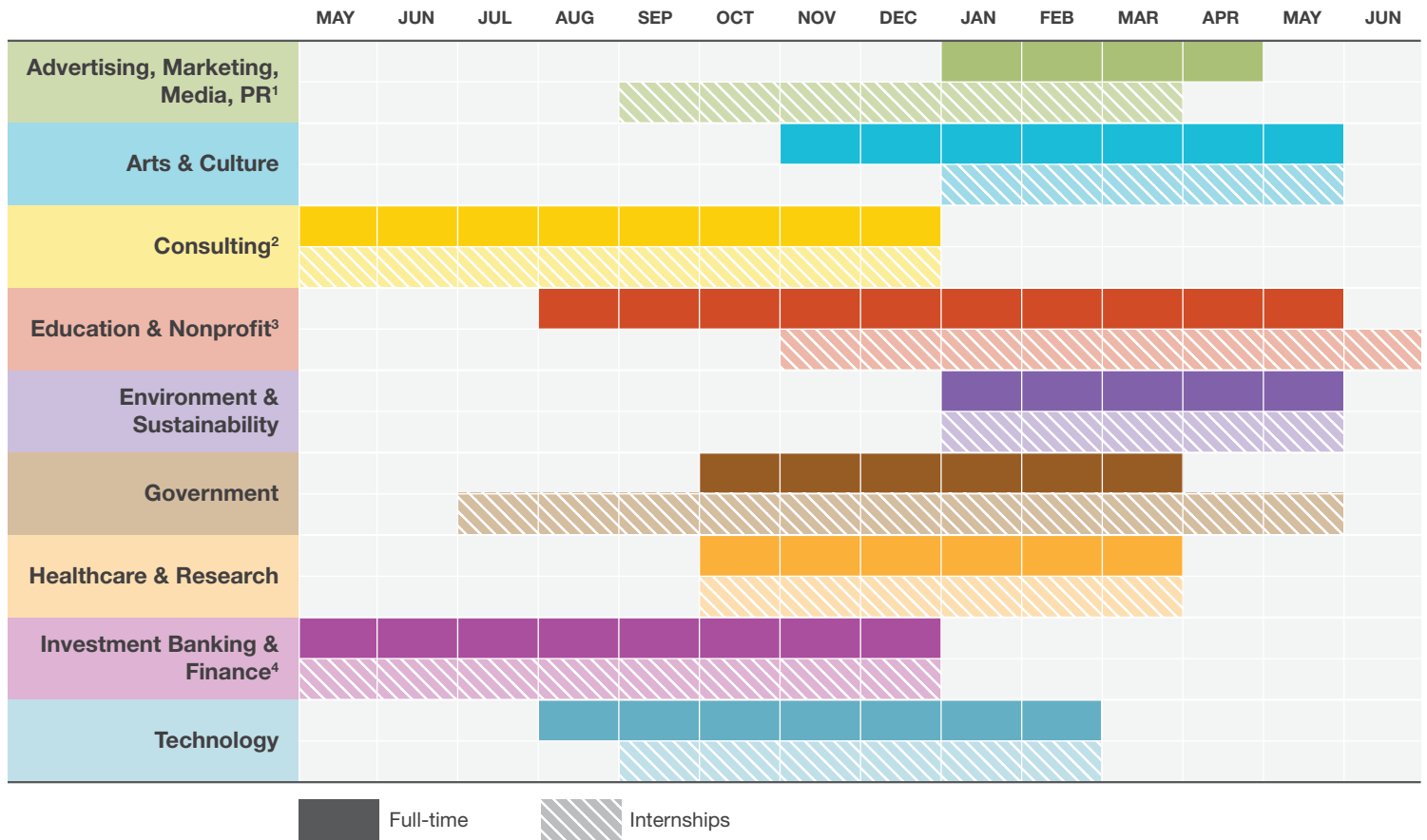


Hiring & Recruiting Cycles

This graphic reflects typical hiring and recruiting cycles. Recruiting timelines vary greatly across industries. Below is an example of those schedules. It's important to note that these timelines are not exact and opportunities can present themselves throughout the year. The industries represented below reflect full-time and internship hiring cycles unless otherwise noted.



Notes:

1. For 2023 & 2024, the WGA & SAG strike may affect these timelines.
2. Larger Employer recruiting starts in April. Mid-Size & Smaller Employer recruiting start in August/September.
3. Larger Employers recruit August–May. Smaller Employers recruit April–June. K-12 School Districts recruit January–March.
4. Recruiting starts in March.