



Job and Internship Offer Tip Sheet for Handling Exploding Offers

Congratulations on getting your job or internship offer! Please use these guidelines and seek our assistance to help you navigate situations where an employer is giving you very little time to decide on whether to accept or decline their offer of employment (referred to as an “exploding offer”).

Did you get the offer as a result of a Cal Poly Career Services sponsored event?

YES

Did you know that Career Services has a [policy](#) that prohibits exploding offers from employers who recruit you through our employer services including career fairs, MustangJOBS job listings, on-campus/virtual interviews, and information sessions? The term “exploding offer” is used to indicate a very quick response time, reduction in offer package, or any other practice that puts unreasonable pressure on a student.

Fall Quarter Offers

We encourage students to accept their job offer of choice as soon as they are ready to do so. This will allow the employer to complete their hiring process and notify other applicants (some of which may be your peers) of their status in a timely manner. In the event you need more time to make your decision, during fall quarter students have until **November 15** and a minimum of two weeks before they must accept or decline any offer. Read the [policy](#) for more details.

Things you can do:

- Accept the offer in the time window given by the company if you don't need more time to decide and are ready to commit to the offer
- Ask the employer for more time
- Share the [policy](#) (employer version) with employer
- Go to [General Drop-in or schedule an appointment](#) with a career counselor to help you navigate your situation

NO

You can still ask for more time, but our Exploding Offer policy does not apply since the employer did not recruit you through our services. See tips under Yes column for overall advice and feel free to go to [Drop-in or schedule an appointment](#) for more help navigating your situation.

Please note: Career Services also has a student policy regarding rescinding offers that you previously accepted. Read our full policy [here](#).





Tips for Approaching How to Ask for More Time

- It is best to ask for more time over the phone versus via email (Example statement in a courteous tone: “I met with my career counselor at Cal Poly Career Services and they told me about this policy that exists where students have two weeks from the date of the written offer to decide. Are you aware of this employer policy?”)
- Don’t wait until the last day to request more time
- Feel free to share our Employer Recruiting Policies with the employer
- Be courteous at all times and avoid being demanding

Did the employer give you more time to consider the offer?

YES

Congratulations! You now have more time to further review your offer and weigh all considerations in your decision-making process. If you want help with this please consider [scheduling an appointment or attending drop-in](#).

Things to Talk with Career Services About:

- [Evaluating the entire offer](#)
- How to approach the [negotiation conversation](#)
- How to reach out to employers when you are waiting on an offer after receiving another offer
- How to navigate multiple offers

NO

If the employer doesn’t give you more time to consider their offer, and they recruited you through a Career Services event, you can decide if you want us to contact the employer on your behalf. You can attend General Drop-In or meet with your career counselor to start this process.

Job Offer Drop-In:

Fridays – October 9, 16, 23, 30 and November 6, 13

11:00 am to 12:00 pm

Come and talk with a career counselor about salary negotiations and offer support, no appointment necessary.

Click [here](#) to get the Zoom link under Job Offer Drop-in Hours.

