

GetJobs PH Terms of Service

1. Terms of Service

GetJobs ("Getjobs.ph", "us", "we", or "our" as the context requires) provides online career services to users via our websites, apps and other platforms (the "Platforms").

Please read the terms of service (the "Terms of Service") set forth below, as they apply to your access and use of our services, including our various websites, APIs, email notifications, application buttons and widgets (the "Services"), and any information, text, graphics, photos or other materials uploaded, downloaded or appearing on the Services (collectively referred to as the "Content"). Your access to and use of the Services signifies your acceptance of these Terms of Service and agreement to be bound by them and any and all other applicable terms referenced herein absolutely.

2. Other applicable terms

- 2.1. These Terms of Service refer to the additional terms in our Privacy Policy Statement, which also apply to your use of our Services.
- 2.2. Our Privacy Policy Statement sets out the terms on which we process any personal data we collect from you, or that you provide to us. By using our Services, you consent to such processing and you warrant that all data provided by you is accurate. You understand that through your use of the Services you consent to the collection and use (as set forth in the Privacy Policy) of this information, including the transfer of this information both within and outside of the Philippines for storage, processing and use by us. As part of providing you the Services, we may need to provide you with certain communications, such as service announcements and administrative messages. These communications are considered part of the Services and your GetJobs account, which you may not be able to opt-out from receiving.
- 2.3. We may update these Terms from time to time for legal or regulatory reasons or to allow the proper operation of the Getjobs.ph Website. Any changes will be notified to you via the e-mail address provided by you on registration or via a suitable announcement on the Getjobs.ph Website. The changes will apply to the use of the Getjobs.ph Website after we have given you notice. If you do not wish to accept the new Terms you should not continue to use the Getjobs.ph Website. If you continue to use the Getjobs.ph Website after the date on which the change comes into effect, your use of the Getjobs.ph Website indicates your agreement to be bound by the new Terms.

3. Definitions

- 3.1. "Advertiser" means a person or entity that is contracting to post advertisements on any of the Getjobs.ph Website.
- 3.2. "Employer" or "Employers" means a person or entity that is accessing a Getjobs.ph Website to post a job or utilizing the Getjobs.ph Services for any reason related to the purpose of seeking candidates for employment.
- 3.3. "Employer Materials" includes any brochures, emails, job postings, website content, career fair material, audio, videos, photographs, logos, trademarks, service marks, domain names, documents or other materials provided by Employer, if any, for use in connection with the Getjobs.ph Services.
- 3.4. "Candidate" or "Candidates" means a User who is accessing a Getjobs.ph Website to search for a job or in any other capacity except as an Employer.

- 3.5. "Company Profiles" means profile created by Employers.
- 3.6. "Getjobs.ph" or "GetJobs" means Getjobs.ph or the company operating the Getjobs.ph Website.
- 3.7. "Getjobs.ph Content" includes all Text, Graphics, Design, Programming, information, images, video, audio files, software and other contents used on the Getjobs.ph Website.
- 3.8. "Getjobs.ph Database" or "Getjobs.ph Databases" includes all job advertisement posted on Getjobs.ph Websites and/or all candidates and/or employers' information registered with Getjobs.ph.
- 3.9. "Getjobs.ph Profile" or "Getjobs.ph Profiles" means the profile created by Candidates that may include personal information, resume and photo.
- 3.10. "Getjobs.ph Resume Database" or "Resume Database" means the candidates Getjobs.ph Profiles and resume created and/or uploaded into Getjobs.ph databases.
- 3.11. "Getjobs.ph Services" means any services provided by Getjobs.ph or its agents including:-
 - 3.11.1. the provision of online job site, including posting and searching for employment opportunities, and creating Getjobs.ph Profiles and Company Profiles which may include personal information;
 - 3.11.2. the provision of talent sourcing services;
 - 3.11.3. the provision of online resume search access;
 - 3.11.4. matching of job specifications with potential candidate Getjobs.ph Profiles and advising Users and/or Candidates of the positions available;
 - 3.11.5. providing Employers with access to GetJobs recruitment management system by registering a GetJobs Account with Getjobs.ph;
 - 3.11.6. providing Advertisers and/or Employers with other ancillary talent sourcing and advertising services including banners, electronic direct mail system, design and posting support services; and
 - 3.11.7. providing Advertisers and/or Employers services to advertise on Getjobs.ph Website.
- 3.12. "Profiles" means individual profiles created by Users and/or Candidates or company profiles created by Employers.
- 3.13. "User" refers to any individual or entity that uses any aspect of the Getjobs.ph Website and/or Getjobs.ph Services.
- 3.14. "User Content" means all information, data, text, software, music, sound, photographs, graphics, video, advertisements, messages or other materials submitted, posted or displayed by Users on or through Getjobs.ph Website.
- 3.15. "You" or "you" means the person who (or the entity on behalf of whom you are acting) that is agreeing to these Terms.

4. Information about us

- 4.1. The Services are provided and operated by HR Tech Solutions Pte Ltd and have registered office in Singapore.

5. Changes of terms

- 5.1. We may amend the Terms of Service from time to time at our sole discretion without notice or liability to you. By continuing to use the Services following such amendments to the Terms of Service, you agree to be bound by such amendments.

6. Change to our Services

- 6.1. The Services that we provide are always evolving and the form and nature of the Services that we provide may change from time to time without prior notice to you. In addition, we may stop (permanently or temporarily) providing the Services (or any features within the Services) to you or to users generally and not be able to provide you with prior notice. We also retain the right to create limits on use and storage at our sole discretion at any time and without prior notice to you.
- 6.2. We make no representations, warranties or guarantees, whether expressed or implied, that our Services or any content on our site is accurate, complete, up-to-date or free from errors or omissions.

7. Accessing our Services

- 7.1. You may only use our Services and Platforms in compliance with applicable laws and for legitimate purposes. In consideration of you agreeing to these Terms of Service, we grant you a limited, non-transferable, non-exclusive right to download, access and use our Services and Platforms for your own personal and/or career related purposes and for no other purpose.
- 7.2. Although we aim to offer you the best service possible, we make no promise that the services at the Getjobs.ph Website will meet your requirements.
- 7.3. We cannot guarantee that the Getjobs.ph Website will be fault-free, error-free, or that Getjobs.ph.com Website and servers are free of viruses or other harmful mechanisms. If a fault occurs with the Getjobs.ph Website you should report it here and we will attempt to correct the fault as soon as we can.
- 7.4. We do not guarantee that our Services, or any content, will always be available or be uninterrupted. Access to our Services is permitted on a temporary basis. We may suspend, withdraw, discontinue or change all or any part of our Services without notice. We will not be liable to you if for any reason our Services are unavailable at any time or for any period.
- 7.5. Your access to the Getjobs.ph Website may be occasionally restricted to allow for repairs, maintenance or the introduction of new content, facilities or services. We will attempt to restore access and/or service as soon as we reasonably can.
- 7.6. You are responsible for making all arrangements necessary for you to have access to our Services.
- 7.7. You are also responsible for ensuring that all persons who access our Services through your internet connection are aware of these Terms of Service and other applicable terms and conditions, and that they comply with them.

8. Your account

- 8.1. You must ensure that the details provided by you on registration or at any time are correct and complete.
- 8.2. You must inform us immediately of any changes to the information that you provided when registering by updating your personal details in order that we can communicate with you effectively
- 8.3. When you register to use the Getjobs.ph Website you will be asked to enter a password. In order to prevent fraud, you must keep this password confidential and must not disclose it or share it with anyone. If you know or suspect that someone else knows your

password or has access to your phone or mobile number, you should notify us by contacting us here immediately.

- 8.4. You are responsible for safeguarding the password that you use to access the Services and for any activities or actions under your password. GetJobs.ph cannot and will not be liable for any loss or damage arising from your failure to comply with the above.
 - 8.5. If GetJobs has reason to believe that there is likely to be a breach of security or misuse of the Getjobs.ph Website, we may require you to change your password or we may suspend your account.
 - 8.6.
 - 8.7. We have the right to disable any password, whether chosen by you or allocated by us, at any time, if in our reasonable opinion you have failed to comply with any of the provisions of these Terms of Service.
 - 8.8. If you become aware, or suspect for any reason, that the security of your log-in details has been compromised, you must promptly notify us at getjobsPH@g2msolution.com
9. Your access to use the Services
- 9.1. GetJobs gives you a limited, terminable, non-exclusive right to access and use Getjobs.ph Website only for your personal use and/or employment purposes. This access is for the sole purpose of enabling you to use and enjoy the benefit of the Services as provided by GetJobs, in the manner permitted by these Terms of Service.
 - 9.2. The Getjobs.ph Services may be used only by:
 - 9.2.1. individuals seeking employment, and career and career-related information, such as education and voluntary services;
 - 9.2.2. Employers or their agents seeking candidates for employment purposes; and
 - 9.2.3. Advertisers.
 - 9.3. Your use of the Getjobs.ph Services is also subject to any other contracts you may have with GetJobs.
 - 9.4. You may not use the Getjobs.ph Website for any of the following purposes:-
 - 9.4.1. disseminating any unlawful, harassing, libelous, abusive, threatening, harmful, vulgar, obscene, or otherwise objectionable material or otherwise breaching any laws;
 - 9.4.2. aggregating, copying or duplicating in any manner any of the Getjobs.ph Content or information available from any Getjobs.ph Website, including expired job postings;
 - 9.4.3. reproducing any of the Getjobs.ph Content for general use;
 - 9.4.4. link to any Getjobs.ph Content or information available from any Getjobs.ph Website;
 - 9.4.5. transmitting material that encourages conduct that constitutes a criminal offense, or otherwise breaches any applicable laws, regulations or code of practice;
 - 9.4.6. interfering with any other person's use or enjoyment of the Getjobs.ph Website; or
 - 9.4.7. making, transmitting or storing electronic copies of materials protected by copyright without the permission of the owner.
 - 9.5. You agree not to resell or assign your rights or obligations under these Terms. You also agree not to make any unauthorized commercial use of any Getjobs.ph Website.
 - 9.6. Violations of network security may result in civil and/or criminal liability. Getjobs.ph will investigate occurrences which may involve such violations and may involve, and cooperate with, law enforcement authorities in prosecuting Users who are involved in such violations.

10. Our Intellectual property rights

10.1. All intellectual property rights subsisting in respect of the Services belong to GetJobs or have been lawfully licensed to GetJobs for use in connection with the Services. All rights under applicable laws are hereby reserved. You agree not to upload, post, publish, reproduce, transmit or distribute in any way any component of the Platforms or create derivative works with respect thereto, in violation of any applicable law or regulation, as the website is copyrighted under applicable laws.

10.2. You agree that we are free to use, disclose, adopt and modify all and any ideas, concepts, knowhow, proposals, suggestions, comments and other communications and information provided by you to us (the "Feedback") in connection with the Services and/or your use of the Services without any payment to you. You hereby waive and agree to waive all and any rights and claims for any consideration, fees, royalties, charges and/or other payments in relation to our use, disclosure, adoption and/or modification of any or all of your Feedback.

11. Your rights

11.1. You retain your rights to any Content you submit, post or display on or through the Services. By submitting, posting or displaying Content on or through the Services, you grant us a worldwide, non-exclusive, royalty-free license (with the right to sublicense) to use, copy, reproduce, process, adapt, modify, publish, transmit, display and distribute such Content in any and all media or distribution methods (now known or later developed).

11.2. You agree that this license includes the right for us to provide, promote, and improve the Services and to make Content submitted to or through the Services available to other companies, organizations or individuals who partner with GetJobs for the syndication, broadcast, distribution or publication of such Content on other media and services, subject to our terms and conditions for such Content use.

11.3. Such additional uses by GetJobs or other companies, organizations or individuals who partner with GetJobs may be made with no compensation paid to you with respect to the Content that you submit, post, transmit or otherwise make available through the Services.

11.4. We may modify or adapt your Content in order to transmit, display or distribute it over computer networks and in various media and/or make changes to your Content as are necessary to conform and adapt that Content to any requirements or limitations of any networks, devices, services or media.

11.5. You are responsible for your use of the Services, for any Content you provide, and for any consequences thereof, including the use of your Content by other users and our third party partners. You understand that your Content may be syndicated, broadcast, distributed, or published by our partners and if you do not have the right to submit Content for such use, it may subject you to liability. GetJobs will not be responsible or liable for any use of your Content by GetJobs in accordance with these Terms. You represent and warrant that you have all the rights, power and authority necessary to grant the rights granted herein to any Content that you submit.

12. Limited liability and warranty

12.1. Your access to and use of our Services is at your sole risk and is provided "as is", "as available". The services are for your personal use only and the entities of GetJobs make no representation or warranty of any kind, expressed or implied, including, without

- limitation, any warranties on merchantability or fitness for any particular purpose or non-infringement.
- 12.2. The entire liability of the entities of GetJobs entities and your exclusive remedy with respect to the services or otherwise, is re-performance of defective services. in jurisdictions which do not allow the exclusion or limitation of certain types of liability, our liability will be limited to the maximum extent permitted by law. We do not endorse, warrant or guarantee any material, product or service offered through us or our services. We are not and will not be a party to any transaction between you and any third party.
 - 12.3. In no event shall the aggregate liability of the entities of GetJobs exceed one hundred Singapore dollars (SGD 100).
 - 12.4. The Entities of GetJobs shall not guarantee or assume any responsibility that:
 - 12.4.1. the information presented in our Services is accurate, adequate, current or reliable, or may be used for any purpose other than for general reference;
 - 12.4.2. the information presented in our Services is free of defect, error, omission, virus or anything which may change, erase, add to or damage your software, data or equipment;
 - 12.4.3. messages sent through the internet including in connection with the Services will be free from interception, corruption, error, delay or loss;
 - 12.4.4. access to the Services will be available or be uninterrupted;
 - 12.4.5. use of the Services will achieve any particular result; or
 - 12.4.6. defects in the Services will be corrected.
 - 12.5. Without limiting the generality of the foregoing, in no event will the entities of GetJobs be liable to you or any other person for any direct, indirect, incidental, special, punitive or consequential loss or damages, including any loss of business, profit, goodwill or reputation arising out of any use, or inability to use, the information or the services, even if any of the entities of GetJobs has been advised of the possibility of such loss or damages.
 - 12.6. You will exercise and rely solely on your own skill and judgment in your use and interpretation of the information and use of the Services. You are responsible to ensure that your use of the information and the Services complies with all applicable legal requirements.
 - 12.7. Without prejudice to the foregoing, if your use of the Services does not proceed satisfactorily and/or where applicable you do not receive appropriate responses to such use from us, as set out in these Terms of Service or otherwise, you are advised to contact us at getjobsPH@g2msolution.com. No such lack of response shall be deemed to constitute any acquiescence or waiver.
 - 12.8. The limitation of liability contained in these Terms of Service will apply to the fullest extent permitted by applicable laws.
13. Content on the services
 - 13.1. All Content, whether publicly posted or privately transmitted, is the sole responsibility of the person who originated such Content.
 - 13.2. You warrant that any such contribution does comply with those standards, and you will be liable to us and indemnify us for any breach of that warranty and you will be responsible for any loss or damage we suffer as a result of your breach of warranty.
 - 13.3. Any content you upload to our site will be considered non-confidential and non-proprietary, and we have the right to use, copy, distribute and disclose to third parties any such content for any purpose. We also have the right to disclose your identity to any

third party who is claiming that any content posted or uploaded by you to our site constitutes a violation of their intellectual property rights, or of their right to privacy. We will not be responsible, or liable to any third party, for the content or accuracy of any content posted by you or any other user of our Services.

- 13.4. The views expressed by other users on our Platforms do not represent our views or values. We do maintain the right to remove any posting you make on our site if, in our opinion, your post does not comply with our content standards. We do not endorse, support, represent or guarantee the completeness, truthfulness, accuracy, or reliability of any Content or communications posted via the Services or endorse any opinions expressed via the Services. You understand that by using the Services, you may be exposed to Content that might be offensive, harmful, inaccurate or otherwise inappropriate, or in some cases, postings that have been mislabelled or are otherwise deceptive.
- 13.5. Under no circumstances will we be liable in any way for any Content, including, but not limited to, any errors or omissions in any Content, or any loss or damage of any kind, incurred directly or indirectly as a result of the use of the Services by any third party, including without limitation any defamatory, offensive, or illegal conduct of the third party, or the use of any Content posted, emailed, transmitted, or otherwise made available via the Services or broadcast elsewhere.
- 13.6. We may not monitor or control the Content posted via the Services and, we cannot take responsibility for such Content. Any use or reliance on any Content or materials posted via the Services or obtained by you through the Services is at your own risk.

14. Content copyright policy

- 14.1. GetJobs respects the intellectual property rights of others and expects users of the Services to do the same. We will respond to notices of alleged copyright infringement that comply with applicable law and are properly provided to us. If you believe that your Content has been copied in a way that constitutes copyright infringement, please provide us with the following information:
 - 14.1.1. (i) a physical or electronic signature of the copyright owner or a person authorized to act on their behalf;
 - 14.1.2. (ii) identification of the copyrighted work claimed to have been infringed;
 - 14.1.3. (iii) identification of the material that is claimed to be infringing or to be the subject of infringing activity and that is to be removed or access to which is to be disabled, and information reasonably sufficient to permit us to locate the material;
 - 14.1.4. (iv) your contact information, including your address, telephone number, and an email address;
 - 14.1.5. (v) a statement by you that you have a good faith belief that use of the material in the manner complained of is not authorized by the copyright owner, its agent, or the law; and
 - 14.1.6. (vi) a statement that the information in the notification is accurate, and that you are authorized to act on behalf of the copyright owner.
- 14.2. We reserve the right to remove Content alleged to be infringing without prior notice, at our sole discretion, and without liability to you. In appropriate circumstances, we will also terminate a user's account if the user is determined to be a repeat infringer. Our address for notice of alleged copyright infringement appearing on the Services is getjobsPH@g2msolution.com

15. Use of the services

- 15.1. We reserve the right at all times (but will not have an obligation) to remove or refuse to distribute any Content on the Services , to suspend or terminate users, and to reclaim usernames without liability to you. We also reserve the right to access, read, preserve, and disclose any information as we reasonably believe is necessary to
- 15.1.1. (i) satisfy any applicable law, regulation, legal process or governmental request,
 - 15.1.2. (ii) enforce the Terms of Service, including investigation of potential violations hereof,
 - 15.1.3. (iii) detect, prevent, or otherwise address fraud, security or technical issues,
 - 15.1.4. (iv) respond to user support requests, or
 - 15.1.5. (v) protect the rights, property or safety of GetJobs users and the public.
- 15.2. Getjobs.ph shall not be liable for any loss of information howsoever caused as a result of any interruption, suspension or termination of Getjobs.ph Services or for Getjobs.ph Content, accuracy or quality of information available or transmitted through Getjobs.ph Services.
- 15.3. We do not guarantee that our Services will be secure or free from bugs or viruses. You are responsible for configuring your information technology, computer programmes and platform in order to access our site. You should use your own virus protection software.
- 15.4. You may not do any of the following while accessing or using the Services:
- 15.4.1. (i) access, tamper with, or use non-public areas of the Services, GetJobs's computer systems, or the technical delivery systems of GetJobs's providers;
 - 15.4.2. (ii) probe, scan, or test the vulnerability of any system or network or breach or circumvent any security or authentication measures;
 - 15.4.3. (iii) access or search or attempt to access or search the Services by any means (automated or otherwise) other than through our currently available, published interfaces that are provided by us (and only pursuant to those terms and conditions), (scraping the Services without our prior consent is expressly prohibited);
 - 15.4.4. (iv) forge any TCP/IP packet header or any part of the header information in any email or posting, or in any way use the Services to send altered, deceptive or false source-identifying information; or
 - 15.4.5. (v) interfere with, or disrupt, (or attempt to do so), the access of any user, host or network, including, without limitation, sending a virus, trojan, worm, logic bomb or other material which is malicious or technologically harmful, overloading, flooding, spamming, mail-bombing the Services, or by scripting the creation of Content in such a manner as to interfere with or create an undue burden on the Services.
- 15.5. We will report any such breach to the relevant law enforcement authorities and we will cooperate with those authorities by disclosing your identity to them. In the event of such a breach, your right to use our Services will cease immediately.

16. Linking to us

- 16.1. You may link to our Services provided you do so in a way that is fair and legal and does not damage our reputation or take advantage of it. You must not establish a link in such a way as to suggest any form of association, approval or endorsement on our part where none exists. You must not establish a link to our Services in any website that is not owned by you. We reserve the right to withdraw linking permission without notice.

17. Third party links and resources in our site
 - 17.1. The links from the Services may take you to other sites or services and you acknowledge and agree that GetJobs has no responsibility for the accuracy or availability of any Information provided by third parties services and websites.
 - 17.2. The Services may include advertisements, which may be targeted to the Content or information on the Services, queries made through the Services, or other information. The types and extent of advertising by GetJobs on the Services are subject to change. In consideration for us granting you access to and use of the Services, you agree that GetJobs and its third party providers and partners may place such advertising on the Services or in connection with the display of Content or information from the Services whether submitted by you or others.
 - 17.3. Links to other websites and services do not constitute an endorsement by us of such websites or services, or the Information, products, advertising or other materials made available by such third parties.
 - 17.4. You acknowledge and agree that it is not Getjobs.ph's policy to exercise editorial control over and to edit or amend any data or contents of any emails or posting or any information that may be inserted or made available or transmitted to or from a third party in or through Getjobs.ph Website and/or Getjobs.ph Services.

18. Indemnity
 - 18.1. You agree to defend, indemnify and hold GetJobs and its affiliates, and their respective officers, directors, employees, and agents, harmless from and against all liabilities, damages, claims, actions, costs and expenses (including without limitation legal and accounting fees), in connection with or arising from:
 - 18.1.1. any User Content or other material you provide to the Getjobs.ph Website;
 - 18.1.2. Your use of any Getjobs.ph Content; or
 - 18.1.3. Your breach of these Terms.
 - 18.2. We may, if necessary, participate in the defense of any claim or action and any negotiations for settlement. No settlement which may adversely affect our rights or obligations shall be made without our prior written approval. We reserve the right, at our own expense and on notice to you, to assume exclusive defense and control of any claim or action.

19. Severance
 - 19.1. The illegality, invalidity or unenforceability of any provision of these Terms of Service under the law of any jurisdiction shall not affect its legality, validity or enforceability under the laws of any other jurisdiction nor the legality, validity or enforceability of any other provision.

20. Several users
 - 20.1. If there are two or more persons adhering to these Terms of Service as user, their liability under the Terms of Service is joint and several, and their rights are joint.

21. International Use

21.1. We make no promise that materials on the Getjobs.ph Website are appropriate or available for use in your location, and accessing the Getjobs.ph Website from territories where its contents are illegal or unlawful is prohibited. If you choose to access this Getjobs.ph Website from your location, you do so on your own initiative and are responsible for compliance with local laws.

22. Waiver

22.1. No failure or delay by a party to exercise any right or remedy provided under this agreement or by law shall constitute a waiver of that or any other right or remedy, nor shall it prevent or restrict the further exercise of that or any other right or remedy. No single or partial exercise of such right or remedy shall prevent or restrict the further exercise of that or any other right or remedy.

23. Termination

- 23.1. The Terms of Service will continue to apply until terminated by either you or us as follows.
- 23.2. You may end your agreement with us at any time for any reason by deactivating your accounts and discontinuing your use of the Services. You do not need to specifically inform us when you stop using the Services.
- 23.3. We may suspend or terminate your accounts or cease providing you with all or part of the Services at any time for any reason, including, but not limited to, if we reasonably believe:
- 23.3.1. (i) you have violated these Terms of Service or
 - 23.3.2. (ii) you create risk or possible legal exposure for us; or
 - 23.3.3. (iii) our provision of the Services to you is no longer commercially viable. We will make reasonable efforts to notify you by the email address associated with your account or the next time you attempt to access your account.
- 23.4. In all such cases, any provision of these Terms of Service that expressly or by implication is intended to come into or continue in force on or after termination of this agreement shall remain in full force and effect.
- 23.5. Nothing in this section shall affect our rights to change, limit or stop the provision of the Services without prior notice, as provided above in the section Changes to our services.

24. Languages

24.1. This agreement is drafted in the English language. If this agreement is translated into any other language, the English language version shall prevail.

25. Contact us

25.1. If you require further information about GetJobs or have any suggestions concerning how to improve our Services or Platforms, please contact us at getjobsPH@g2msolution.com.