



Professional Ethics Extended to Our Candidates

1. A candidate shall be referred to potential employers for consideration for current, specific open positions only, unless otherwise agreed upon by the candidate and potential employer.
2. Candidates' resumes will not be sent out indiscriminately, but kept on a confidential basis. Research calls may be made on these candidates' behalf describing their technical background and expertise, without identifying them.
3. Candidates will be presented only on positions that meet their technical skills and personal priorities. Should a candidate request prior approval of release of his/her resume, that request will be honored.
4. Candidate information is to be treated confidentially. A candidate's name should only be used as a recruiting reference with another candidate with prior permission.
5. Information imparted to a candidate about position duties, requirements and salary will be as complete and as accurate as possible, and shall be handled in a confidential manner.
6. A candidate shall not be referred to any employer known to engage in illegal, immoral or questionable business practices, since **F.C.S.** will not work with such firms.
7. A candidate shall not be referred to any employer when a strike or lockout exists or is impending without prior notification.
8. A candidate shall not be discriminated against with regard to race, color, religion, creed, age, sex, national origin, marital status or physical handicap.