

Forward Risk and Intelligence Inc. Placement Services Policy

Attention: Staffing Agencies, Placement Firms, and Professional Recruiters

Forward Risk and Intelligence Inc. ("Forward Risk") maintains an internal recruiting team. Occasionally, Forward Risk may seek support from temporary staffing agencies, placement services, and professional recruiters (collectively referred to as "Agencies").

Agencies should refrain from making direct contact with Forward Risk employees to present candidates. It is the responsibility of Forward Risk's recruiting team or authorized Forward Risk personnel to present all candidates to hiring managers.

Please take note that any unsolicited resumes received by Forward Risk from third parties, including Agencies, whether sent via mail, email, fax, recruitment management system, or directly to Forward Risk employees, shall be considered the property of Forward Risk. Forward Risk is not obliged to pay any fees for placements resulting from the receipt of unsolicited resumes or candidate profiles. In the case of an unsolicited resume submission by an Agency, Forward Risk considers the candidate to be referred by the Agency without any charges or fees.

Prior written approval must be obtained from a member of Forward Risk's recruiting team before submitting resumes. This approval should be obtained in conjunction with a valid and fully-executed service contract, specifically pertaining to a particular job opening. Forward Risk will not provide compensation to any Agency that does not maintain such an agreement.

We would like to emphasize that Agency agreements will only be considered valid if they are in writing and signed by an authorized officer of Forward Risk. No other Forward Risk employee possesses the authority to bind the company to any agreement concerning candidate placements by Agencies. Forward Risk explicitly denies any liability arising from any agreement purportedly accepted through negative consent, performance, candidate negotiation, or any means other than the signature of an authorized Forward Risk officer.

If you are interested in becoming a potential Agency, Retained Search Firm, or Independent Recruiter vendor for Forward Risk, please send an email to: luke@forwardrisk.com

Please introduce yourself, your Agency, and include the following information in your email:

- Your contact information
- The job functions for which you recruit
- The industries in which you specialize in recruitment
- The service levels you offer to your clients
- The duration of your business operations
- Any additional service solutions provided to clients