

Candidate Terms and Conditions

Farm & Ranch Personnel, LLC, (FRP) is a personnel agency dedicated to bringing quality agricultural employees and employers together in a mutually satisfying employment environment that meets the requirements and needs of both parties.

FRP solicits specific information from employers through Job Orders and follow-up consultation that is evaluated against the information our pre-qualified job candidates have submitted through the FRP candidate screening and evaluation process. Pre-qualified candidates who meet the basic requirements of a Job-Order are referred to those employers for interviews. FRP follows up on all interviews; and advocates for our referrals throughout the process.

Upon entering the free evaluation and representation process with Farm & Ranch Personnel:

- All information provided through the required FRP Candidate forms will be screened. Incomplete forms (forms missing required information or explanation) will be removed from our database, unless the candidate promptly provides the missing information upon request from FRP.
- References and background will be checked. FRP cannot represent any candidate who has intentionally misrepresented facts on any FRP candidate form.
- Candidates who pass the screening and evaluation reviews will be considered as qualified candidates. Our only promise to pre-qualified FRP candidates is that they will be actively represented and promoted by FRP for any available job-order for which they meet the basic qualifications. We do NOT guarantee that FRP candidates will be offered a job.

Upon becoming a pre-qualified candidate for representation and referral by Farm & Ranch Personnel, you agree to the following terms:

- FRP candidates are not exclusively committed to FRP, and are encouraged to pursue any means of job search they wish. However we ask that you keep us informed of positions you are actively pursuing in order to prevent duplication of effort.
- After being referred to a job interview through FRP, candidates must report back immediately following the interview.
- Messages from FRP must be responded to in a timely manner, within 24 hours in most cases. If communication is not maintained, FRP is under no obligation to continue representing you.
- Your relationship with Farm & Ranch Personnel is professional, and based on honesty, respect, and confidence. FRP will work hard to place you in your ideal job. However, we are under no obligation to represent any candidate who is found to be dishonest or deceptive whether it be with FRP, or with employers we have referred you to.

Initial below to confirm that you have read, and agree to FRP Candidate Terms & Conditions.

Name:	Date:
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