

ONE PAGE

If we wrote to you, it was not a mass email.

We write to the people whose work fits the role. Not to a list. You hear from us because what you have actually built matched, not because your title did.

— WHY WE WROTE TO YOU

We are recruiting for a specific role and your public work matched it. We say which role and which company in the first message when we can, and always before any introduction.

Where your information comes from

Public professional profiles

Public code you have published

Public job-seeker posts

Licensed business databases

- ⊗ We do not scrape LinkedIn
- ⊗ We never collect email addresses from code repositories

— WHAT WE HOLD

- Your name
- Public profile links
- The public evidence we matched on
- Our notes and scores from any call with you
- The status of any introduction

Nothing is shared with a company before you say yes to that introduction, and what we learned in a call for one company is never shown to another.

— BEFORE YOU DECIDE ANYTHING, YOU GET**1**

The company's name

2

The role as the hiring manager described it

3

The compensation range, when they have given one

4

What we know about the team

If we do not know something, we say so.

— THE TWENTY-FOUR MONTHS

A call with you
notes and scores
written down

Call notes kept for twenty-four months, so we can come back to you
for a role that fits

Month 0

6

12

18

24

Then deleted
unless we have been
in touch since

— HOW TO STOP US**Reply "no" to any message**

and we will not write again. A "no" from you ends it, with no follow-up.

Email louis@keystone-recruiting.com

to see or delete what we hold about you; we answer within five business days.

Canada. We email Canadian residents only at a professionally published work address, under Canada's Anti-Spam Legislation. Otherwise we reach out on the platform where the profile is public.

United States. Every message carries our mailing address and a working opt-out, under the CAN-SPAM Act. We recruit for a fee, the company pays it, and we tell you so up front.