

NOTICE TO RECRUITERS, EMPLOYMENT AGENCIES AND/OR VENDORS

Please note that Tec Inc. does not accept unsolicited resumes from recruiters, employment agencies or vendors. In the absence of a signed Recruitment Fee Agreement and Tec Inc. Recruiter authorization, Tec Inc. 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 signed Recruitment Fee Agreement and Tec Inc. Recruiter authorization, Tec Inc. 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 to hiring managers, are deemed to be the property of Tec Inc. Absent a signed Recruitment Fee Agreement and Tec Inc. Recruiter authorization, any commitments of any type including but not limited to verbal or emails from any Tec Inc. employee will not be considered binding terms. This applies to all Tec Inc. offices. It is the responsibility of all third-party recruiters and vendors to know this policy.