

Notice to Recruiters

Usalco, LLC ("Usalco") does not accept unsolicited resumes from recruiters or employment agencies. In the absence of a signed agreement, Usalco will not consider or agree to payment of any referral compensation or recruiter fee. In the event a recruiter or agency submits a resume or candidate without a previously signed agreement, Usalco explicitly reserves the right to pursue and hire those candidate(s) without any financial obligation to the recruiter or agency. Any unsolicited resumes, including those submitted directly to hiring managers, are deemed to be the property of Usalco.

Usalco has an internal recruiting department that may occasionally obtain assistance from temporary staffing agencies, placement services, and professional recruiters ("External Servicers"). **External Servicers are hereby specifically directed NOT to contact Usalco employees directly to present candidates. Usalco's recruiting team or other authorized Usalco personnel must present ALL candidates to hiring managers.**

To protect the interests of all parties, Usalco will not accept unsolicited resumes from any source other than directly from a candidate. Any unsolicited resumes sent to Usalco, including unsolicited resumes sent to a Usalco mailing address, fax machine, or email address, directly to Usalco employees, or to Usalco's resume database, will be considered Usalco property. Usalco will NOT pay a fee for any placement resulting from the receipt of an unsolicited resume. **Usalco will consider any candidate for whom an External Servicer has submitted an unsolicited resume to have been referred by the External Servicer, free of any charges or fees.**

An External Servicer must obtain advance written approval from Usalco's recruiting or HR function to submit resumes, and then only in conjunction with a valid contract for service and in response to a specific job opening. **Usalco will not pay a fee to any External Servicer that does not have a contract in place. Usalco hereby specifically rejects and denies any liability under any agreement purporting to be accepted based on negative consent, negotiation with a candidate, performance, or any means other than the signature of a Usalco officer.**