

THANK YOU FOR YOUR INTEREST IN WORKING WITH ECS AND VISITING OUR SITE TO LEARN MORE ABOUT OUR FIRM.

It is the responsibility of all Third-Party recruiters/search firms to read this policy, negotiate and obtain a written signed preferred vendor agreement executed by an authorized ECS representative prior to contacting ECS with candidate resumes, information, referrals or requests for search retention.

At ECS, we believe that attracting top talent directly contributes to our success as a company. To that end, we have built an internal recruiting team who conducts our recruiting and search efforts. While we do work with third-party recruiters, it is only on an ***as needed basis***. Third-party recruiters include agencies, organizations, or individuals recruiting candidates for temporary, part-time or full-time opportunities other than for their own need. This also includes, but is not limited to, employment agencies, search firms, contract recruiters and resume referral firms.

We respect the importance of partnering with third-party recruiters and the goals that can be attained when working together to recruit for strategic positions and we understand the amount of time and effort that goes into finding the right match. Therefore, we work with a small and pre-select group of third-party recruiters who have signed agreements with ECS and have been selected based on their knowledge of ECS and the industry.

Because of the number of recruiting agency solicitations we receive, all third-party recruiting agencies are required to apply with us to become an approved, preferred vendor. These approved, preferred agencies are expected to deliver high quality candidates and are considered strategic partners of ECS.

If you would like to be considered as a potential recruiting partner, please submit your contact information, an electronic brochure and your area of expertise to recruit@ecslimited.com. Please include "Recruiting Agency" in the subject line. Be confident that we will review your information when/if the need for additional partners or your services arise. Please note that providing your request or information does not automatically qualify you, or your firm, to be under contract. Only Candidate resumes, information, referrals or searches conducted by Temporary Agencies or Third-Party Search Firms who obtain a ***signed preferred vendor agreement*** will be eligible for a placement fee.

Unsolicited Resumes

ECS does not accept unsolicited resumes from third-party recruiters/search firms. Any unsolicited Candidate resumes, information or referrals forwarded by recruiters/search firms to ECS or any of our managers, recruiting team or employees will be considered voluntarily-submitted public information. Such unsolicited resumes will not be eligible for placement fee payment to the agency. Securing a signed preferred vendor agreement from the ECS Director of Human Resources with the approval of ECS General Counsel is the only way any fee will be paid for any Candidate resumes, information or referrals. Our staff is not authorized to enter into agreements with Third-Party Recruiters/Search Firms. Verbal or written commitments from any other employee of ECS will not be considered binding in any terms or conditions. ECS will not pay a fee to a Third-Party search firm/recruiter that has not coordinated their recruiting activity with the appropriate member of ECS's recruiting team. All inquiries regarding this policy should be submitted to legal@ecslimited.com.