

## Notice to Staffing and Recruiting Agencies

NuVasive, Inc. and its affiliates and subsidiaries ("NuVasive") have an internal recruiting department and designated Careers site for individuals seeking a job at NuVasive. The submission of referrals or resumes by anyone other than a candidate directly to NuVasive employees is strictly prohibited. **Agencies are specifically directed NOT to contact NuVasive employees directly in an attempt to present candidates.**

NuVasive will not accept or consider unsolicited resumes from any search agencies, staffing agencies, fee-based referral services, headhunters and recruitment agencies. Any unsolicited resumes sent to NuVasive employees or to NuVasive's resume database, including those sent to a NuVasive mailing address, fax, or email address, will be considered NuVasive property. **NuVasive will NOT pay a fee for any placement resulting from the receipt of an unsolicited resume.**

All agencies must obtain advance written approval from NuVasive's recruiting function to submit resumes, and then only in conjunction with a valid fully-executed contract for service and in response to a specific job opening. **NuVasive will not pay a fee to any Agency that does not have such agreement in place.**

**NuVasive hereby rejects, and denies any liability under, any agreement purporting to be accepted based on negative consent, negotiation with a candidate, performance, or any means other than the signature of a NuVasive officer.** Any resume submitted in the absence of a signed agreement will become the property of NuVasive and no fee shall be due.