

## **TERMS OF USE**

These Terms of Use set out the conditions under which Trust People agrees that you may use this site. You must agree to these Terms of Use before accessing the site, and your agreement to these Terms of Use is confirmed when you check the box below marked “Agreement to Terms of Use”.

### **Users**

A user is anyone who accesses or uses this service, including your employees and your agents. By accepting these Terms of Use, you are agreeing that you are authorized to use the service and are doing so strictly for the purposes for which this service is provided.

### **Identification**

Users of the service must identify themselves at registration which will be used to identify all postings made by a user. You agree that you will not create a fake or fictitious account, allow third parties to use the service without registering, and will use this service only for the purpose for which it is intended.

### **Appropriate Use**

Trust People is not responsible for the content of the information provided on this site. You acknowledge that the Federal Communication Decency Act (47 USC §230), the Digital Millennium Copyright Act (17 USC § 512) limits the liability of interactive computer services like Trust People for their activities in publishing third party content. All content is user generated, and Trust People disclaims any responsibility to independently investigate any information posted to this site by users. Once you post content, you assume any risk associated with that content including the risk associated with the disclosure of any information you may post, including personal information. As the creator of the content, you may expose yourself to liability if the material you post is false, defamatory, misleading, invades the privacy rights of others, or misappropriates any intellectual property protected by copyright, trademark, patent, trade secret, or law regarding privacy rights such as those pertaining to medical records.

It is a violation of these Terms of Use to post a fake review, pay money to others to write a review, or to use the service to threaten, stalk or harass others. You agree not to use swear words, obscene language, or derogatory remarks based on the age, race, sex, national origin, gender, sexual preference, disability or similar classifications of the individuals reviewed. You agree you will not use the service to promote your own business or the business of third parties. You acknowledge that Trust People reserves the right to display advertisements, paid content, or other information on the service. Demands for removal should be directed to:

[support@trustpeople.io](mailto:support@trustpeople.io)

### **Privacy**

The information you post is not private or confidential and may be viewed by other users of the service. Accordingly, any use of the service to post inappropriate material such as hate speech, derogatory comments on race, gender, sexual orientation, disability, religious preference,

nationality, or similar classification is inappropriate and it could constitute a violation of law as well as termination of your access to the service.

### **Intellectual Property**

Anything you post is your property, but you grant Trust People the right to use this property by allowing other users to view your content and for Trust People to use it for any lawful purpose such as aggregating of performance and customer demand data. Trust People, however, owns all non-posted content on the service including, but not limited to, graphic interfaces, design, interactive features, data compilations from posted information, and all other aspects of the service other than user posted content.

### **Disclaimer**

User posted content does not reflect the views or opinions of Trust People. Trust People, however, reserves the right to remove content, in whole or in part, in its sole discretion for any reason without notice to the user including if Trust People believes that the user posted content violates these Terms of Use. You will not use any device, software, network, process or employ any modification that interferes with the proper working of the service or which is designed to spread malware, spyware, or otherwise contaminate the service or the computers of users of the service.

### **Indemnification**

Since Trust People posts no content in the service, users agree to defend and indemnify Trust People from any and all claims asserted against Trust People arising from or related to user posted content. Trust People is not responsible for the reliance of any third parties or other users regarding the content you post. You will make no claim against Trust People arising from any aspect of the service including those arising from technical performance problems or the service's unavailability. For purposes of notice of claim, Trust People will use the contact information provided by the user at the time of enrollment in the service.

Trust People understands that the content may contain information regarding education, employment history, interview evaluations and other allied information of third persons, and that you have obtained the written consent of such third persons to authorize the use and disclosure of such information. You agree that you will release and hold harmless trust people from any and all responsibility and liability, Trust People and its employees, agents and representatives for disclosure of any such information. You further agree not to make a claim against or sue Trust People and its employees, agents and representatives for the release and disclosure of such information.