



On-Campus Recruiting and Job Fairs

Employers engaged in on-campus interviews and career fairs must comply with the Career Development Centers Job and Internship Posting Terms and Conditions. Please contact us if you need information on registering for career fairs or booking spaces for on-campus interviews.

Job and Internship Posting Terms and Conditions

The Career Development Center will only accept and publish job/internship listings that adhere to the following terms and conditions:

Pay Structure

We urge organizations to specify the compensation structure clearly in their job postings. The Career Development Center will not publish listings solely based on 100% commission. Additionally, we do not accept postings where base salaries depend on future commissions. All job postings in North Carolina must meet the minimum wage of \$7.25 per hour.

Advanced Leads or Monetary Start-up Costs

We do not permit postings from employers or internship hosts that require applicants to pay a start-up fee or provide contact information for potential leads. No charges for training or application processes are allowed.

Network Marketing or Multi-Level Marketing (Pyramid Schemes)

We do not post job or internship opportunities related to network marketing or those structured as multi-level marketing (pyramid schemes).

Complete Contact Information

Employers and internship hosts must provide full contact details to the Career Development Center, including phone numbers, email addresses, web addresses, the business's physical location, and the job's or internship's exact location. We do not post jobs that involve travel to private residences.

Clearly-Defined Descriptions

The Career Development Center will only accept job or internship listings with clear or suspicious job descriptions.

Organizational Structure

Job and internship listings must be linked to a defined business or organization. All organizations should have a website with a contact person's email domain matching the website domain. We do not accommodate postings from private individuals.

Third-party recruiters (employment or staffing agencies, search firms)

Our services do not extend to third-party recruiters. Agencies and organizations must recruit directly for their establishment and may not post or hire on behalf of others.

International Opportunities

Only international job or internship opportunities sponsored by Carolina University will be posted.

Academic Department Feedback

The Career Development Center retains the right to refuse a job or internship posting based on feedback from any academic department at Carolina University suggesting that relationships with an employer or internship host should be restricted or discontinued.

The Career Development Center can decide whether a job or internship listing will be published.

Membership-Based Sponsorship Pricing

Our job fair sponsorships are structured with three membership-based tiers, each offering unique benefits suited for different needs—from individuals to large corporations. These sponsorships are valid for one year and require annual renewal, allowing sponsors to adjust their participation as needed.