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Dear Recruiter,

Thank you for your interest in providing recruitment help to Dakim. We welcome your involvement in making Dakim a better, bigger company. Dakim works with recruiters for technical and for executive-level hires. Dakim is not currently hiring for any executive-level positions.

To avoid wasting anyone's time, we've developed a few ground rules that make the recruiter/client relationship go more smoothly.

1. All communication must be via e-mail to employ-it@dakim.com. **Dakim does not accept telephone calls from recruiters.**
2. For non-executive hires, Dakim will pay a maximum of \$2,500 in recruitment fees. **If that \$2,500 limit means that your company cannot recruit for Dakim, we understand, and encourage you to get in touch when Dakim is doing executive-level recruiting.**
3. Dakim has no problem finding decent candidates. We have a serious problem finding spectacular ones. You may send us up to three candidates. (If we make one of them an offer, the count resets to zero.) But if you've sent us three jerks, you're using the shotgun approach, and we are not interested in receiving further candidates from you. There's no point in wasting your time, our time, and the candidates' time.

The positions currently open, along with job requirements, are listed at <http://www.dakim.com/jobs>.

Thanks very much for your interest in recruiting for Dakim!

Sincerely,
John Schofield
Director, Information Technology