

NOTICE TO RECRUITERS

Please note that HGA does not accept unsolicited resumes from temporary staffing agencies, placement services, and/or professional recruiters ("External Servicers"). HGA has an internal recruiting department that may occasionally obtain assistance from External Servicers. In the absence of a signed Agreement, HGA will not consider or agree to payment of any referral compensation or recruiter fee. In the event an External Servicer submits a resume or candidate without a previously signed Agreement, HGA 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 HGA.

To protect the interests of all parties, HGA will not accept unsolicited resumes from any source other than directly from a candidate. Any unsolicited resumes sent to HGA, including unsolicited resumes sent to a HGA mailing address, fax machine or email address, directly to HGA employees, or to HGA's resume database will be considered HGA property. HGA will NOT pay a fee for any placement resulting from the receipt of an unsolicited resume. **HGA 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.**

Any External Servicer must obtain advance written approval from HGA to submit resumes and then only in conjunction with a valid fully executed Agreement for service and in response to a specific job opening or openings for which the External Servicer is asked to make submissions. HGA will not pay a fee to any Non-Contracted Agency that does not have such agreement in place.

HGA 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 HGA officer.