

Empleos Terms & Conditions

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The following Terms and Conditions, together with any other terms incorporated by reference (the “Terms”) govern your (“you” or the “User”) use of Empleos.io, owned by Empleos, a private limited company registered in Georgia (the “Company”). User and Company may be referred as Party or Parties in below.

The Terms govern and apply to your use and/or reliance on the website Empleos.io. Please read the Terms carefully before using the services described by the Company. By using the website of the Company, you acknowledge that you have read these Terms and you agree to be bound by them. IF YOU HAVE ANY QUESTIONS REGARDING THESE TERMS, PLEASE CONTACT THE COMPANY AT info@empleos.io.

BEFORE ACCESSING THIS WEBSITE, YOU SHOULD READ THE FOLLOWING TERMS OF SERVICE CAREFULLY AS THEY GOVERN YOUR USE OF THIS WEBSITE. IF YOU DO NOT AGREE WITH THESE TERMS OF SERVICE, YOU ARE NOT GRANTED PERMISSION TO ACCESS OR OTHERWISE USE THIS WEBSITE. ACCORDINGLY, PLEASE EXIT THIS WEBSITE. EMPLEOS MAY REVISE THESE TERMS OF SERVICE FROM TIME TO TIME WITHOUT FURTHER NOTICE BY UPDATING THIS POSTING. YOUR ACCESS OR USE OF EMPLEOS INDICATES YOUR ACCEPTANCE OF THESE TERMS, AND YOUR REPRESENTATION THAT YOU ARE AT LEAST EIGHTEEN (18) YEARS OF AGE OR OLDER.

DISCLAIMER OF WARRANTIES AND LIMITATION/EXCLUSION OF LIABILITY

Empleos will use reasonable efforts to include accurate and up-to-date information on its website, but all information is provided "As Is." Empleos makes no warranties or representations as to the accuracy of information presented on Empleos.io and disclaims all warranties, express or implied, including any warranties of merchantability, fitness for a particular purpose, and non-infringement to the full extent permitted by applicable law.

The Company intends to operate in a highly regulated business area which requires a number of licenses and authorizations. The Company might not succeed in obtaining any or all of the necessary licenses and may therefore have to change its business plan. The Company disclaims all liability and responsibility to the maximum extent of the law for any statement or informative material communicated.

In addition, any information presented on Empleos.io as of a particular date may only be accurate as of such date and Empleos disclaims any responsibility to update such information. Empleos shall not be held responsible for any action taken that is based on the information presented on Empleos.io, and all users of Empleos.io website that all access and use of Empleos.io, and any and all content presented on Empleos.io, is at the user's own risk.

Neither Empleos nor any of its agents or affiliates shall be liable for any direct, incidental, consequential, indirect, or punitive damages arising out of user's access, use, or inability to use Empleos.io, or any errors or omissions in the content of Empleos.io.

Any communication or material you transmit to Empleos.io is transmitted by you on a non-confidential basis. Empleos makes no promise, express or implied, not to use such communication or material for any purpose whatsoever, including reproduction, publication, broadcast and posting.

COMPLETE AGREEMENT

These Terms (together with the Privacy Policy) set forth the entire understanding between the User and the Company with respect to the use of the Empleos.io site. For facts relating to the use of the website, the User agrees to rely only on these Terms and understands that these Terms supersede any public statements about Empleos.io made by third parties or by the Company or the Empleos Team or individuals associated with any of the Empleos Team, past and present.

SEVERABILITY

The User and the Company agree that if any portion of these Terms is found illegal or unenforceable, in whole or in part, such provision shall, as to such jurisdiction, be ineffective solely to the extent of such determination of invalidity or unenforceability without affecting the validity or enforceability thereof in any other manner or jurisdiction and without affecting the remaining provisions of the Terms, which shall continue to be in full force and effect.

NO WAIVER

The failure of the Company to require or enforce strict performance by the User of any provision of these Terms or the Company's failure to exercise any right under these Terms shall not be construed as a waiver or relinquishment of the Company's right to assert or rely upon any such provision or right in that or any other instance. The express waiver by the Company of any provision, condition, or requirement of these Terms shall not constitute a waiver of any future obligation to comply with such provision, condition or requirement. Except as expressly and specifically set forth in these Terms, no representations, statements, consents, waivers, or other acts or omissions by the Empleos Team shall be deemed a modification of these Terms nor be legally binding.

UPDATES AND CHANGES TO THE TERMS

The Company reserves the right, at its sole discretion, to change, modify, add, or remove portions of the Terms at any time during the sale by posting the amended Terms on the Website. Any User will be deemed to have accepted such changes by visiting/registering on the website. The relationship between the Company and the User is regulated by the version of the Terms in effect at the time of deciding on relevant right or obligation.

COOPERATION WITH LEGAL AUTHORITIES

The Company will cooperate with all law enforcement enquiries, subpoenas, or requests provided they are fully supported and documented by the law in the relevant jurisdictions.

INDEMNIFICATION

To the fullest extent permitted by applicable law, the Users will indemnify, defend and hold harmless the Company and Empleos Team from and against all claims, demands, actions, damages, losses, costs and expenses (including attorneys' fees) that arise from or relate to: (i) your use of the Empleos.io website; (ii) your responsibilities or obligations under these Terms; (iii) your violation of these Terms; or (iv) your violation of any rights of any other person or entity.

FORCE MAJEURE

The Company or the Empleos Team shall not be held responsible for non-compliance with these Terms, if the non-compliance is caused by a Force Majeure event which separately or in combination with other similar risks is beyond the reasonable control of the Company.

APPLICABLE LAW AND DISPUTES

All rights and obligations arising from use of the Empleos.io website are governed by the laws of Georgia.

The Company, any reader of this document and any person who intends to use the Empleos.io website shall make good faith efforts to amicably resolve any dispute, controversy or claim between them relating to Empleos and their respective rights and obligations hereunder.

In case a settlement is not reached between the parties, the dispute shall be resolved in accordance with applicable legislation of Georgia.

PRIVACY

The Privacy Policy available on the Website is part of these Terms, and any interaction by the Company with its community and Users and vice versa shall comply with that policy.

LANGUAGE

Currently, only English versions of any communications with the Company is considered official. The English version shall prevail in case of differences in translation.

INTELLECTUAL PROPERTY RIGHTS

All material contained on Empleos.io, unless otherwise indicated, is protected by law including, but not limited to, Georgia copyright, trade secret, and trademark law, as well as other state, national, and international laws and regulations. Except as expressly provided herein, Empleos does not grant any express or implied right to you. By posting jobs on Empleos.io, you agree to allow Empleos to use your company names, logos, and icons identifying your products and services, including any published company descriptions, in order to promote your job postings.

ACCEPTABLE SITE USE

Users are prohibited from violating or attempting to violate the security of Empleos.io, including, without limitation, (a) accessing data not intended for such user or logging into a server or account which the user is not authorized to access, (b) attempting to probe, scan or test the vulnerability of a system or network or to breach security or authentication measures without proper authorization, (c) attempting to interfere

with service to any user, host or network, including, without limitation, via means of submitting a virus to Empleos.io, overloading, 'flooding', 'spamming', 'mailbombing' or 'crashing', (d) sending unsolicited e-mail, including promotions and/or advertising of products or services, or (e) forging any TCP/IP packet header or any part of the header information in any e-mail or newsgroup posting. Violations of system or network security may result in civil or criminal liability. Users are prohibited from using any device, software or routine to interfere or attempt to interfere with the proper working of Empleos.io or any activity being conducted on this site.