO EVENTS)	19 STUDY DAYS/FINAL EXAMS/WINTER BREAK (NO EVENTS)	20 Events may resume January 27, 2020.

EVENTS CALENDAR NOTES

- Internship recruiting events begin **October 1, 2019**. Company representatives may not meet with first-year students prior to this date, regardless of event topic.
- Events with certain clubs must be booked through the CMC. Learn more on the [Recruiters' website](#).
- **Blackout Dates** apply.
- View the [full policies](#).