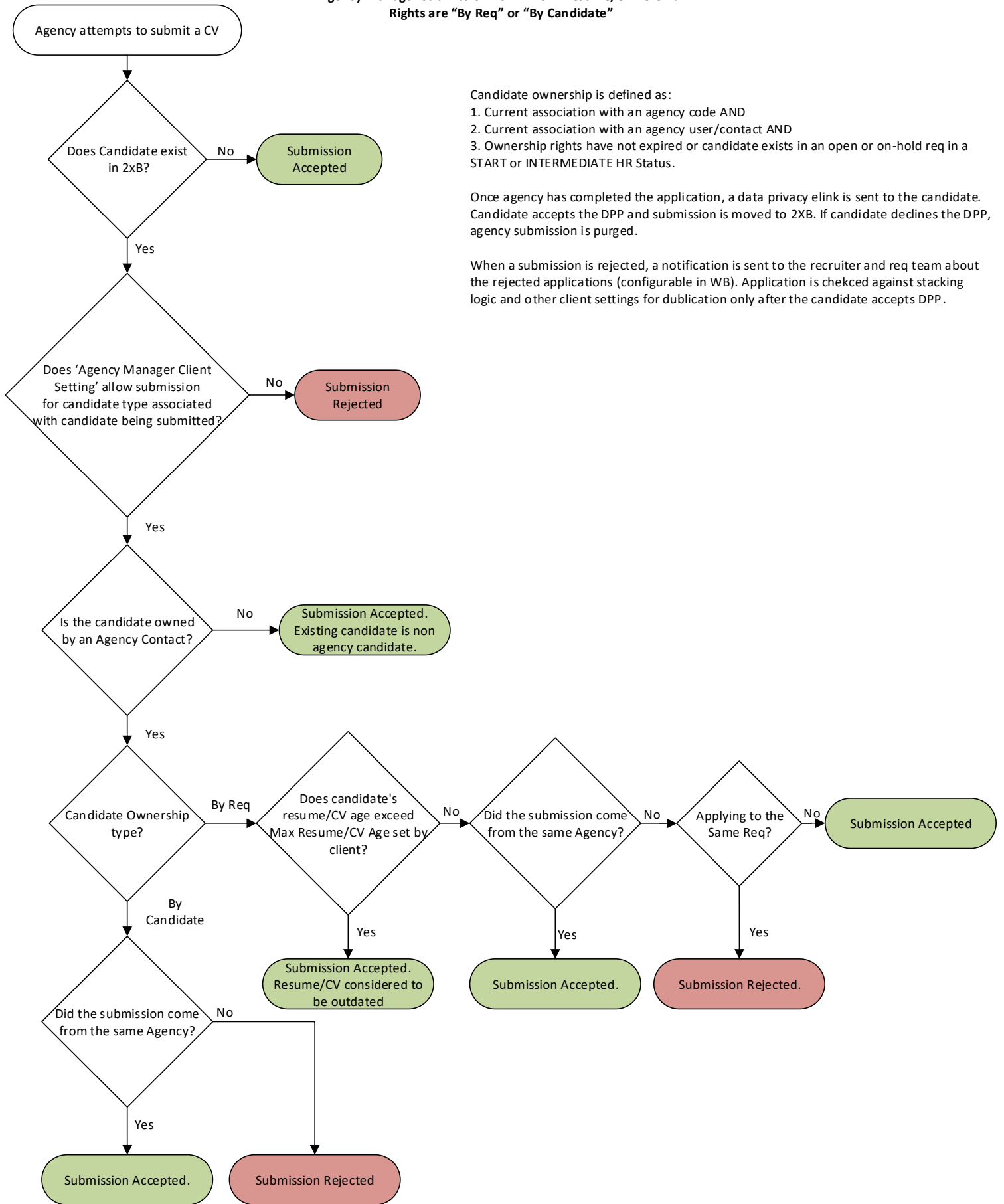


**Agency Manager Submission flow when "Resume/CV Referral
Rights are "By Req" or "By Candidate"**



Candidate ownership is defined as:

1. Current association with an agency code AND
2. Current association with an agency user/contact AND
3. Ownership rights have not expired or candidate exists in an open or on-hold req in a START or INTERMEDIATE HR Status.

Once agency has completed the application, a data privacy link is sent to the candidate. Candidate accepts the DPP and submission is moved to 2XB. If candidate declines the DPP, agency submission is purged.

When a submission is rejected, a notification is sent to the recruiter and req team about the rejected applications (configurable in WB). Application is checked against stacking logic and other client settings for duplication only after the candidate accepts DPP.