



**KARL STRONG
CONSTRUCTION LTD**

**THIRD-PARTY
RECRUITMENT POLICY
STATEMENT**

POLICY STATEMENT

Karl Strong Construction Ltd (KSC) maintains an internal recruiting team and may occasionally seek additional support from temporary staffing agencies, placement services, and professional recruiters. However, agencies, placement services, and external recruiters must refrain from directly contacting KSC team members to present candidates. All candidates must be presented through KSC's recruiting team to our hiring managers.

KSC will not accept unsolicited resumes from any source other than directly from applicants. Any unsolicited resumes sent to KSC, including those sent to a KSC office mailing address, email address, directly to team members, or through our job posting portal, will be considered the property of KSC. We will not pay a fee for any placement resulting from an unsolicited resume. Unsolicited resumes will be treated as free referrals.

Agencies, placement services, and external recruiters must obtain prior written approval from KSC's recruiting team before submitting resumes. This must be done in conjunction with a valid, fully executed contract for service and in response to a specific job opening. KSC will not pay fees to agencies, placement services, or external recruiters without such an agreement in place.

POLICY STATEMENT

Only written agreements signed by KSC's recruiting team are valid. No other KSC team members are authorized to bind KSC to any agreement regarding candidate placements. KSC rejects any liability under agreements based on negative consent, candidate negotiations, performance, or any method other than a signed document by KSC.

To be considered for future partnerships with KSC as an agency, retained search firm, or independent recruiter, please email KSC talent acquisition at www.info@kscltd.ie.



KARL STRONG CONSTRUCTION LTD

MON – FRI
OPENS 9 AM
CLOSES 5 PM

041 980 0803

MELL INDUSTRIAL
ESTATE, TOBERBOICE
LANE, MELL, DROGHEDA,
CO. LOUTH.
A92 X925

Company number: 433862