

## **SAMPLE BALLOT REFERENDA TEXT**

### **Referendum #1**

In February 2008, NALP's Board approved NALP's Part V Task Force's recommendations on several changes to Part V (the "Timing Guidelines") of NALP's Principles and Standards. These changes — including the 45 day rolling offer deadline for candidates not previously employed — were in effect on a provisional basis throughout the 2008 recruiting season.

In February 2009, NALP's Board approved further minor changes to the provisional year guidelines. You are being asked to vote yes or no on whether these changes should be made permanent. If the "yes" votes prevail, these changes will take effect immediately. If the "no" votes prevail, the Part V Standards will revert to the guidelines that were in place in the 2007 recruiting season (which, among other provisions, allowed candidates not previously employed to hold one job offer open until December 1).

Should these changes to the timing guidelines be made permanent?

YES

NO

### **Referendum #2**

Over the past several years, NALP's Recruitment Practices Advisory Group reviewed Parts I-IV of NALP's Principles and Standards to ensure they are current and represent best recruitment practices. The Board has approved the proposed changes in language, organization, and recruitment practices recommended by the Recruitment Practices Advisory Group and presents them for member approval.

A "yes" vote would adopt the changes to Parts I-IV of NALP's Principles and Standards as recommended by NALP's Recruitment Practices Advisory Group. A "no" vote would not adopt the recommended changes.

Should the changes to Parts I-IV of NALP's Principles and Standards, as recommended by NALP's Recruitment Practices Advisory Group and approved by the Board, be adopted?

YES

NO