**Section 680.340 Indication of Employer Paying Placement Fees**

All advertisements of positions which indicate that the employer pays the placement fee must be clearly identified as such, by use of the terms 'no fee to applicant', employer pays fee', 'no charge to applicant', and distinct from positions which the applicant shall pay the fee. On advertised positions which indicate that the employer will pay the fee, the licensee shall be responsible for the employer pay fee arrangement and without any cost to the applicant. The offering of such positions shall not be used to 'bait' in any manner to secure applicants for fee positions. Advertisements containing both employer pay fee positions and applicant pay fee positions shall be stated in a non-deceptive manner so as to preclude any misunderstanding as to which jobs cost the applicant a fee. In positions offered to applicants whereby a representation is made that the employer will pay the fee, licensee shall be responsible for the employer pay fee arrangement without any cost to the applicant.

(Source: Amended at 6 Ill. Reg. 5778, effective April 30, 1982)