

KEYS Job Board General Terms of Service

Preamble: KEYS Job Centre offers a free-of-charge job posting service and we do not perform background checks on applicants nor do we research the integrity of each organization or individual who posts a job with us.

Employers and job seekers are urged to perform due diligence when offering, applying to, or accepting private employment by requesting from each other references or any additional information needed to establish qualifications and credentials so as to ensure an overall fit between employer and job seeker.

KEYS is not responsible for the safety, wages, working conditions, or any other aspect of private employment. All hiring, scheduling, and compensation for the positions posted on the KEYS Job Board are handled directly between the applicant and the employer.

KEYS neither screens employers nor endorses their employment opportunities, labour practices, products, or services. As data is subject to change at the discretion of each employer, information has not been verified and KEYS Job Centre cannot be held responsible for any inconsistencies or errors.

KEYS Job Centre does not warrant the legitimacy of any of the information in the posting, including the company and the position itself. It is the responsibility of each applicant to review and research each employment opportunity prior to applying.

Use of the KEYS Job Board is subject to the terms and conditions set out below:

General Terms of Service

The following terms and conditions apply to all Job Seekers and Employers who access or use the KEYS Job Board or otherwise indicate their acceptance to this Agreement.

KEYS may make available certain Job Postings and other job-related contents, including links to third-party websites. These Job Postings are created and provided by third parties over whom KEYS exercises no control. You acknowledge and understand that we have no control over Job Postings. Some of these third parties may attempt to charge job seekers a fee to apply to a particular job, although KEYS endeavors not to make such Job Postings available on the Job Board. KEYS has no control over any conditions third parties might impose once a Job Seeker has submitted their application.

Additionally, we cannot confirm the accuracy or completeness of any Job Listing or other information submitted by any employer or other user, including the identity of such employer or other user. KEYS assumes no responsibility, and disclaims all liability, for the content, accuracy, completeness, legality, reliability, or availability of any Job Postings.

1(a) Notice to Users Applying to Jobs Through KEYS: If you are a Job Seeker, any resume or application information that you submit through the Job Board, including Personal Data included in a resume or application, is subject to this Agreement. When you apply for a job on KEYS Job Board you agree to the automated processing in relation to your application.

When you apply to a job using the KEYS Apply button, KEYS will attempt to send your application to the contact information provided to us by an Employer or their Agent. We cannot vouch for the validity of such contact information provided to us. **KEYS does not guarantee the identity of an Employer or any individuals working for any Employers, and cautions Job Seekers when applying to jobs. KEYS does not guarantee the validity of a job offer and cautions Job Seekers to verify the validity of a job offer before taking an adverse action regarding their current employment situations. Job Seekers are solely responsible for verifying the accuracy of any Employer or job offer.**

1(b) If you are an Employer, when you create an Employer Account on the KEYS Job Board or post a Job Listing on the Job Board, whether as part of the KEYS Postings Program or otherwise, you agree that this Agreement and all of KEYS' policies, including the KEYS Privacy Policy, apply to you and to the Job Seekers indicating an interest in such Job Listings. Specifically, when you create an Employer Account on the KEYS Job Board, you also agree that KEYS may activate its KEYS Apply relay function for use in connection with such Job Listings and that any Job Seekers who wish to indicate an interest in such Job Listing may do so through KEYS Apply, and that KEYS will send applications to the email address you provide us with.

When you use KEYS candidate management tools, you agree that you are instructing KEYS to assemble the candidate's application materials on to your Dashboard. KEYS will attempt to send applications to the contact information provided to KEYS by you, the Employer. KEYS has no ability to verify the contact information provided by You. In the event you provide incorrect contact information, it shall be your responsibility to correct, appropriately respond, or take any steps necessary to protect the privacy of such Job Seekers, and you indemnify KEYS for any damages resulting therefrom. KEYS further does not guarantee delivery, your receipt of the Job Seeker's emails or application materials, or that there will be no mistakes in the transmission or storage of the data. In the event a message being sent is intended for a closed account, these messages will not be deliverable.

KEYS Job Board reserves the right to screen all employer registrations and/or job posting submissions, and the right to decline these submissions. Job postings must be complete with all requirements as directed. If insufficient information is provided, an employer registration and/or job posting may be declined. Additionally, all employers registered on the Job Board must have a valid email address and telephone number. Job postings of an inappropriate manner, including postings which have profane language, etc. will not be posted.

KEYS does not verify the identity of any Job Seekers who apply to your job listing, nor does KEYS know a Job Seeker's motivation for applying to your job listing, and thus provides no guarantee as to the Job Seeker's qualifications or interest in your job listing. You agree that KEYS Apply is

presented to you without warranty and KEYS assumes no responsibility for the communications between you and the Job Seeker, which communications are yours' and the Job Seekers' sole responsibility.

LEGAL DISCLAIMER

All information on this website is of a general nature, is subject to change without notice and is not intended to be relied on by readers. KEYS assumes no liability or responsibility for any errors or omissions in the content of the website. All information on this website is protected by the KEYS copyright interests. This website may contain links to third party websites as a convenience for users. KEYS does not endorse and makes no representation about the content or use of third party websites.

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