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## **Unsolicited Outreach Statement – Recruitment Agencies**

*MLR Limited and its affiliates and subsidiaries ("MLR") have an internal recruitment team. Staffing agencies, placement services, and professional recruiters ("Agency") are not required. Agencies are hereby specifically directed not to contact MLR co-workers directly to present candidates – MLR's Recruiting Team must present all candidates to hiring managers.*

*To protect the interests of all parties, MLR will not accept unsolicited CV's / Resumes from any source other than directly from a candidate. Any unsolicited resumes sent to MLR, including unsolicited resumes sent to the MLR careers email address, directly to MLR coworkers, or to MLR's applicant tracking system will be considered MLR property and MLR are free to contact those prospective candidates directly with zero financial repercussions.*

*MLR will NOT pay a fee for any placement resulting from the receipt of an unsolicited resume. MLR 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 in advance, written approval from MLR's Recruiting Team to submit resumes, and then only, in conjunction with a valid fully executed placement agreement and assignment letter. MLR will not pay a fee to any Agency that does not have such agreement in place.*

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