

Snag(R) TERMS OF USE

THESE TERMS OF USE CONSTITUTE A BINDING LEGAL AGREEMENT AND GOVERN THE USE OF THE SNAGAJOB.COM, INC. AND SNAG WORK LLC (COLLECTIVELY “SNAG”, “WE, “OUR” or “US”) WEBSITES AND MOBILE APPLICATIONS. PLEASE READ THEM CAREFULLY!

1. Introduction

A. Mission Statement

Snag’s Mission Statement is to put people in the right-fit positions so they can maximize their potential and live more fulfilling lives.

B. The Snag Websites and Mobile Applications

1. The Snagajob Websites and Mobile Applications, including all information, text, visual images, software, products and services used or available via the Websites or the Apps and the interactive user area referred to as My Account that is part of the Websites (collectively, the “Websites”) and the “Job Search – Snagajob” Mobile Application (“Apps”) are owned and operated by Snag. Our Websites and Apps are for the use of our members (“Members,” “you” or “your”) only. Our Websites and Apps enable our Members to learn about, and apply for, employment opportunities with businesses that contract with us to post job listings or shifts (“Sponsors”). We agree to provide you with access to our Websites and/or Apps subject to these Terms of Use. In consideration for your use of our Websites and/or Apps, you agree to use it in accordance with these Terms of Use, without reservation. If you register for, or access, our Websites or Apps in any manner, including social registration or login through Facebook, your registration or access constitutes use of the Websites or Apps. BY REGISTERING FOR OR ACCESSING OUR WEBSITES OR APPS IN ANY MANNER WHATSOEVER, INCLUDING THROUGH FACEBOOK REGISTRATION, YOU INDICATE YOUR ACCEPTANCE OF THESE TERMS OF USE. IF YOU DO NOT AGREE TO THESE TERMS OF USE, DO NOT REGISTER FOR, ACCESS OR USE OUR WEBSITES OR APPS. IF YOU WISH TO ACCESS AND USE OUR WEBSITES OR APPS, YOU MUST SELECT THE “I ACCEPT” OPTION AT THE BOTTOM

OF THE REGISTRATION FORM OR DURING THE APPS REGISTRATION PROCESS. IF YOU DO NOT WISH TO ACCESS OR USE OUR WEBSITES OR APPS, YOU MUST SELECT THE “I DO NOT ACCEPT” OPTION AT THE BOTTOM OF THE REGISTRATION FORM OR DURING THE APPS REGISTRATION PROCESS. Any and all rights not expressly granted in these Terms of Use are reserved by Snag.

2. By creating a profile or by submitting an application to an employer or for a shift through our Websites or Apps, you are expressly consenting to our use of your name, as well as your likeness, image, photo, video, voice, and appearance if you provide a photo or video, in connection with a jobseeker database that potential employers may browse. You may be contacted by third parties about jobs for which you did not apply. Additionally, by submitting an application to an employer or applying for a shift through our Websites or Apps, you are expressly consenting to our use of your name, as well as your likeness, image, video, voice, and appearance if you provide a video, in connection with your application and delivering your application to the particular employer. We do not submit your photo directly to an employer when you submit an application. However, it is possible for an employer to view your profile, including your photo, in our browsable database of jobseekers. If you do not want to be included in our jobseeker database, do not create a profile and do not submit an application using our Websites or Apps. If you do not want your photo or video to be included in our jobseeker database, do not provide a photo or video in your profile or in connection with a job application.

C. Use of Apps

1. The use of the Apps requires use of a mobile device and wireless and mobile data service, which you must obtain from your carrier, and may require Internet access. You are responsible for obtaining and paying for such services, and Snag will not be liable for any costs or fees incurred by or through your use of the Apps, including, but not limited to, any mobile carrier fees, any SMS, MMS or other text or multimedia message fees, or any payment provider fees.

2. By using the Apps, you consent to receive, at your own cost, electronic communications from Snag about the Apps, including, without limitation, via SMS, MMS and other text or multimedia messages, email, and by transmitting data to your mobile device such as through a push message. Such communications from Snag may include, without limitation, administrative messages, service announcements, diagnostic data reports, and updates to the Apps itself. You consent to the transmission of data from Snag and the Apps to and from your mobile device, including to push automatic updates to your mobile device.

D. Facebook Social Registration and Login

1. By registering for and/or accessing the Websites or Apps through Facebook, you agree to be bound by these Terms of Use, without reservation. Specifically, you agree that any and all information and/or data submitted to us through the Facebook registration process is subject to these Terms of Use including, but not limited to, Section III (D) (“Your License to Us”) below.
2. By registering through Facebook, you agree to receive email job alerts from us. If you wish to unsubscribe from our email job alerts, you may do so at any time by updating your settings options through your desktop profile.

Modifications to our Websites, Apps and to the Terms of Use

1. From time to time we will change, or make improvements to, our Websites and Apps. Such changes and/or improvements may be made without prior notice to you. We may provide you notice of such change on our Websites, Apps or in e-mails we send to our Members.

From time to time, we also may change these Terms of Use or impose new conditions on the use of the Websites and/or Apps without prior notice to you, in which case we will post the revised Terms of Use on this Websites. The revised Terms of Use will be effective immediately upon their posting on the Websites. You are responsible for reviewing the most current version of these Terms of Use before using the Websites or Apps to ensure that you agree to any revisions to these Terms of Use. If at any time you do not agree to the revisions we make to these Terms of Use, you should immediately stop accessing or using the Websites or Apps in any manner whatsoever and must remove the Apps software from your mobile device. By continuing to use the Websites or Apps after we post any such changes, you accept the Terms of Use, as modified. You further agree that these methods of providing notice and acceptance of changes or revisions to these Terms of Use are reasonable.

II. Your Rights and Obligations

A. Service Eligibility

To be eligible to use the Websites or Apps, you represent and warrant that you: (1) are fourteen (14) years of age or older; (2) are not currently restricted from the Websites or Apps, or not otherwise prohibited from having an account with us, (3) are not a competitor of ours and are not using the

Websites or Apps for reasons that are in competition with us; (4) will only maintain one account with us at any given time (although you can delete an account and subsequently register for a new one, as long as you have only one active account at a time); (5) have full power and authority to enter into this agreement with us and to be bound by these Terms of Use and doing so will not violate any other agreement to which you are a party; (6) will not violate any rights of the Websites or Apps, including intellectual property rights such as copyright or trademark rights; and (7) agree to provide at your cost all equipment, software, and internet access necessary to access and use the Websites or Apps.

B. Registration

If you choose to create a profile on our Websites or Apps or through Facebook social registration, you must complete an online registration form. You agree (1) to provide true, accurate, current and complete information about yourself as prompted by the Websites' or Apps' registration form, and (2) to maintain and promptly update the information you provide to us in order to keep your profile true, accurate, current and complete. If we have reasonable grounds to suspect that the information in your profile is untrue, inaccurate, not current or incomplete, we have the right to suspend or terminate your account and refuse any and all current or future use of our Websites or Apps (or any portion thereof) by you. Our use of any personally identifying information you provide to us as part of the registration process is governed by the terms of our Privacy Policy.

C. User Name/E-Mail Address and Password

To log onto our Websites or Apps, you will need a user name and password which you will supply when you register to use our Websites or Apps. You are responsible for maintaining the security and confidentiality of your user name and password, and all activities (whether by you or by others) with respect to the Websites and/or Apps that occur under your user name or password. You are also liable for all charges, damages and losses incurred or suffered by you and/or by us as a result of your failure to maintain the confidentiality of your user name and password. We are not liable for any harm or loss caused by or related to the theft or disclosure of your user name and password, or your authorization to allow another person to access and use the Websites or Apps with your user name and password. You agree to notify us immediately of any unauthorized use of your user name and password, the need to deactivate your user name and password due to security concerns, or any other breach of security. You must ensure that you log out of your account at the end of each session.

D. Your License and Authorization to Us

1. By submitting (e.g., uploading) any message, information, data, text, software, images, or other materials (“Content”) to the Websites or Apps, you automatically grant Snag a royalty-free, perpetual, irrevocable, non-exclusive, fully paid up, transferable right and license to use, reproduce, modify, adapt, publish, distribute, translate, communicate to the public, create derivative works from, distribute, perform and display such Content (in whole or part) worldwide, or to incorporate it in other works in any form, media, or technology now known or later developed (for the full term of any rights that may exist in such Content), without restriction or compensation, and to grant and authorize sublicenses thereof. In addition, you agree to waive all moral rights in the Content. Snag and its designees shall have the right, but not the obligation, in their sole discretion to edit, refuse to post, or remove any Content posted on the Websites or Apps that violates these Terms of Use or is otherwise objectionable. By submitting Content to the Websites or Apps, you represent and warrant that (1) you own the Content, (2) you are entitled to submit it to us and (3) the Content is accurate, truthful, not confidential, and not in violation of any contractual restrictions, third party intellectual property rights, third party privacy rights, or other third party rights.

2. By submitting and/or signing an Application, new hire paperwork (employment agreements, arbitration agreements, new hire manuals, etc.) or other similar document through the Websites, you authorize Snag to disclose any information that Snag has collected during and from the submission and/or signature process, including but not limited to any information necessary to prove the electronic signatures on the Application, new hire paperwork or other similar document are attributable to you, to the employer to which the Application, new hire paperwork or other similar document was submitted to and/or signed for.

E. Your Responsibilities

1. Our Websites and Apps are intended to be used only for lawful purposes by individuals seeking employment. You may not use (or plan, encourage or help others to use) our Websites or Apps for any purpose or in any manner that is prohibited by these Terms of Use or by Applicable law (including but not limited to any Applicable export controls). It is your responsibility to ensure that your use of our Websites and/or Apps complies with these Terms of Use and to seek prior written permission from us for any uses not permitted or not expressly specified herein. If you do any of the items listed in part three of this section, below, we may, at our sole option, terminate your access to our Websites and/or Apps.

In connection with using our Websites and/or Apps, you agree that you will:

- a. Comply with all Applicable laws, including, without limitation, privacy laws, intellectual property laws, export control laws, tax laws, and regulatory requirements;
 - b. Provide accurate information to us and update it as necessary;
 - c. Review and comply with our Privacy Policy;
 - d. Review and comply with notices sent by us concerning the Websites, Apps and our operation thereof; and
 - e. Use the Websites and/or Apps in an honest, respectful and professional manner.
3. In connection with using our Websites and/or Apps, you agree that you will not:
- a. Act dishonestly or unprofessionally by engaging in unprofessional behavior or by posting inappropriate, inaccurate, or objectionable content to our Websites or Apps;
 - b. Duplicate, license, sublicense, publish, broadcast, transmit, distribute, perform, display, sell, rebrand, or otherwise transfer information found on our Websites or Apps (excluding Content posted by you) except as permitted in these Terms of Use or as expressly authorized by us;
 - c. Reverse engineer, decompile, disassemble, decipher or otherwise attempt to derive the source code for any underlying intellectual property used in connection with the Websites or Apps, or any part thereof;
 - d. Include information in your profile or elsewhere, except in designated fields, that is confidential in nature or that reveals your identity or sensitive personal information such as an email address, phone number or address;
 - e. Create a user profile for anyone other than a natural person;
 - f. Utilize information, content or any data you view on and/or obtain from our Websites or Apps to provide any service that is competitive, in our sole discretion, with our Websites, Apps or our business;
 - g. Imply or state, directly or indirectly, that you are affiliated with or endorsed by Snag, unless you have entered into a written agreement with us to that effect;
 - h. Adapt, modify or create derivative works based on our Websites, Apps or the technology underlying either, or other Members' content, in whole or part;
 - i. Rent, lease, loan, trade or sell/re-sell access to our Websites, Apps or any information therein, or the equivalent, in whole or part;

- j. Deep-link to our Websites or Apps for any purpose, (i.e. including a link to one of our web pages other than our Websites' home page) unless expressly authorized in writing by us or for the purpose of promoting your profile on our Websites or Apps;
- k. Use manual or automated software, devices, scripts, robots, or other means or processes to access, "scrape," "crawl" or "spider" our Websites or Apps;
- l. Use bots or other automated methods to add or download contacts, send or redirect messages or perform other permitted activities;
- m. Access, via automated or manual means or processes, our Websites or Apps for purposes of monitoring its availability, performance or functionality or for any competitive purpose;
- n. Engage in "framing," "mirroring," or otherwise simulating the appearance or function of our Websites or Apps;
- o. Attempt to or actually access our Websites or Apps by any means other than through the interfaces provided by us;
- p. Attempt to or actually override any security component included in or underlying our Websites or Apps;
- q. Engage in any action that directly or indirectly interferes with the proper working of or places an unreasonable load on our infrastructure, including but not limited to unsolicited communications to other Members or our personnel, attempts to gain unauthorized access, or transmission or activation of computer viruses;
- r. Remove any copyright, trademark or other proprietary rights notices contained in or on our Websites or Apps, including ours or any Sponsor's;
- s. Remove, cover or otherwise obscure any form of advertisement included on our Websites or Apps;
- t. Harass, abuse or harm another person, including sending unwelcome communications to others using our Websites or Apps;
- u. Collect, use or transfer any information, including but not limited to, personally identifiable information obtained from our Websites or Apps except as expressly permitted in these Terms of Use, Apps or as the owner of such information may expressly permit;
- v. Share information of non-Members without their express consent;
- w. Interfere with or disrupt our Websites or Apps, including but not limited to any servers or networks connected to our Websites or Apps;

- x. Invite people you do not know to join My Account;
- y. Upload a cartoon, symbol, drawing or any content other than a head-shot photograph of yourself in your profile photo or video (if applicable);
- z. Use or attempt to use another's account without our authorization, or create a false identity on our Websites or Apps;
- aa. Infringe or use our brand, logos and/or trademarks, including, without limitation, using the words "Snag", "Snag Work", "Snagajob" or "Snagajob.com," or words likely to be confused with those words, in any business name, email, or URL, except as expressly permitted by us in writing;
- bb. Upload, post to My Account, email, transmit or otherwise make available or initiate any content that:
 - i. Falsely states, impersonates or otherwise misrepresents your identity, including but not limited to the use of a pseudonym, or misrepresenting your current or previous positions and qualifications, or your affiliations with a person or entity, past or present;
- llls unlawful, libelous, abusive, obscene, discriminatory or otherwise objectionable;
- iii. Adds to a content field content that is not intended for such field (i.e. submitting a telephone number in the "title" or any other field, or including telephone numbers, email addresses, street addresses or any personally identifiable information for which there is not a field provided by us
- iv. Includes information that you do not have the right to disclose or make available under any law or under contractual or fiduciary relationships (such as insider information, or proprietary and confidential information learned or disclosed as part of employment relationships or under nondisclosure agreements);
- v. Infringes upon patents, trademarks, trade secrets, copyrights or other proprietary rights;
- vi. Includes any unsolicited or unauthorized advertising, promotional materials, "junk mail," "spam," "chain letters," "pyramid schemes," or any other form of solicitation. This prohibition includes but is not limited to (1) using our Websites or Apps to send messages to people who don't know you or who are unlikely to recognize you as a known contact; (2) using our Websites or Apps to connect to people who don't know you and then sending unsolicited promotional messages to those connections without their permission; and (3) sending messages to distribution lists, newsgroup aliases or group aliases;
- vii. Contains software viruses, worms, or any other computer code, files or programs that interrupt, destroy or limit the functionality of any computer software or hardware or telecommunications

equipment of ours or any Member; and/or H. Forges headers or otherwise manipulate identifiers in order to disguise the origin of any communication transmitted through our Websites or Apps.

cc. Participate, directly or indirectly, in the setting up or development of a network that seeks to create a pyramid scheme or other similar practice.

Websites and Apps Security Rules

1. You are prohibited from violating or attempting to violate the security of our Websites or Apps, including, without limitation, (a) accessing data not intended for you or logging into a server or account that you are not authorized to access, (b) attempting to probe, scan or test the vulnerability of our Websites or Apps or to breach security or authentication measures without proper authorization, or (c) attempting to interfere with service to any user, host or network, including, without limitation, by means of overloading, “flooding”, “mailbombing” or “crashing.”

2. Violations of Websites, Apps or network security may result in civil or criminal liability. We may investigate occurrences which involve such violations and may involve, and cooperate with, law enforcement authorities in prosecuting Members who are involved in such violations.

G. Indemnification

You agree to defend, indemnify and hold us, our officers, directors, employees, members, agents, and affiliates harmless from and against all claims, charges, investigations, actions or demands, liabilities and settlements, including without limitation our losses, costs, damages and reasonable legal and accounting fees (collectively, the “Indemnified Claims”), resulting from, or alleged to result from: (1) your breach of these Terms of Use; (2) any Content or other material you provide to our Websites or Apps, (3) your use of our Websites’ or Apps’ content, (4) your violation of any applicable law, regulation, rule or order pertaining to your use of our Websites or Apps; (5) your unauthorized or unlawful use of our Websites or Apps; (6) any activity in which you engage in or through our Websites or Apps; or (7) the unauthorized or unlawful use of our Websites or Apps by any other person using your user name and password. We will use reasonable efforts to provide you with prompt notice of any such Indemnified Claims, and may assist you, at our expense and option, in defending any such Indemnified Claims.

H. Notifications and other Service Communications

For purposes of our communicating with you regarding the Websites or Apps, notice required by us

under these Terms of Use shall consist of an email from us to an email address associated with your account, even if we have other contact information. You also agree that we may communicate with you about your Websites account, Apps account, or any other services associated with us through your Websites account, Apps account, including directly through push notifications, or through other means including email, cellular telephone, SMS or MMS messaging, telephone, or delivery services including the U.S. Postal Service. You acknowledge and agree that we shall have no liability associated with or arising from your failure to maintain accurate contact or other information, including, but not limited to, your failure to receive critical information about the Websites or Apps. You may contact us via email at:

legal@snagajob.com

Or via U.S. mail or courier at:

SnagAJob.com, Inc. 4851 Lake Brook Drive Glen Allen, VA 23060 USA Attention: Legal

Additionally, Snagajob.com accepts service of process at this address. Any notice required by you under these Terms of Use shall be by mail or courier at the address above with a copy sent by email at legal@Snagajob.com. Notice by you not in compliance with this section shall have no legal effect.

I. User to User Communications

1. We offer various forums and blogs on our Websites such as My Account where you can post your resume and communicate with other Members. Ideas you post and information you share may be seen and used by other Members and by Sponsors, and we cannot guarantee that other Members or Sponsors will not use the ideas and information that you share on our Websites or Apps. Therefore, if you have an idea or information that you would like to keep confidential and/or don't want others to use, or that is subject to third party rights that may be infringed by your sharing it, do not post it to our Websites or Apps. WE ARE NOT RESPONSIBLE FOR A MEMBER'S OR SPONSOR'S MISUSE OR MISAPPROPRIATION OF ANY CONTENT OR INFORMATION YOU POST IN ANY COMMUNITY FORUMS ON OUR WEBSITES OR APPS, INCLUDING, BUT NOT LIMITED TO, INFORMATION YOU POST IN "MY ACCOUNT."

2. You are solely responsible for your interactions with other Members. We may limit the number of connections you may have to other Members and may, in certain circumstances, prohibit you from contacting other Members through use of the Websites, Apps or otherwise limit your use of the Websites or Apps. We reserve the right, but have no obligation, to monitor disputes between you and other members and to restrict, suspend, or close your account if we determine, in our sole discretion, that doing so is necessary to enforce these Terms of Use.

J. Peer to Peer Messaging

1. The peer to peer messaging functionality is not to be used for emergency communications and may only be used for lawful and authorized purposes. You and any user added to your organization or location shall not use the messaging functionality to:
 - a. upload, post, transmit, or otherwise make available anything that is unlawful, harmful, threatening, abusive, harassing, tortious, defamatory, vulgar, obscene, libelous, invasive of another's privacy, hateful, or racially, ethnically, or otherwise objectionable;
 - b. harm minors in any way;
 - c. impersonate any person or entity, including, but not limited to, a Snagajob employee, administrator, owner, or other member, or falsely state or otherwise misrepresent your affiliation with a person or entity;
 - d. manipulate identifiers in order to disguise your or a user's identity;
 - e. upload, post, transmit, or otherwise make available any of information that you do not have a right to make available under any law or under contractual or fiduciary relationships (such as inside information, proprietary and confidential information learned or disclosed as part of employment relationships or under nondisclosure agreements);
 - f. upload, post, transmit or otherwise make available information in a manner that infringes any patent, trademark, trade secret, copyright or other proprietary rights of any party;
 - g. provide access to the communication functionality of the Service to any third party;
 - h. upload, post, transmit, or otherwise make available any commercial offers, advertising, promotional materials, "junk mail," "spam," "chain letters," "pyramid schemes," or any other form of solicitation;
 - i. upload, post, transmit, or otherwise make available any software viruses or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of any computer software or hardware;
 - j. disrupt the normal flow of dialogue, or otherwise act in a manner that negatively affects other users' ability to engage in real time exchanges using the communication functionality of the Service;
 - k. interfere with or disrupt the communication functionality of the Service or servers or networks connected to the Service, or disobey any requirements, procedures, policies or regulations of

networks connected to the Service, including using any device or software;

l. modify, adapt, or hack the communication functionality of the Service, including by using any non-public Snagajob APIs, or otherwise attempt to gain unauthorized access to the Service or its related systems or networks.

m. intentionally or unintentionally violate any applicable local, state, national or international law in connection with your use of the communication functionality of the Service, including, but not limited to, the Telephone Consumer Protection Act, 47 U.S.C. section 227, any data, privacy, or export control laws, or regulations promulgated by the U.S. Securities and Exchange Commission, any rules of any national or other securities exchange, including, without limitation, the New York Stock Exchange, the American Stock Exchange, or the NASDAQ, and any regulations having the force of law;

n. provide material support or resources (or to conceal or disguise the nature, location, source, or ownership of material support or resources) to any organization(s) designated by the United States government as a foreign terrorist organization pursuant to section 219 of the Immigration and Nationality Act;

o. "stalk" or otherwise harass another; and/or

p. collect or store personal data about other users in connection with any of the prohibited conduct and activities set forth above.

2. If you consent to receive SMS messages in connection with the peer to peer communication functionality of the Services, you certify that you are authorized: (a) to use the designated mobile phone number which will receive the SMS messages, and (b) to incur any mobile message or data charges that may be incurred by receipt of the SMS messages as message and data rates may apply. You also agree that by consenting to receive SMS messages in connection with the peer to peer communication functionality of the Services, Snagajob and its representatives may send you automated texts to numbers you associate with your account to inform you when messages from other users are waiting and for any other account-related, customer service or administrative purpose. You may opt out of receiving SMS messages by replying STOP to any Snag text message, changing your Snagajob account settings, or contacting the Snag Customer Support team at 866-277-1995.

You understand and agree that Snag has no obligations or liabilities associated with any use of the messaging functionality by you or a user that is added to your organization or location. If you add an organization or location in connection with the messaging functionality, you represent and warrant to Snag that you are the owner of that organization or location or are otherwise authorized by the

organization or location. You understand and agree that you are solely responsible to ensure that a user added under your organization or location complies with the terms of this Section.

Compliance with Applicable Laws

You are responsible for ensuring that your use of our Websites and/or Apps complies with all laws directly or indirectly applicable to you or us. Snag IS NOT LIABLE OR RESPONSIBLE FOR ANY OF YOUR ACTS OR OMISSIONS IN USING THE WEBSITES OR APPS IN WAYS THAT DO NOT COMPLY WITH ANY APPLICABLE LAW.

You Must be 14 or Older to Use this Websites or Apps

You must be fourteen (14) years of age or older to visit or use our Websites or Apps in any manner. By accessing our Websites or Apps and accepting these Terms of Use, you represent and warrant to us that you have reached the age of fourteen (14) years of age or older, and that you have the right, authority and capacity to agree to, and abide by, these Terms of Use. We will not knowingly collect personally identifiable information from persons under the age of fourteen (14). Snag complies with the Child Online Privacy Protection Act. If we inadvertently collect personally identifiable information from anyone under the age of fourteen (14), we will delete that information in accordance with our security protocols upon notice.

Your Right to Use our Websites and Apps

1. For as long as you comply with these Terms of Use and your obligations thereunder, you have a limited, non-exclusive, non-transferable, non-assignable, non-sublicensable and revocable license to access and use our Websites through a generally available web browser only for its intended purpose and only as provided in these Terms of Use. For as long as you comply with these Terms of Use and your obligations thereunder, you have a limited, non-exclusive, non-transferable, non-assignable, non-sublicensable and revocable license to download a single copy of the Apps to your mobile device and to access and use our Apps through that mobile device for its intended purpose and only as provided in these Terms of Use and in accordance with any usage rules set forth in application stores' terms of service. Our Websites and Apps are only for your personal and noncommercial use. You may not access our Websites or Apps through scraping, spidering, crawling or any other technology or software used to access data without our express written consent. Except as specifically permitted, you may not modify, copy, distribute, transmit, display, perform, reproduce, publish, license, create derivative works from, transfer or sell any content or information included on

our Websites or Apps.

2. In addition, you may not (a) rent, lend, sublease or transfer this limited license or any data residing on our Websites, Apps or any of your rights under these Terms of Use to anyone else, (b) develop or derive for commercial sale any data in machine-readable or other form that incorporates or uses any part of our Websites or Apps, or (c) transfer to or store any data residing or exchanged over our Websites or Apps in any electronic network for use by more than one Member without obtaining prior written permission from us.

3. If you violate any of these Terms of Use, we may immediately terminate your limited license to use our Websites and/or Apps. Any other use of our Websites or Apps contrary to our mission and purpose (such as seeking to connect to someone you do not know or trust, or to use information gathered from our Websites or Apps commercially unless expressly authorized by us) is strictly prohibited and a violation of these Terms of Use. We reserve all rights not expressly granted in these Terms of Use, including, without limitation, title, ownership, intellectual property rights, and all other rights and interest in this Websites, Apps and all related items.

Complaint Procedure

We built our Websites and Apps to help you find a job or shift, and to help you meet potential employers and other similarly situated job seekers. To achieve this purpose, we encourage you to share truthful and accurate information. We also respect the intellectual property rights of others. Accordingly, these Terms of Use require that information posted by you be accurate and not in violation of the intellectual property rights or other rights of third parties. To promote these objectives, we provide a process for submission of complaints concerning content posted by you. Our policy and procedures can be found at our [Complaint Procedure Regarding Content Posted on the SnagAJob.com Websites](#).

O. Export Control

Your use of our Websites or Apps, including the software that runs our Websites or Apps, is subject to export and re-export control laws and regulations, including the Export Administration Regulations (“EAR”) maintained by the United States Department of Commerce and sanctions programs maintained by the Treasury Department’s Office of Foreign Assets Control. You shall not – directly or indirectly – sell, export, re-export, transfer, divert, or otherwise dispose of any software or service to any end-user without obtaining the required authorizations from the appropriate government authorities. You also warrant that you are not prohibited from receiving US origin

products, including services or software, you are not listed on any US government list of prohibited or restricted persons, and you are not located in a country that is subject to a US government embargo or that has been designated by the US government as a “terrorist supporting” country.

III. Our Rights and Obligations

Availability of Websites and Apps

For as long as we operate them, we will use our best efforts to provide and seek to update, improve and expand the Websites and Apps, subject to limitations stated in these Terms of Use. As a result, we allow you to access our Websites and Apps as they may exist and be available on any given day and have no other obligations, except as expressly stated in these Terms of Use. We may modify, replace, refuse access to, suspend or discontinue our Websites or Apps, partially or entirely, and at any time, in our sole discretion and without notice to you. All of these changes shall be effective upon their posting on our Websites, Apps or by direct communication to you unless otherwise noted. We further reserve the right, within in our sole discretion, to withhold, remove and/or discard any content available as part of your account, with or without notice, for any reason, including because we deem it, at our discretion, to be contrary to these Terms of Use, or for no reason. For avoidance of doubt, we have no obligation to store, maintain or provide you a copy of any content that you or other Members provide when using our Websites or Apps.

A. Privacy Policy

Our [Privacy Policy](#) is incorporated herein by this reference and made an integral part hereof. You should review our [Privacy Policy](#) carefully before agreeing to use our Websites or Apps because our [Privacy Policy](#) governs our treatment of information about you, including personally identifiable information that you submit to use when you create a profile or when you participate in the features available at My Account. Please note that certain Content that you may submit to us, or message boards or blogs that you subscribe or contribute Content to might, or are likely to, reveal your gender, ethnic origin, nationality, age, religion and/or sexual orientation, and/or other personal information about you. You acknowledge that your submission of any Content to us is completely voluntary on your part.

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Collection and Use of Your Content by Us

1. The very nature of the service we provide to you requires that we gather, process, use and distribute information that you provide directly (for example, name, physical address, e-mail address and resume), as well as information regarding the manner in which you use our Websites or Apps. We cannot guarantee that your information will be prevented from being viewed by any particular person or entity. Our Privacy Policy governs our treatment of information that you provide to us.

2. If you have directly submitted information and would like us to remove it from its database, you

should contact us at the email address or phone number listed in the Contact Us section of our Websites or Apps, and we will use reasonable efforts to delete your information from our then existing files.

3. You acknowledge, consent and agree that we may access, preserve, and disclose your registration information, your profile and any other information you provide to us if required to do so by law or in a good faith belief that such access, preservation or disclosure is reasonably necessary in our opinion to: (a) comply with legal process, including but not limited to civil and criminal subpoenas, court orders or other compulsory disclosures; (b) enforce these Terms of Use; (c) respond to claims of a violation of the rights of third parties, whether or not the third party is a Member, individual, or government agency; (d) respond to customer service inquiries; or (e) protect the rights, property, or personal safety of Snagajob.com, our Members or the public.

4. While we appreciate hearing from you and welcome your comments regarding our Websites and/or Apps, our policy does not permit us to accept or consider creative ideas, suggestions, inventions or materials other than those we have specifically requested. While we do value your feedback on our Websites and/or Apps, please be specific in your comments regarding our Websites or Apps and do not submit creative ideas, inventions, suggestions or materials. If, despite our foregoing request, you send us creative suggestions, ideas, drawings, concepts, inventions or other information (collectively, a "Submission"), such Submission shall immediately become our property. The Submission shall not be subject to any obligation of confidentiality on our part and we shall not be liable for any use or disclosure of any Submission. We shall own exclusively all now known or later discovered rights to the Submission and shall be entitled to unrestricted use of the Submission for any purpose whatsoever, commercial or otherwise, without compensation to you or to any other person.

D. Monitoring

We are under no obligation to monitor the information residing on or transmitted through our Websites or Apps. However, you agree that we may monitor content on our Websites or Apps (a) to comply with any applicable laws, regulations or other government requests; (b) to operate our Websites and Apps properly or to protect us and/or Sponsors or advertisers; and (c) for such other purposes as we deem reasonably necessary or appropriate from time to time. We reserve the right to modify, reject or eliminate any information residing on or transmitted to our Websites or Apps that we believe is unacceptable or in violation of these Terms of Use.

E. No Professional Advice

None of the services, materials, content, or information available on or through our Websites or Apps constitutes employment, career, financial, legal, or other professional advice. You are encouraged to obtain advice tailored to your particular situation from a qualified professional if you have any questions regarding any such matters.

F. Links to Other Sites

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2. We have no responsibility whatsoever for the activities of our Members or our Sponsors or advertisers or their respective hiring, recruiting or other practices (or any of the information posted or downloaded by them on or from our Websites or Apps). Nothing on our Websites or Apps shall be deemed to be an endorsement, representation or warranty with respect to any Sponsor or advertiser or other third person or entity, whether in regard to its Websites, products, services or otherwise.

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Any claims made by you in connection with your use of our Websites, Apps, or the content of either, must be brought within one (1) year of the date on which the event giving rise to such claim occurred. All remedies set forth in these Terms of Use are exclusive and are limited to those expressly provided for in these Terms of Use.

I. No Partnership

You agree that no joint venture, partnership, employment or agency relationship exists between you and us (or any of our Sponsors) as a result of these Terms of Use or your use of our Websites or

Apps.

J. Certain Legal Requirements

Our performance of these Terms of Use is subject to existing laws and legal process, and nothing contained in them will diminish our right to comply with law enforcement requests or requirements relating to your use of our Websites or Apps or information provided to or gathered by us with respect to such use.

K. Agreement

These Terms of Use represent the entire binding agreement between you and us, and our respective successors and assigns, and supersede any and all prior understandings, statements or representations, whether electronic, oral or written, regarding us, our Websites, Apps or the content thereon. A printed version of these Terms of Use and of any notice given in electronic form shall be admissible in judicial or administrative proceedings based upon or relating to these Terms of Use to the same extent and subject to the same conditions as other business documents and records originally generated and maintained in printed form.

L. No Extraterritoriality

We are based in Glen Allen, Virginia in the United States of America. We make no representation that our Websites or Apps is appropriate or may legally be viewed in the nation, state, province or other jurisdiction in which you reside, do business, or are incorporated or organized, and access to the Websites or Apps is prohibited from jurisdictions where the Websites, Apps, or their content, is illegal. Those who choose to access or use the Websites or Apps do so on their own initiative and are responsible for compliance with applicable laws. If you access or use the Websites or Apps from outside the United States of America, you do so at your own risk and are responsible for compliance with the laws of your jurisdiction.

M. Termination

1. Mutual rights of termination. You may terminate your account with us for any reason or no reason, at any time, with notice to us. Your termination notice will be effective upon our processing the notice. We may terminate your account with us for any reason or no reason, at any time, with or without notice. A termination by us will be effective immediately or as may be specified in any notice

from us. Termination of your account with us includes disabling your access to our Websites and/or Apps and may also bar you from any future use of our Websites and/or Apps.

2. Misuse of the Services. We may restrict, suspend or terminate the account of any Member who abuses or misuses our Websites or Apps. Misuse of our Websites or Apps includes inviting other Members with whom you do not know to connect; abusing the My Account messaging services; creating multiple or false profiles; using our Websites or Apps commercially without our authorization; infringing any intellectual property rights; or any other behavior that we, in our sole discretion, deem contrary to the purpose of the Websites or Apps. In addition, and without limiting the foregoing, we will terminate accounts of Members who, in our sole discretion, are deemed to be repeat infringers under the United States Copyright Act.

3. Effect of Termination. Upon the termination of your account with us, you lose access to our Websites or Apps. In addition, we may block access to our Websites or Apps from an IP address or range of IP addresses associated with those of terminated Members.

4. Survivability. Any provision that by its nature should survive termination or expiration of these Terms of Use does survive, including, but not limited to, the following provisions: Websites and Apps Security Rules; Indemnification; Snag Intellectual Property; Collection and Use of Your Content by Us; Limitation of Liability and Disclaimer of Warranties; Limitation of Damages and Remedies; Termination; Jurisdiction and Choice of Law; and Other.

N. Identification of Copyright or Trademark Infringement Agent

If you believe that your copyrighted work or trademark has been uploaded, posted or copied to our Websites or Apps and is accessible on our Websites or Apps in a way that constitutes copyright or trademark infringement, please review our procedure for

[Complaint Procedure Regarding Content Posted on the SnagAJob.com Websites or Apps.](#)

O. Jurisdiction and Choice of Law

1. You agree that with respect to any suit, action or proceeding arising out of or in connection with any dispute with us, including without limitation any claim involving us or our affiliates, subsidiaries, employees, members, officers, or agents: (a) you will submit to the jurisdiction of the courts of Henrico County, Virginia, including, without limitation, the United States District Court for the Eastern District of Virginia, Richmond Division, or the Circuit Court of the County of Henrico, and (b) you irrevocably waive any objection that you may have at any time to the laying of venue of any suit, action or proceeding arising out of or relating hereto brought in any such court; irrevocably waive any

claim that any such suit, action or proceeding brought in any such court has been brought in an inconvenient forum; and irrevocably waive the right to object, with respect to any such claim, suit, action or proceeding brought in any such court, that such court does not have jurisdiction over you.

2. You agree that these Terms of Use, as well as any suit, action or proceeding arising out of or in connection with any dispute with us, including without limitation any claim involving us or our affiliates, subsidiaries, employees, members, officers, directors, and agents, shall be governed by and construed in accordance with the laws of the Commonwealth of Virginia in all matters, without regard to its provisions regarding conflicts of law and the United Nations Convention for the International Sale of Goods.

P. Other

1. These Terms of Use, and our Privacy Policy and our [Complaint Procedure Regarding Content Posted on the SnagAJob.com Websites or Apps](#), which are incorporated into these Terms of Use by reference, constitute the entire agreement between us and you with respect to the subject matter of these Terms of Use, and supersede all previous and contemporaneous agreements, proposals and communications between us, written or oral, or whether established by custom, practice, policy or precedent.

2. We may assign these Terms of Use, in whole or in part, in our sole discretion. You may not assign your rights or obligations under these Terms of Use without our prior express written permission. Any attempt by you to assign your rights or obligations under these Terms of Use without our permission shall be void.

3. If any provision of these Terms of Use is found to be invalid by any court having jurisdiction to make such a determination, the invalidity of such provision shall not affect the validity of the remaining provisions of these Terms of Use, which shall remain in full force and effect. No waiver of any of these Terms of Use shall be deemed a further or continuing waiver of such term or condition or any other term or condition.

4. Our failure to act with respect to a breach of these Terms of Use by you or others does not waive our right to act with respect to that breach or subsequent similar or other breaches. Except as expressly and specifically contemplated by these Terms of Use, no representations, statements, consents, waivers or other acts or omissions by us shall be deemed legally binding on us, unless documented in a physical writing hand signed by one of our duly appointed officers.

5. In no event shall you seek or be entitled to rescission, injunctive or other equitable relief, or to enjoin or restrain the operation of our Websites or Apps, exploitation of any advertising or other

materials issued in connection therewith, or exploitation of our Websites, Apps or any content or other material used or displayed on our Websites or Apps.

6. Entities that Snag owns a fifty percent (50%) or greater interest in (an “Affiliate”) are not parties to these Terms of Use but intended third party beneficiaries of these Terms of Use, with a right to enforce these Terms of Use directly against you. Neither Apple Inc. nor its subsidiaries are parties to these Terms of Use, but Apple Inc. and its subsidiaries are third party beneficiaries to these Terms of Use as it applies to the Apps and if you download the Apps from the iTunes store to an Apple device. By accepting these Terms of Use, Apple will have the right to enforce these Terms of Use against you.

7. The headings of the various sections of these Terms of Use have been inserted only for the purposes of convenience, and those headings shall not be deemed, in any manner, to modify, enlarge or restrict any of the provisions of these Terms of Use.

8. For further information relating to these Terms of Use, or to report a problem regarding the Websites or Apps, please contact legal@snagajob.com, or call Snag’s Support Line 1-877-461-SNAG (7624).