



Notice to external recruiters and staffing agencies

Wayne Farms LLC has an internal talent acquisition department. Wayne Farms may supplement that internal capability from time to time with assistance from temporary staffing agencies, placement services, and professional recruiters ("Agency"). **Agencies are hereby specifically directed NOT to contact Wayne Farms employees directly in an attempt to present candidates – Wayne Farms talent acquisition team or other authorized Wayne Farms personnel must present ALL candidates to hiring managers.**

To protect the interests of all parties, Wayne Farms will not accept unsolicited resumes from any source other than directly from a candidate. Any unsolicited resumes sent to Wayne Farms including unsolicited resumes sent to a Wayne Farms mailing address, fax machine or email address, directly to Wayne Farms employees, or to Wayne Farms resume database will be considered Wayne Farms property. Wayne Farms will NOT pay a fee for any placement resulting from the receipt of an unsolicited resume. **Wayne Farms 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 Wayne Farms talent acquisition 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. **Wayne Farms 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 Wayne Farms or his or her designee. No other Wayne Farms employee is authorized to bind Wayne Farms to any agreement regarding the placement of candidates by Agencies. **Wayne Farms 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 Wayne Farms officer.**