

vRad and its affiliates have an internal recruiting department. vRad may supplement that internal capability from time to time with assistance from temporary staffing agencies, placement services, and professional recruiters. **Agencies are hereby specifically directed NOT to contact vRad employees directly in an attempt to present candidates – vRad’s recruiting team must present ALL candidates to hiring managers.**

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

Agency must obtain advance written approval from vRad's recruiting function to submit resumes, and then only in conjunction with a valid fully-executed contract for service and in response to a specific job opening. **vRad will not pay a fee to any Agency that does not have such agreement in place.**

Agency agreements will only be valid if in writing and signed by an officer of vRad Human Resources or his or her designee. No other vRad employee is authorized to bind vRad to any agreement regarding the placement of candidates by Agencies. **vRad 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 vRad Human Resources officer.**