

CASL Notice

Effective Date: January 1, 2017

Allegis Group, Inc. and its subsidiaries worldwide (collectively, "**Allegis Group**", or "**we**", "**us**" and "**our**") are committed to compliance with Canada's Anti-Spam Legislation ("CASL"). We take important steps to ensure our job seekers, customers and others who receive communications from us do not encounter spam in violation of CASL. We only send commercial electronic messages ("CEMs") in compliance with this CASL Notice, our online Privacy Statement and in accordance with our internal CASL Policy and related procedures that address CASL compliance.

About Allegis Group

Through our network of specialized operating companies, Allegis Group partners with organizations across the globe to optimize talent attraction and retention — while simultaneously providing individuals with significant opportunities to realize their professional aspirations and achieve personal success. We partner with clients to help them achieve their talent strategies and business goals, and we partner with potential candidates about their career aspirations. Using our industry expertise we've developed a full suite of talent solutions — from talent acquisition services to fully-outsourced workforce management offerings. Specifically, this includes:

- Staffing and recruiting services for technical, professional, and industrial positions through Aerotek, as well as managed engineering services via EASi.
- Staffing and recruiting services for risk and compliance, operations, business and organizational change, finance, and management consultancy positions via Aston Carter.
- Legal search, recruiting, and flexible workforce services for lawyers and legal professionals through Major, Lindsey & Africa and MLA-Solutions Practice Group.
- Executive search services across an entire organization, including board of directors, C-suite, executive and senior VPs, and directors through Allegis Partners.
- An online job board and resource for job seekers with disabilities and employers looking to hire in the U.S. via Getting Hired.

- IT staffing solutions, IT talent management expertise, as well as managed, project-based, and outsourced IT services via TEKsystems Global Services
- A proven alternative to outsourced sales, providing customized sales solutions for retail and B2B customers through MarketSource.
- Permanent and contingent workforce management solutions, talent advisory services, and integrated talent solutions through Allegis Global Solutions.

What is spam?

Spam is unsolicited electronic messages, also known as 'junk' e-mail or text messages, often, but not always, sent in bulk form. An electronic message may be spam if:

- (1) The message is deceptive in that there is an attempt to hide the true sender or content of the message;
- (2) The recipient's personal identity and context are irrelevant because the message is equally applicable to any other potential recipient;
- (3) The recipient has not granted express or implied consent for the message to be sent; or
- (4) The recipient has previously unsubscribed from receiving messages from the sender.

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When does Allegis Group send commercial electronic messages?

A CEM is an electronic message that promotes a product, service or event. Allegis Group only sends CEMs in the following contexts:

- You have explicitly informed us that you would like to receive such messages (e.g., you have subscribed to our job board or to our newsletters);
- Allegis Group is responding to a request for information from you;
- To communicate with you about your job search, client relationship or other existing business or non-business relationship with us;

- To provide information that you are entitled to receive about services you have requested from us;
- You have provided us with your e-mail address, or have published your e-mail address, without placing any restrictions on its use, and the content we are sending you is relevant to your business role;
- A third party who you have an existing relationship with has referred us to you;
- The Allegis Group representative sending you the message has a personal or family relationship with you; or
- You are receiving the message in order for Allegis Group to fulfill a legal obligation or enforce a pending or existing legal right.

How does Allegis Group protect you from receiving spam?

CEMs sent, or caused to be sent, from Allegis Group do not:

- Use or contain invalid or forged headers or non-existent domain names;
- Employ any technique to otherwise misrepresent or obscure the sender of the message, the point of origin or the transmission path for the message;
- Contain false or misleading information in the subject line or otherwise contain false or misleading content;
- Use a third party's Internet domain name, or relay from or through a third party's equipment, without permission of the third party; or
- Attempt to surprise or confuse you. Allegis Group makes every effort to ensure that you have either specifically asked to receive electronic messages from us, or you can reasonably expect to.

Allegis Group does not sell or exchange any of your information without your consent.

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What if I no longer want to receive messages from Allegis Group?

In most cases, Allegis Group CEMs provide you with the ability to unsubscribe or opt-out of receiving our CEMs. When you unsubscribe using the links provided in our CEMs, your request will be processed as soon as possible, and no later than 10 days after you send the request. There are only limited contexts in which you cannot request that Allegis Group stop sending you messages, such as when we must communicate with you to enforce Allegis Group's legal rights.

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Who should I contact if I receive a CEM from Allegis Group that seems to violate this CASL Notice?

In the unlikely event that you receive any messages from Allegis Group that may be considered spam, please contact us at CASLCompliance@allegisgroup.com and the matter will be investigated. All Allegis Group staff are aware of this CASL Notice, are appropriately trained and are required to ensure that CEMs are sent according to our internal CASL Policy and related procedures. Appropriate disciplinary action will be taken in the event that this is not followed.

Contacting Us

If you have any questions about this CASL Notice or about Allegis Group's spam management strategies, please contact:

Allegis Group, Inc.
c/o Aerotek ULC
350 Burnhamthorpe Road West, Suite 800
Mississauga, Ontario L5B 3J1
ATTN: CASL Compliance Officer
CASLCompliance@allegisgroup.com

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Changes to this CASL Notice

If we change our CASL Notice, we will post the revised CASL Notice here, with an updated revision date. To view the previous version of the CASL Notice, [click here](#). We will update the "Effective Date" at the top of this page to indicate the date from which any changes take effect.

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