

# Third-Party Recruiting Agencies

**Activision Blizzard's policy for third-party recruiters.** All vendors must have a signed vendor agreement from Activision Blizzard, Inc. or one of its subsidiaries (together, referred to as the "Company") to receive payment for a candidate placement. The agreement must have been entered into within one year from the date of submission of the candidate's resume; if the agreement is older, then you must sign a new agreement with the company prior to submitting a candidate.

The Company will not pay a fee to a recruiter that does not have a signed Company vendor agreement. Any resume submitted to any employee of Activision Blizzard or one of its subsidiaries without having a Company vendor agreement in place will be considered unsolicited and will be treated as property of the Company. Further, the Company will not be liable to pay a placement fee and, in fact, no fee will be paid.

Obtaining a signed vendor agreement from the Senior Director, Recruiting and Integration, Human Resources is the only way you will be paid. Verbal or written commitments from any other member of the Company's staff will not be considered binding terms. The Company will not pay a fee to a third-party recruiter that has not coordinated their recruiting activity with the appropriate member of the Talent Acquisition team.

It is the responsibility of all third-party recruiting/supplemental staffing agencies to know this policy.