

## PURPOSE:

BASB Job Portal.com is intended only to serve as a preliminary medium of contact and exchange of information for its users / members / visitors who have a bona fide intention to contact and/or be contacted for the purposes related to genuine existing job vacancies and for other career enhancement services.

## USE TO BE IN CONFORMITY WITH THE PURPOSE

BASB Job Portal.com (and related products) or service or product that is subscribe to or used (whether the same is paid for by you or not) is meant for the Purpose and only the exclusive use of the subscriber/registered user. Copying or downloading or recreating or sharing passwords or sublicensing or sharing in any manner which is not in accordance with these terms, is a misuse of the platform or service or product and IEIL reserves its rights to act in such manner as to protect its loss of revenue or reputation or claim damages including stopping your service or access and reporting to relevant authorities. In the event you are found to be copying or misusing or transmitting or crawling any data or photographs or graphics or any information available on BASB Job Portal.com for any purpose other than that being a bonafide Purpose, we reserve the right to take such action that we deem fit including stopping access and claiming damages

The site is a public site with free access and BASB Job Portal assumes no liability for the quality and genuineness of responses. BASB Job Portal. cannot monitor the responses that a person may receive in response to information he/she has displayed on the site. The individual/company would have to conduct its own background checks on the bonafide nature of all response(s).

You give us permission to use the information about actions that you have taken on BASB Job Portal.com in connection with ads, offers and other content (whether sponsored or not) that we display across our services, without any compensation to you. We use data and information about you to make relevant suggestions and recommendation to you and others.

The platform may contain links to third party websites, these links are provided solely as convenience to You and the presence of these links should not under any circumstances be considered as an endorsement of the contents of the same, if You chose to access these websites you do so at your own risk.

Whilst using this platform an obligation is cast upon you to only provide true and correct information and in the case of creating a profile you undertake to at all times keep the information up to date. BASB Job Portal. will not be liable on account of any inaccuracy of information on this web site. It is the responsibility of the visitor to further research the information on the site. Any breach of privacy or of the information provided by the consumer to BASB Job Portal. to be placed on the website by technical or any other means is not the responsibility of BASB Job Portal. BASB Job Portal. does not guarantee confidentiality of information provided to it by any person acquiring/using all/any information displayed on the BASB Job Portal.com website or any of its other websites / domains owned and operated by BASB Job Portal.

BASB Job Portal. does not share personally identifiable data of any individual with other companies / entities without obtaining permission except with those acting as our agents.. BASB Job Portal. shall share all such information that it has in its possession in response to legal process, such as a court order or subpoena. The user shall not utilize the services offered by BASB Job Portal.com/IEIL in any manner so as to impair the interests and functioning of BASB Job Portal.com/IEIL. The user undertakes not to duplicate, download publish, modify and distribute material on BASB Job Portal.com unless specifically authorized by IEIL in this regard.

The user undertakes to use BASB Job Portal.com for his/her own purposes. Using content from BASB Job Portal.com for derivative works with a commercial motive without prior written consent from IEIL is strictly prohibited.

Users undertake that the services offered by BASB Job Portal.com/ IEIL shall not be utilized to upload, post, email, transmit or otherwise make available either directly or indirectly, any unsolicited bulk e-mail or unsolicited commercial e-mail. IEIL reserves the right to filter and monitor and block the emails sent by you/user using the servers maintained by IEIL to relay emails. All attempts shall be made by IEIL and the user to abide by International Best Practices in containing and eliminating Spam.

Users shall not spam the platform maintained by BASB Job Portal.com / IEIL or indiscriminately and repeatedly post jobs/forward mail indiscriminately etc. Any conduct of the user in violation of this clause shall entitle IEIL to forthwith terminate all services to the user without notice and to forfeit any amounts paid by him.

The user shall not upload, post, transmit, publish, or distribute any material or information that is unlawful, or which may potentially be perceived as being harmful, threatening, abusive,

harassing, defamatory, libelous, vulgar, obscene, or racially, ethnically, or otherwise objectionable.

The user expressly states that the resume/insertion or information/ data being fed into the network of BASB Job Portal. by the user is correct and complete in all respects and does not contain any false, distorted, manipulated, fraudulent or misleading facts or averments. BASB Job Portal. expressly disclaims any liability arising out of the said resume insertion/information/ data so fed into the network of BASB Job Portal. by the user. Further, the user agrees to indemnify BASB Job Portal. for all losses incurred by BASB Job Portal. due to any false, distorted, manipulated, defamatory, libelous, vulgar, obscene, fraudulent or misleading facts or otherwise objectionable averments made by the user on the network of Info Edge.

The User is solely responsible for maintaining confidentiality of the User password and user identification and all activities and transmission performed by the User through his user identification and shall be solely responsible for carrying out any online or off-line transaction involving credit cards / debit cards or such other forms of instruments or documents for making such transactions and BASB Job Portal. assumes no responsibility or liability for their improper use of information relating to such usage of credit cards / debit cards used by the subscriber online / off-line.

The User/Subscriber/Visitor to BASB Job Portal.com and/or its affiliated websites does hereby specifically agree that he/she shall, at all times, comply with the requirements of the Information Technology Act, 2000 as also rules, regulations, guidelines, bye laws and notifications made thereunder, while assessing or feeding any resume/ insertion or information/data into the computers, computer systems or computer network of Info Edge. The said User/ subscriber/ visitor to BASB Job Portal.com and/or its affiliated websites does further unequivocally declare that in case he violates any provisions of the Information Technology Act, 2000 and/or rules, regulations, guidelines, byelaws and notifications made thereunder, he shall alone be responsible for all his acts, deeds and things and that he alone shall be liable for civil and criminal liability there under or under any other law for the time being in force.

The User is solely responsible for obtaining, at his own cost, all licenses, permits, consents, approvals and intellectual property or other rights as may be required by the user for using the Service.

**THE USER REPRESENTS, WARRANTS AND COVENANTS THAT ITS USE OF BASB JOB PORTAL.COM SHALL NOT BE DONE IN A MANNER SO AS TO:**

Violate any applicable local, provincial, state, national or international law, statute, ordinance, rule or regulation;

Interfere with or disrupt computer networks connected to BASB Job Portal.com;

Impersonate any other person or entity, or make any misrepresentation as to your employment by or affiliation with any other person or entity;

Forge headers or in any manner manipulate identifiers in order to disguise the origin of any user information;

Interfere with or disrupt the use of BASB Job Portal.com by any other user, nor "stalk", threaten, or in any manner harass another user;

Use BASB Job Portal.com in such a manner as to gain unauthorized entry or access to the computer systems of others;

Reproduce, copy, modify, sell, store, distribute or otherwise exploit for any commercial purposes BASB Job Portal.com, or any component thereof (including, but not limited to any materials or information accessible through BASB Job Portal.com);

Use content from the Site for derivative works with a commercial motive without prior written consent of the IEIL.

Use any device, software or routine to interfere or attempt to interfere with the proper working of BASB Job Portal.com; or

Impose an unreasonable or disproportionately large load on BASB Job Portal.com infrastructure.

Spam BASB Job Portal.com/IEIL by indiscriminately and repeatedly posting content or forwarding mail that may be considered spam etc.

Access data not intended for you or log into server or account that you are not authorized to access;

Constitute an act of reverse engineering, decompiling, disassembling, deciphering or otherwise attempting to derive the source code for the Site or any related technology or any part thereof

Engage in "framing," "mirroring," or otherwise simulating the appearance or function of the Site

Attempt to probe, scan or test the vulnerability of a system or network;

Use automated means to crawl and/or scrape content from BASB Job Portal.com and to manually scrape content from BASB Job Portal.com;

The Site uses technological means to exclude Robots etc. from crawling it and scraping content. You undertake not to circumvent these methods.

Access the Site except through the interfaces expressly provided by IEIL;

Attempt or breach security or authentication measures without proper authorization;

Providing deeplinks into BASB Job Portal.com without prior permission of IEIL is prohibited. Extracting data from BASB Job Portal.com using any automated process such as spiders, crawlers etc. or through any manual process for a purpose which has not been authorised in writing.

Upload, post, email, transmit or otherwise make available either directly or indirectly, any unsolicited bulk e-mail or unsolicited commercial e-mail.

Subscribers shall under no circumstance sublicense, assign, or transfer the License, and any attempt at such sublicense, assignment or transfer is void.

Constitute hosting, modifying, uploading, posting, transmitting, publishing, or distributing any material or information

For which you do not have all necessary rights and licenses;

Which infringes, violates, breaches or otherwise contravenes the rights of any third party, including any copyright, trademark, patent, rights of privacy or publicity or any other proprietary right;

Which contains a computer virus, or other code, files or programs intending in any manner to disrupt or interfere with the functioning of BASB Job Portal.com, or that of other computer systems;

That is grossly harmful, harassing, invasive of another's privacy, hateful, disparaging, relating to money laundering or unlawful, or which may potentially be perceived as being harmful, threatening, abusive, harassing, defamatory, libelous/blasphemous, vulgar, obscene, or racially, ethnically, or otherwise unlawful in any manner whatsoever;

Which constitutes or encourages conduct that would constitute a criminal offence, give rise to other liability, or otherwise violate applicable law;

That deceives or misleads the addressee about the origin of such messages or communicates any information which is grossly offensive or menacing in nature;

That belongs to another person and to which the user does not have any right to;

That harm minors in any way;

That threatens the unity, integrity, defence, security or sovereignty of India, friendly relations with foreign states, or public order or causes incitement to the commission of any cognisable offence or prevents investigation of any offence or is insulting any other nation.

The user shall not infringe on any intellectual property rights of any person / entity or retain information / download any information from any computer system or otherwise with an intention to do so.

BASB Job Portal. will make best efforts to do so but does not warrant that any of the web sites or any affiliate site(s) or network system linked to it is free of any operational errors nor does it warrant that it will be free of any virus, computer contaminant, worm, or other harmful components. The subscription of a user shall be subject to Quotas as applicable and as advised. E-Mails provided as part of contact details are expected to be genuine and access to such email accounts is available to authorised personnel only.

BASB Job Portal. shall not be liable for any loss or damage sustained by reason of any disclosure (inadvertent or otherwise) of any information concerning the user's account and / or information relating to or regarding online transactions using credit cards / debit cards and / or their verification process and particulars nor for any error, omission or inaccuracy with respect to any information so disclosed and used whether or not in pursuance of a legal process or otherwise.

Payments for the services offered by BASB Job Portal.com shall be on a 100% advance basis. Refund if any will be at the sole discretion of Info Edge. IEIL offers no guarantees whatsoever for the accuracy or timeliness of the refunds reaching the Customers card/bank accounts. IEIL gives no guarantees of server uptime or applications working properly. All is on a best effort basis and liability is limited to refund of amount only. IEIL undertakes no liability for free services. IEIL reserves its right to amend / alter or change all or any disclaimers or terms of agreements at any time without any prior notice. All terms / disclaimers whether specifically mentioned or not shall be deemed to be included if any reference is made to them.

Unless otherwise specified and notwithstanding anything contained in any other agreement or arrangement, by whatever name called, the performance obligation of IEIL (service provider) is to provide access of its on-line portal to the customer for the duration of the subscription period & reference to any usage, by whatever name called or any other performance obligation, if any, is to provide the upper limit for consumption, which by itself, does not create any additional performance obligation upon IEIL

Subscriber/user acknowledges and agrees that IEIL/BASB Job Portal.com, at its sole discretion and without prejudice to other rights and remedies that it may have under the applicable laws, shall be entitled to set off the amount paid or payable by a subscriber/user against any amount(s) payable by Subscriber/user to IEIL under any other agreement or commercial relationship towards other products/services.

BASB Job Portal. further reserves its right to post the data on the website BASB Job Portal.com or on such other affiliated sites and publications as BASB Job Portal. may deem fit and proper at no extra cost to the subscriber / user.

The subscription / agreement between IEIL and the subscriber / user is not a "non-poach agreement" nor can the same be termed or used as an alternative to "non-poach agreement" in as much as IEIL / BASB Job Portal.com is a public site and all information posted by IEIL goes to the public domain except information / data which is specifically assigned a non-public / private character.

Any agreement for a subscription / usage entered into by IEIL does not confer exclusivity of service on any subscriber / user.

BASB Job Portal will not be party to any legal proceedings between a user (e.g. a subscriber) and a party contracted through the site. In case BASB Job Portal. is implicated in any legal proceedings, costs will be recovered from the party that names BASB Job Portal. BASB Job Portal however will abide with any court order served on it through due process. IEIL controls and operates this Platform from its headquarters in Noida and makes no representation that the materials on BASB Job Portal.com are appropriate or available for use in other locations. If you use this Website from other locations, you are responsible for compliance with applicable local laws including but not limited to the export and import regulations of other countries.

In case a person using the world wide web/internet receives a spam or virus which includes a link to BASB Job Portal.com or to any other site maintained, operated or owned by IEIL, it should not be held responsible for the same. IEIL assumes no responsibility for such mails.

The services provided by the websites maintained, operated or owned by IEIL do not extend to acting as an agent (express or implied) on behalf of any subscriber or user.

IEIL has no agents and does not operate through any agents save for those specifically mentioned on the home page of the website.

The Terms and conditions mentioned above regulate the usage of BASB Job Portal.com. Any person using BASB Job Portal.com in violation of the stipulations contained in the Terms and Conditions of BASB Job Portal.com shall render himself/herself liable to appropriate action in a court of law both civil and criminal.

BY ACCEPTING THESE TERMS AND CONDITIONS, YOU AGREE TO INDEMNIFY AND OTHERWISE HOLD HARMLESS IEIL, ITS DIRECTORS, OFFICERS, EMPLOYERS, AGENTS, SUBSIDIARIES, AFFILIATES AND OTHER PARTNERS FROM ANY DIRECT, INDIRECT, INCIDENTAL, SPECIAL, CONSEQUENTIAL OR EXEMPLARY DAMAGES ARISING OUT OF, RELATING TO, OR RESULTING FROM YOUR USE OF THE SERVICES OBTAINED THROUGH BASB JOB PORTAL.COM INCLUDING BUT NOT LIMITED TO INFORMATION PROVIDED BY YOU OR ANY OTHER MATTER RELATING TO BASB JOB PORTAL.COM. ANY REFERENCE TO DUTIES AND TAXES ETC IN THESE TERMS OF USE SHALL INCLUDE GOODS AND SERVICES TAX (HEREIN REFERRED AS GST) FROM THE DATE GST LAW IS IMPLEMENTED IN INDIA. ANY ADDITIONAL TAX LIABILITY ARISING ON ACCOUNT OF INTRODUCTION OF GST (WHETHER ON ACCOUNT OF INCREASE IN RATE OR ANY CHANGE BROUGHT IN BY THE NEW TAX REGIME) WOULD BE RECOVERED OVER AND ABOVE THE AGREED CONTRACT PRICE / SERVICE FEE.

If any dispute arises between a user/users and IEIL arising out of use of BASB Job Portal.com or thereafter, in connection with the validity, interpretation, implementation or alleged breach of any provision of these Terms and Conditions, the dispute shall be referred to a sole arbitrator who shall be an independent and neutral third party identified by the Company. Decision of the arbitrator shall be final and binding on both the parties to the dispute. The place of arbitration shall be New Delhi, India. The Arbitration & Conciliation Act, 1996 as amended, shall govern the arbitration proceedings.

These Terms and Conditions shall be governed by the laws of Republic of India. The exclusive forum for any disputes arising out of or relating to these Terms of Use shall be a court of law located in New Delhi, India.

Info Edge, BASB Job PortalIndia, IEIL and BASB Job Portal. are used interchangeably and are synonymous.

The user of BASB Job Portal.com is subject to the [Privacy Policy](#) available through this link.

In case of non compliance of these Terms and Conditions or Privacy Policy IEIL may terminate usage rights and take down any offending information that might have been uploaded by such subscriber/user



ADDITIONALLY, BASIS SERVICES CHOSEN, CERTAIN PRODUCT/SERVICE SPECIFIC CONDITIONS MAY APPLY.

#### Job Seekers

1. BASB Job Portal FastForward Services / Resume Posting / Submission of Resume / Resume Upload / Resume Manager
2. Resume Display
3. RecruiterConnection
4. Resume Writing
5. Jobs4U, Priority Applicant
6. Interview Pro
7. Applications by Non Registered Users
8. Job Search and Resume Services on SMS
9. BASB Job Portal.com Security Center

#### Recruiters

1. Classified Job listing (single)
2. Classified Subscriptions for various period
3. Hot Vacancies (single)
4. Hot Vacancies Subscriptions
5. Job Gallery
6. Best Places to Work
7. Manual Shortlisting
8. Display of Banners
9. e-Apps
10. Resdex
11. Insta Hire

## 12. BASB Job Portal Recruiter

1. BASB Job Portal FastForward Services / Resume Posting / Submission of Resume / Resume Upload / Resume Manager by registering your resume on BASB Job Portal.com, you agree to the following terms

The resume/ insertion or information/data fed by the user can be updated by the user alone, free of cost.

BASB Job Portal offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the resume/ insertion or information/data is fed by the user.

BASB Job Portal neither guarantees nor offers any warranty about the credentials bonafides, status or otherwise of the prospective employer/organization which downloads the resume/ insertion or information/data and uses it to contact the user.

BASB Job Portal would not be held liable for loss of any data technical or otherwise, or of the resume/ insertion or information/data or particulars supplied by user due to acts of god as well as reasons beyond its control like corruption of data or delay or failure to perform as a result of any cause(s) or conditions that are beyond Info Edge's reasonable control including but not limited to strikes, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, distributed denial of service attacks, virus attacks, war and natural calamities.

It shall be sole prerogative and responsibility of the user to check the authenticity of all or any response received pursuant to the resume/ insertion or information/data being fed into the network system of BASB Job Portal by the user, for going out of station or in station for any job or interview. BASB Job Portal assumes no responsibility in respect thereof and expressly disclaims any liability for any act, deed or thing which the user may so do, pursuant to the receipt of the response, if any, to the resume/ insertion or information/ date being fed into the network system of Info Edge.

Uploading of multiple resumes beyond a reasonable limit by the same individual, using the same or different accounts shall entitle BASB Job Portal to remove the Resumes without notice to the subscriber. 6.a This service is only meant for candidates looking for suitable jobs. Any usage with commercial intent is prohibited.

BASB Job Portal reserves its right to reject and delete any resume/ insertion or information/data fed in by the user without assigning any reason.

This free service entitles the user alone i.e the same person, to add modify or change the data/information fed in by him but does not entitle him to use the free service to feed fresh insertion or information/data /resume of another person in place of the insertion or information/data already fed in by such user.

BASB Job Portal has the right to make all such modifications/editing of resume in order to fit resume in its database.

The subscriber shall be assigned a password (s) by BASB Job Portal to enable the subscriber to access all the information received through BASB Job Portal.com, but the sole responsibility of the safe custody of the password shall be that of the subscriber and BASB Job Portal shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. BASB Job Portal undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber. When you indicate your interest in a Job Listing on BASB Job Portal.com, you are sending your CV and application information including relevant documents to BASB Job Portal.com, and you are requesting and authorizing BASB Job Portal.com to make available such application information to the applicable Employer(s) for such Job Listing(s).

In addition, by using BASB Job Portal.com, you agree that BASB Job Portal.com is not responsible for the content of the Employer's application form, messages, screener questions, testing assessments; required documents, or their format or method of delivery.

You consent to your application, documents and any responses sent to you by the Employer or vice versa through BASB Job Portal.com being processed and analysed by BASB Job Portal.com according to these terms of use and BASB Job Portal.com's Privacy Policy. BASB Job Portal.com shall store and process such information regardless of whether a job vacancy has been filled. BASB Job Portal.com may use your application materials (including public CVs and responses to employer's questions) to determine whether you may be interested in a Job Listing, and BASB Job Portal.com may reach out to you about such Job Listing.

Information you post in public areas of BASB Job Portal sites or applications or make visible in the resume and profile database may be accessed, used, and stored by others around the world, including those in countries that might not have legislation that guarantees adequate protection of personal information as defined by your country of residence. While BASB Job Portal.com takes measures to safeguard your information from unauthorized access or inappropriate use, BASB Job Portal.com does not control these third parties and we are not responsible for their use of information you give to us. Accordingly, you should not post sensitive information or any other information you would not want made public, to any portion of BASB Job Portal.com or application or to a public website.

In order to use BASB Job Portal.com, you may sign in using your Facebook/Google login. If you do so, you authorize us to access and use certain Facebook/Google account information, including but not limited to your public Facebook profile and posts. For more details regarding the information we collect from you and how we use it, please visit our Privacy Policy.

It shall be the sole responsibility of the user to ensure that it uses the privacy setting options as it deems fit to debar / refuse access of the data fed by it, to such corporate entities individuals or consultants. BASB Job Portal shall not be responsible for such insertions / data being accessed by its subscribers or users whose access has not been specifically blocked /debarred by the user while using the privacy settings.

Even though you may have marked your profile as unsearchable, on viewing a BASB Job Portal Recruiter profile when you are logged into your BASB Job Portal.com account, a snapshot of your profile maybe made visible to the recruiter.

Although BASB Job Portal will make all possible efforts to adhere to these privacy settings, it will not be responsible for a resume being seen by a blocked user for any reason. For best privacy settings it is recommended that you do not allow your resume to be searched at all.

The user represents that he/she is not a minor and is not under any legal or other disability which limits his/her ability to comply with these Terms or to install and use the services subscribed and purchased with minimal risk of harm to you or others. You further represent that you are not purchasing the products/services for resale to others and will not do so without BASB Job Portal(India) Limited's prior written consent.

All changes / modifications made by the user to the data / information shall be effected and will come into operation only after 24-48 hours of such changes / modifications being made.

On registration you agree to: a) Making your resume searchable to clients of IEIL who subscribe to RESDEX (Resume Database Access). You may be contacted by subscribers of RESDEX via email, telephone (even though you may have registered with NDNC) and/or post. If you wish to modify this setting and make yourself non-searchable, you may reset this in the Privacy Setting section of your resume. We recommend that you read the privacy settings carefully and IEIL will not be held responsible for contacts/emails received by you. b) Receive job alerts (emails detailing jobs that match your profile as entered on BASB Job Portal.com) via email. You may remove yourself from the job alert email database by resetting this option in the Privacy Setting section of your resume c) Receive promotional mailers/ special offers. You may remove yourself from the promotional mailer email database by resetting this option on the Privacy Setting section of your resume.

The user agreement between a user/subscriber and IEIL will be treated as having been terminated in the following events: ( i ) On completion of the term for which the user/subscriber engages the services of the website; or ( ii ) In case the user/subscriber violates any of the conditions of this agreement or any other agreement entered into by him with IEIL, however, such termination will be at the option and discretion of IEIL; or ( iii ) On writing and on such terms as agreed to by the parties mutually.

The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website.

Top

## 2. Resume Display

In case necessary inputs required by us for commencing the services are not received by us within 30 days of the payment, the order shall stand cancelled and the any amounts paid shall be appropriated.

The payment for service once subscribed to by the subscriber is not refundable and any amount paid shall stand appropriated.

The amount paid entitles the subscriber alone to the service by BASB Job Portal for a period of subscription opted for from the date of up-linking of the resume on the website BASB Job Portal.com or such other mirror or parallel site(s) as BASB Job Portal may deem fit and proper but such web host shall be without any extra cost to the subscriber / user.

The resume displayed can be updated by the subscriber alone free of cost.

Notwithstanding anything contained herein, through Resume Display service your resume is made available from the home page of BASB Job Portal.com and can be freely accessed by anyone.

Additionally, through this service your resume is also made a part of BASB Job Portal.com's proprietary database, accessed only by companies/recruiter registered with us. Please log into your account and set the visibility of the resume as desired by you, here you can selectively block a company/recruiter from accessing your resume. (Please note that the confidentiality settings of the resume which has been made part of the exclusive database is independent of the confidentiality settings of the resume made part of the free search service)

BASB Job Portal offers neither guarantee nor warranties that there would be a satisfactory response or any response at all once the resume is put on display.

BASB Job Portal neither guarantees nor offers any warranty about the credentials of the prospective employer/organization which down loads the information and uses it to contact the prospective employee / visitor / user / subscriber.

BASB Job Portal would not be held liable for loss of any data technical or otherwise, and particulars supplied by subscribers due to reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Info Edge's reasonable control including but not limited to strikes, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

It shall be the sole prerogative and responsibility of the individual to check the authenticity of all or any response received pursuant to the resume being displayed by BASB Job Portal for going out of station or in station for any job / interview and BASB Job Portal assumes no responsibility in respect thereof.

BASB Job Portal reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, refund if any shall be on a pro-rata basis at the sole discretion of Info Edge.

BASB Job Portal will commence providing services only upon receipt of amount/charges upfront either from subscriber or from a third party on behalf of the subscriber.

This subscription is not transferable i.e. it is for the same person throughout the period of subscription.

BASB Job Portal has the right to make all such modifications/editing of resume in order to fit the resume in its database.

The liability, if any, of BASB Job Portal is limited to the extent of the amount paid by the subscriber.

The subscriber shall be assigned password(s) by BASB Job Portal to enable the subscriber to access all the information received through its site BASB Job Portal.com, but the sole responsibility of the safe custody of the password shall be that of the subscriber and BASB Job Portal shall not be responsible for data loss/theft or data/corruption or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. BASB Job Portal undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber

The subscriber undertakes that the data/information provided by him is true and correct in all respects.

The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website

(With Resume writing - 4 working days after you approve final resume) & (Without Resume writing - 4 working days after receiving your updated Resume)

Service will be deemed approved if a user fails to review the profile for 7 days. Users are advised to add or remove any information on profile which are not relevant to user.

Top

### 3. Recruiter Connection

The payment for service once subscribed to by the subscriber is not refundable and any amount paid shall stand appropriated.

Through Recruiter Connection, the subscriber can buy credits to send messages to the recruiter of his/her choice.

If the recruiter does not view the message sent to him/her within 15 days, the period being subject to change without prior notice, then the credit would be returned to the jobseeker. Credits will be returned only once.

All the credits are valid for one year from the date of purchase.

After contacting a recruiter, the jobseeker cannot send a message to the same recruiter for 30 days, the period being subject to change without prior notice.

Using the service, the jobseeker would be able to send a message of maximum 500 characters along with a subject line of maximum 200 characters.

BASB Job Portal offers neither guarantee nor warranties that there would be a satisfactory response or any response at all once the message is sent to the recruiter.

BASB Job Portal neither guarantees nor offers any warranty about the credentials of the prospective recruiter/organization which sees the message and downloads the information and uses it to contact the prospective employee / visitor / user / subscriber.

It shall be the sole prerogative and responsibility of the individual to check the authenticity of all or any response received pursuant to the connect message for going out of station or in station for any job / interview and BASB Job Portal assumes no responsibility in respect thereof.

This subscription is not transferable i.e. it is for the same person throughout the period of subscription.

The subscriber undertakes that the data/information provided by him is true and correct in all respects.

This service shall not be utilized by the user for uploading/transmitting content which is illegal or objectionable in any manner.

The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website.

Top

#### 4. Resume Writing

In case necessary inputs required by us for commencing the services are not received by us within 30 days of the payment, the order shall stand cancelled and the any amounts paid shall be appropriated.

The subscriber shall certify that the information/data supplied by it to BASB Job Portal is accurate and correct.

The subscriber shall give reasonable time to BASB Job Portal for writing of resumes.

The subscriber must respond to the queries raised (sent by email) by BASB Job Portal within 7 days of such a query being raised failing which, BASB Job Portal shall stand absolved of all its obligation, if any.

The subscription amount once paid for by the subscribers is not refundable and all amount(s) paid on behalf of the subscriber shall stand appropriated.

The liability, if any, of BASB Job Portal is limited to the extent of the amount paid by the subscriber.

BASB Job Portal offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the resume is written and used by the subscriber to apply for jobs.

BASB Job Portal shall not be held liable for loss of any data technical or otherwise, information, particulars supplied by subscriber due to reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Info Edge's reasonable control including but not limited to strikes, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

BASB Job Portal reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason, but in such an eventuality, any amount so paid for, shall be refunded to the subscriber on a pro-rata basis at the sole discretion of Info Edge.

BASB Job Portal will commence providing services only upon receipt of amount/charges upfront either from subscriber or from a third party on behalf of the subscriber.

This subscription is not transferable i.e. it is for the same person throughout the period of subscription.

The subscriber shall be assigned password(s) by BASB Job Portal to enable the subscriber to access all the information received through BASB Job Portal.com, but the sole responsibility of the safe custody of the password shall be that of the subscriber and BASB Job Portal shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. BASB Job Portal undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.

The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website.

Content and Images( Visuals) in visual resume are provided by Subscriber.

BASB Job Portal India Limited disclaims all warranties against infringement.

Top

## 5. Jobs on the Move (Jobs4U) & Priority Applicant

The payment for service once subscribed to by the subscriber is not refundable and any amount paid shall stand appropriated.

The amount paid entitles the subscriber alone to the service by BASB Job Portal for a period of subscription opted for from the date of sending the first job SMS.

BASB Job Portal uses an automated algorithm to match jobs against the keywords/attributes present in the profile submitted by the user, and hence offers no guarantee nor warranties that the jobs sent in the job SMS will be relevant to the profile.

BASB Job Portal neither guarantees nor offers any warranty about the credentials of the prospective employer/organization whose details are sent in the Job SMS.



By opting for this service you are agreeing to receive details of Jobs from BASB Job Portal.com, on your mobile, till the tenure of the service.

BASB Job Portal will try its utmost best to try and deliver all SMS sent, however, it does not take any responsibility for SMSes not delivered (which may be on account of phones being out of order, operator network problems, SIM not being used anymore etcetera). It does take the responsibility of the SMSes leaving its vendor SMS gateway.

BASB Job Portal will not be responsible in any way for failure of any backend technology of SMS applications at the Operators end and resultant inability of a user to receive SMS.

BASB Job Portal reserves the right to regulate number of SMSes sent out to a particular user in a single day.

The service will be delivered on the mobile number provided at the time of purchase of the service, and will continue on the new number if changed by the user.

If there are no jobs found matching the user's profile, an intimation SMS & email is sent to the user, on the 7th day and the user is asked for changing/editing his profile.

BASB Job Portal would not be held liable for loss of any data technical or otherwise, and particulars supplied by subscribers due to reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Info Edge's reasonable control including but not limited to strikes, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

It shall be the sole prerogative and responsibility of the individual to check the authenticity of all or any response received pursuant to the resume being displayed by BASB Job Portal for going out of station or in station for any job / interview and BASB Job Portal assumes no responsibility in respect thereof.

BASB Job Portal reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, refund if any shall be on a pro-rata basis at the sole discretion of Info Edge.

BASB Job Portal will commence providing services only upon receipt of amount/charges upfront either from subscriber or from a third party on behalf of the subscriber.

This subscription is not transferable i.e. it is for the same person throughout the period of subscription.

The liability, if any, of BASB Job Portal is limited to the extent of the amount paid by the subscriber.

The subscriber shall be assigned password (s) by BASB Job Portal to enable the subscriber to access all the information received through its site BASB Job Portal.com, but the sole responsibility of the safe custody of the password shall be that of the subscriber and BASB Job Portal shall not be responsible for data loss/theft or data/corruption or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party.

BASB Job Portal undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.

The subscriber undertakes that the data/information provided by him is true and correct in all respects.

The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website.

If you would like to stop the service before the due date, please write an email to [service@BASB Job Portal.com](mailto:service@BASBJobPortal.com)

The J4U service will be processed within 4 working days after we receive your updated resume. In case we do not receive the same within 7 days, we will use your last updated resume on BASB Job Portal for processing your service

You will receive 1 call from BASB Job Portal Expert within 4 working days after you purchase Jobs4U service.

We will initiate 3 calling attempts to connect with you. In case No-response from your end post 3rd attempt, we will initiate the activation of J4U service & take it as deemed approved. Users are advised to connect to TFN- 18001025557 for any related information

Top

## 6. Interview Pro

The payment for service once subscribed to by the subscriber is not refundable and any amount paid shall stand appropriated.

The user understands that:

Services once subscribed can only be activated post the subscriber having uploaded his/her updated profile.

The Industry expert who conducts the interview can only do so once, service has been activated and the resume of the user/subscriber has been shared by the user/subscriber

The user understands that this is a time based product to be utilized within a specified period of time. Once subscribed therefore the Interview Pro product must be activated and utilized by him/her within a reasonable period of time of the same being subscribed.

BASB Job Portal. does not share personally identifiable data of any individual with other companies/entities without obtaining permission. BASB Job Portal. may share all such information that it has in its possession for its own purposes including sending promotional mailers etc and in response to legal process, such as a court order or subpoena.

The user undertakes that he/she will not disseminate false/objectionable/offensive material using these services.

BASB Job Portal would not be held liable for loss of any data technical or otherwise, and particulars supplied by subscribers due to reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Info Edge's reasonable control including but not limited to strikes, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities. BASB Job Portal will commence providing services only upon receipt of amount/charges upfront either from subscriber or from a third party on behalf of the subscriber.

This subscription is not transferable i.e. it is for the same person throughout the period of subscription.

The liability, if any, of BASB Job Portal is limited to the extent of the amount paid by the subscriber.

The subscriber shall be assigned password (s) by BASB Job Portal to enable the subscriber to access all the information received through its site BASB Job Portal.com, but the sole responsibility of the safe custody of the password shall be that of the subscriber and BASB Job Portal shall not be responsible for data loss/theft or data/corruption or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. BASB Job Portal undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.

The subscriber undertakes that the data/information provided by him is true and correct in all respects.

Top

## 7. Applications by Non Registered Users

The user undertakes that the data/information being provided by him/her in the resume is true and correct in all respects..

BASB Job Portal. does not share personally identifiable data of any individual with other companies/entities without obtaining permission. BASB Job Portal. may share all such information that it has in its possession for its own purposes including sending promotional mailers etc and in response to legal process, such as a court order or subpoena.

The user undertakes that he/she will not disseminate false/objectionable/offensive material using these services.

This interface shall be exclusively for the purposes of bona fide job applications; usage of the interface in any other fashion is strictly prohibited.

BASB Job Portal neither guarantees nor offers any warranty about the credentials bonafides, status or otherwise of the prospective employer/organization which downloads the resume/insertion or information/data and uses it to contact the user.

The user shall not infringe on any intellectual property rights of any person/entity or retain information/download any information from any computer system or otherwise with an intention to do so.

The User/subscriber/visitor to BASB Job Portal.com or affiliated site(s) is prohibited from introducing/posting or transmitting information or software, which contains a computer virus, or a contaminant, worm or other harmful components on the internet or on BASB Job Portal.com site or sub-domains or on any affiliate sites or any other network system

BASB Job Portal. will not be party to any legal proceedings between a user (e.g. a subscriber) and a party contracted through the site. In case BASB Job Portal. is implicated in any legal proceedings, costs will be recovered from the party that names BASB Job Portal. BASB Job Portal however will abide with any court order served on it through due process.

When you indicate your interest in a Job Listing on BASB Job Portal.com, you are sending your CV and application information including relevant documents to BASB Job Portal.com, and you are requesting and authorizing BASB Job Portal.com to make available such application information to the applicable Employer(s) for such Job Listing(s).

In addition, by using BASB Job Portal.com, you agree that BASB Job Portal.com is not responsible for the content of the Employer's application form, messages, screener questions, testing assessments; required documents, or their format or method of delivery.

You consent to your application, documents and any responses sent to you by the Employer or vice versa through BASB Job Portal.com being processed and analysed by BASB Job Portal.com according to these terms of use and BASB Job Portal.com's Privacy Policy. BASB Job Portal.com shall store and process such information regardless of whether a job vacancy has been filled. BASB Job Portal.com may use your application materials (including public CVs and responses to employer's questions) to determine whether you may be interested in a Job Listing, and BASB Job Portal.com may reach out to you about such Job Listing.

Information you post in public areas of BASB Job Portal sites or applications or make visible in the resume and profile database may be accessed, used, and stored by others around the world, including those in countries that might not have legislation that guarantees adequate protection of personal information as defined by your country of residence. While BASB Job Portal.com takes measures to safeguard your information from unauthorized access or inappropriate use, BASB Job Portal.com does not control these third parties and we are not responsible for their use of information you give to us. Accordingly, you should not post sensitive information or any other information you would not want made public, to any portion of BASB Job Portal.com or application or to a public website.

Top

## 8. Job Search & Resume Services on SMS

The subscriber availing this service shall be deemed to have consented to be bound by all the applicable terms and conditions of this service.

Decision of BASB Job Portal regarding all transactions under this service shall be final and binding and no correspondence shall be entertained in this regard.

BASB Job Portal reserves the right to extend, cancel, discontinue, prematurely withdraw, change, alter or modify this service or any part thereof including charges, at its sole discretion at anytime as may be required in view of business exigencies and/or regulatory or statutory changes.

Your mobile phone number (MSISDN) will be used during the transmission of text messages through the mobile service provider's server for SMS Service.

The membership is for your personal use only. You cannot transfer, assign or authorize your membership to any other person.

The subscriber understands that he/she can avail SMS Services at his/her discretion and the said service shall be availed in such options as are made available by BASB Job Portal from time to time.

This service is subject to guidelines/directions issued by Telecom Regulatory Authority of India or any other statutory authority from time to time.

The SMS or its contents once sent for availing the SMS services shall be treated as final and the same cannot be withdrawn, changed or retrieved subsequently under any circumstances.

WAP Services enable you to access our Services and to submit and/or receive Content through your wireless Device. Your access to our WAP Services may be dependent on the wireless Device you use to access the applicable WAP services.

Subscription Services provide you with access to certain Content for a selected period of time, which will be as indicated and chosen by you prior to purchase. The frequency with which you will receive the relevant Content will be notified to you at the time you subscribe for the service.

You will not post or transmit any content that is abusive, obscene, sexually oriented or against national interest. BASB Job Portal reserves the right to suspend your profile if any prohibitive or objectionable content is found and may further initiate appropriate legal proceedings against you.

The Service is an additional service offered by Info Edge. The functions of the Service are dependent on the Operator owning the network to facilitate this service (Operator), for which BASB Job Portal does not undertake any responsibility for failure of this network transmission or failure of message transmission for any reasons whatsoever. From time to time, BASB Job Portal may include additional features and services.

BASB Job Portal reserves the right to modify/delete the profile contents at its own discretion without prior notice if the contents of profile are deemed unfit for broadcast.

BASB Job Portal is not responsible for authenticity of the content arising thereto.

The subscriber must maintain such minimum balance in his/her prepaid account as is specified by BASB Job Portal for availing the particular option offered under these services. All incidental costs/taxes/levies, if any, related to the VAS shall be entirely borne by the customer.

The users specifically note and agree that the content and service or part thereof may be varied, added, withdrawn, withheld or suspended by BASB Job Portal at its sole discretion without prior notice to the users.

BASB Job Portal shall not be liable for any costs, loss or damage (whether direct or indirect), or for loss of revenue, loss of profits or any consequential loss whatsoever as a result of the user using the Service.

No reversal of deducted charges shall be allowed under any circumstances.

The users shall remain solely responsible for all content, information, data originated from the users and transmitted via the Service (content), and the users shall accordingly indemnify BASB Job Portal and / or the Operator, against all third party claims relating to the users content or due to the users act, negligence or omission.

You are bound by the terms and conditions as mentioned herein and as stated on the site.

Message delivery is conditional to Mobile operator's technical infrastructure and its network uptime.

By using various SMS based services from BASB Job Portal like Job Search, Job Alert, BASB Job Portal forum Chat, Career services etc, you agree to receive phone calls, messages etc. from BASB Job Portal and/or its associates tailored to provide with better job opportunities.

Subscribing or using various paid/free services of BASB Job Portal on SMS/Voice/WAP either directly or indirectly doesn't in any manner guarantee the user a job.

BASB Job Portal and/or its respective suppliers make no representations about the suitability, reliability, availability, timeliness, lack of viruses or other harmful components and accuracy of the information, software, products, services and related graphics contained within the, BASB Job Portal sites/services for any purpose. All such information, software, products, services and related graphics are provided "as is" without warranty of any kind. BASB Job Portal and/or its respective suppliers hereby disclaim all warranties and conditions with regard to this information, software, products, services and related graphics, including all implied warranties and conditions of merchantability, fitness for a particular purpose, workmanlike effort, title and non-infringement. BASB Job Portal shall not be responsible or liable for any consequential damages arising thereto.

By agreeing to register at BASB Job Portal.com, a user allows BASB Job Portal to get in touch with him/her from time to time on events or offers regarding jobs and ancillary services on mobile. This can include exciting offers, information, as well as promotions.

The subscriber shall comply with all directions/instructions etc. issued by the Company relating to the network, the services and any/all matters connected therewith and provide the Company all other and further information and co-operation as the Company may require from time to time.

Registration presumes that the users have read, understood and accepted the terms and conditions.

This service is live in India only.

Recruiter

Additional Terms applicable to Recruiters "You" accessing any portion of the website BASB Job Portal.com:

You will comply with all applicable data protection laws in relation to the processing of personal data; and not process personal data in an unlawful manner and excessive with regard to agreed purposes as defined in the privacy policy and this terms and conditions

You shall implement adequate technical and organizational controls to protect the shared personal data obtained from the Company against unauthorised or unlawful processing and against accidental loss, destruction, damage, alteration or disclosure

You agree to provide reasonable assistance as is necessary to facilitate the handling of any Data Security Breach (as relevant under privacy laws applicable) in an expeditious and compliant manner

You agree that the responsibility for complying with a data subject /data principal request lies with the Party which holds/processes the Personal Data collected/shared

You warrant and represent that the institution shall not disclose or transfer Personal Data obtained from the Company to any sub-processors without ensuring that adequate and equivalent safeguards to the Personal Data.

You shall retain or process shared Personal Data for no longer than is necessary to carry out the agreed purposes.

You shall act as an independent Data Controller in respect of shared personal data obtained from the Company once the data is collected by You and You shall be responsible for its secure use at all times.

#### 1. Classified Job listing (single)

BASB Job Portal shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on the website BASB Job Portal.com or such other mirror or parallel

site(s) or in allied publications as BASB Job Portal may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.

The insertion so displayed in the classified section of BASB Job Portal.com shall be for a fixed period (currently 30 days), which period is subject to change without notice. Every instance of refreshing and existing listing entitles you to an additional fixed period (currently 30 days) starting from the date on which the listing is refreshed and shall be counted as fresh posting.

BASB Job Portal reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, but in such an eventuality, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Info Edge.

By posting/uploading a job posting on the website you confirm that you have obtained all licenses/permits as are necessary for recruitment and to indemnify IEIL against all claims, damages arising out of actions/claims that may be made in relation to the same.

BASB Job Portal has the right to make all such modifications/editing of the vacancy details in order to fit its database.

The Subscriber/Recruiter will provide up to a maximum of 2 email id's for vacancies posted on BASB Job Portal.com in the Classified section to receive email notifications of applications, if any. The contact information given by the subscriber for all listing should be the same and the subscriber cannot give multiple contact information/data for the purpose of listing.

All information intimated by the subscriber / recruiter and displayed by BASB Job Portal on BASB Job Portal.com becomes public knowledge and BASB Job Portal may at its sole discretion include the vacancy intimated by a subscriber for display on BASB Job Portal.com in any other media including the print media at no extra costs to the subscriber and BASB Job Portal shall not be held liable for usage/publicity of such information.

BASB Job Portal offers no guarantee nor warranties that there would be a satisfactory response or any at all response once the job is put on display.

BASB Job Portal shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.

BASB Job Portal would not be held liable for any loss of data, technical or otherwise, information, particulars supplied by the subscriber, due to reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Info Edge's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

BASB Job Portal will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber.



The subscriber/Recruiter shall be deemed to give an undertaking to BASB Job Portal that the jobs sought to be advertised on the classified section of BASB Job Portal.com are in existence, are genuine and that the subscriber / recruiter has the authority to advertise for such jobs.

The subscriber/Recruiter must give an undertaking to BASB Job Portal that there will be no fee charged from any person who responds to jobs advertised on the classified section of BASB Job Portal.com for processing of applications / responses from such person.

BASB Job Portal reserves its right to change the look, feel, design, prominence, depiction, classification of the classified section of BASB Job Portal.com at any time without assigning any reason and without giving any notice.

The subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual. Usage from third party premises/networks without prior written permission of IEIL is not permitted.

The subscriber shall be assigned password (s) by BASB Job Portal to enable the subscriber to post vacancies on the site in agreed upon section(s), but the sole responsibility of the safe custody of the password shall be that of the subscriber and BASB Job Portal shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. BASB Job Portal undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.

The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website

Top

## 2. Classified Subscriptions for various period

BASB Job Portal shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on the website BASB Job Portal.com or such other mirror or parallel site(s) or in allied publications as BASB Job Portal may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.

Each insertion so displayed in the classified section of BASB Job Portal.com shall be for a fixed period (currently 30 days), which period is subject to change without notice. Every instance of refreshing and existing listing entitles you to an additional fixed period (currently 30 days) starting from the date on which the listing is refreshed and shall be counted as a fresh posting.

BASB Job Portal reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, but in such an eventuality, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Info Edge.

By posting/uploading a job posting on the website you confirm that you have obtained all licenses/permits as are necessary for recruitment and to indemnify IEIL against all claims, damages arising out of actions/claims that may be made in relation to the same.

BASB Job Portal has the right to make all such modifications/editing of the vacancy details in order to fit its database.

The Subscriber/Recruiter will provide up to a maximum of 2 email id's for vacancies posted on BASB Job Portal.com in the Classified section to receive email notifications of applications, if any. The contact information given by the subscriber for all listing should be the same and the subscriber cannot give multiple contact information/data for the purpose of listing.

All information intimated by the client and displayed by BASB Job Portal on BASB Job Portal.com becomes public knowledge and BASB Job Portal may at its sole discretion include the vacancy intimated by a client for display on BASB Job Portal.com in any other media including the print media at no extra costs to the client and BASB Job Portal cannot be held liable for usage/publicity of such information.

BASB Job Portal offers no guarantee or warranties that there would be a satisfactory response or any response at all once the job is put on display.

BASB Job Portal shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.

BASB Job Portal would not be held liable for loss of any data whether of technical nature or otherwise or all or any, information or particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Info Edge's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

BASB Job Portal will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber.

The subscriber/Recruiter shall give an undertaking to BASB Job Portal that the jobs sought to be advertised on the classified section of BASB Job Portal.com are in existence, are genuine and that the subscriber has the authority to advertise the jobs

The subscriber/Recruiter must give an undertaking to BASB Job Portal that there will be no fee charged from any person who responds to jobs advertised on the classified section of BASB Job Portal.com for processing of such person

BASB Job Portal reserves its right to change the look, feel, design, prominence, depiction, classification of the classified section of BASB Job Portal.com at any time without assigning any reason and without giving any notice

The subscriber to this service shall be entitled to such number of listings during the period of subscription as may be agreed upon

The subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual

Only one office of one corporate entity / firm will be entitled to use this service and in case other offices of the same company/ associated companies, want to use the said service, then, they shall have to pay additional subscription charges for the service

The subscriber shall be assigned password (s) by BASB Job Portal to enable the subscriber to post vacancies on the site in agreed upon section(s), but the sole responsibility of the safe custody of the password shall be that of the subscriber and BASB Job Portal shall not be responsible for data loss/theft of data or corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. BASB Job Portal undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber

Only insertions with contact information registered with BASB Job Portal will be displayed on the site

The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website.

All disputes arising out of the transactions between a user and BASB Job Portal will be resolved in accordance with the laws of India as applicable.

Top

### 3. Hot Vacancies (single)

BASB Job Portal shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on the website BASB Job Portal.com or such other mirror or parallel site(s) or in allied publications as BASB Job Portal may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.

Each insertion so displayed in the classified and hot vacancies and section of BASB Job Portal.com shall be for a fixed period (currently 30 days), which period is subject to change without notice. Every instance of refreshing and existing listing entitles you to an additional fixed period (currently 30 days) starting from the date on which the listing is refreshed and shall be counted as fresh posting.

The Subscriber / Recruiter can select up to a maximum of 2 email ids per job, out of unlimited email ids configured for the account, to receive email notifications of applications.

BASB Job Portal reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy

details, but in such an eventuality, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Info Edge.

By posting/uploading a job posting on the website you confirm that you have obtained all licenses/permits as are necessary for recruitment and to indemnify IEIL against all claims, damages arising out of actions/claims that may be made in relation to the same.

BASB Job Portal has the right to make all such modifications/editing of the vacancy details in order to fit its database.

All information intimated by the subscriber and displayed by BASB Job Portal on BASB Job Portal.com becomes public knowledge and BASB Job Portal may at its sole discretion include the vacancy intimated by a client for display on BASB Job Portal.com in any other media including the print media at no extra costs to the client and BASB Job Portal shall not be held liable for usage/publicity of such information / data.

BASB Job Portal offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the job vacancy is put on display.

BASB Job Portal shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.

BASB Job Portal would not be held liable for any loss of data whether technical or otherwise or for loss of information or particulars supplied by the subscriber due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Info Edge's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

The subscriber/Recruiter shall give an undertaking to BASB Job Portal that the jobs sought to be advertised on the 'Hot Vacancies' and 'Classified' sections of BASB Job Portal.com are in existence, genuine and the subscriber has the authority to advertise the said jobs vacancies.

BASB Job Portal will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber.

The subscriber/Recruiter must give an undertaking to BASB Job Portal that there will be no fee charged from any person who responds to jobs / vacancies advertised on the 'Hot Vacancy' and 'Classified' sections of BASB Job Portal.com for processing of such person.

BASB Job Portal reserves its right to change the look, feel, design, prominence, depiction, classification of the 'Hot Vacancies' and 'Classified' sections of BASB Job Portal.com at any time without assigning any reason and without giving any prior notice.

The subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual. Usage from third party premises/networks without prior written permission of IEIL is not permitted.

The subscriber shall be assigned password (s) by BASB Job Portal to enable the subscriber to post vacancies on BASB Job Portal.com site in agreed upon section(s), but the sole responsibility of the safe custody of the password shall be that of the subscriber and BASB Job Portal shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. BASB Job Portal undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber

The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website

Top

#### 4. Hot Vacancies Subscriptions

BASB Job Portal shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on the website BASB Job Portal.com or such other mirror or parallel site(s) or in allied publications as BASB Job Portal may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.

Each insertion so displayed in the hot vacancies and classified vacancy section of the site BASB Job Portal.com shall be for a fixed period (currently 30 days), which period is subject to change without prior notice.

The Subscriber / Recruiter can select up to a maximum of 2 email ids per job, out of unlimited email ids configured for the account, to receive email notifications of applications.

By posting/uploading a job posting on the website you confirm that you have obtained all licenses/permits as are necessary for recruitment and to indemnify IEIL against all claims, damages arising out of actions/claims that may be made in relation to the same.

BASB Job Portal has the right to make all such modifications/editing of the vacancy details in order to fit its database.

BASB Job Portal reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, but in such an eventuality, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Info Edge.

All information intimated by the client and displayed by BASB Job Portal on BASB Job Portal.com becomes public knowledge and BASB Job Portal may at its sole discretion include the vacancy intimated by a client for display on BASB Job Portal.com in any other media including the print media at no extra costs to the client and BASB Job Portal cannot be held liable for usage/publicity of such information.

BASB Job Portal offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the job vacancy is put on display.

BASB Job Portal shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.

BASB Job Portal would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Info Edge's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

The subscriber/Recruiter shall give an undertaking to BASB Job Portal that the jobs sought to be advertised on the 'Hot Vacancies' and 'Classified' sections of BASB Job Portal.com are in existence, genuine and the subscriber has the authority to advertise the jobs.

BASB Job Portal will commence providing the services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber.

The subscriber/Recruiter must give an undertaking to BASB Job Portal that there will be no fee charged from any person who responds to jobs advertised on the 'Hot Vacancy' and 'Classified' sections of BASB Job Portal.com for processing of such person.

BASB Job Portal reserves its right to change the look, feel, design, prominence, depiction, classification of the classified and/or Hot Vacancies section of BASB Job Portal.com at any time without assigning any reason and without giving any notice.

The subscriber to this service shall be entitled to such number of listings during the period of subscription as may be agreed upon.

This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual.

The subscriber shall be assigned a password (s) by BASB Job Portal to enable the subscriber to post vacancies on the site in agreed upon section(s), but the sole responsibility of the safe custody of the password shall be that of the subscriber and BASB Job Portal shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. BASB Job Portal undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.

The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website

Top

5. Job Gallery

BASB Job Portal shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on the website BASB Job Portal.com or such other mirror or parallel site(s) or in allied publications as BASB Job Portal may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.

Each insertion so displayed in the classified and hot vacancies section of BASB Job Portal.com shall be for a fixed period (currently 30 days), which period is subject to change without notice.

The Subscriber/Recruiter will provide up to a maximum of 2 email id's for vacancies posted on BASB Job Portal.com either in the classified and hot vacancies section to collect response(s) if any. In the case of Hot Vacancies, these 2 email id's can be selected from out of the unlimited email id's that may be configured for the account. However in the case of a classified listing, the contact information given by the subscriber for all listing should be the same and the subscriber cannot give multiple contact information/data for the purpose of listing.

BASB Job Portal reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, but in such an eventuality, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Info Edge.

By posting/uploading a job posting on the website you confirm that you have obtained all licenses/permits as are necessary for recruitment and to indemnify IEIL against all claims, damages arising out of actions/claims that may be made in relation to the same.

BASB Job Portal has the right to make all such modifications/editing of the vacancy details in order to fit its database

BASB Job Portal offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the job vacancy is put on display.

All information intimated by the client and displayed by BASB Job Portal on BASB Job Portal.com becomes public knowledge and BASB Job Portal may at its sole discretion include the vacancy intimated by a client for display on BASB Job Portal.com in any other media including the print media at no extra costs to the client and BASB Job Portal cannot be held liable for usage/publicity of such information.

BASB Job Portal shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.

BASB Job Portal would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Info Edge's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

The subscriber/Recruiter shall give an undertaking to BASB Job Portal that the jobs sought to be advertised on the 'Job Gallery' 'Hot Vacancies' and 'Classified' sections of BASB Job Portal.com are in existence, genuine and the subscriber has the authority to advertise the jobs.

BASB Job Portal will commence providing the services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber.

The subscriber/Recruiter must give an undertaking to BASB Job Portal that there will be no fee charged from any person who responds to jobs advertised on the 'Job Gallery' 'Hot Vacancy' and 'Classified' sections of BASB Job Portal.com for processing of such person.

BASB Job Portal reserves its right to change the look, feel, design, prominence, depiction, classification of any section of BASB Job Portal.com at any time without assigning any reason and without giving any notice.

The subscriber to this service shall be entitled to such number of listings during the period of subscription as may be agreed upon.

This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual.

This service entitles one company/entity alone to put up a Micro site within the domain of BASB Job Portal.com having a maximum size of 10 K during the validity period of subscription.

The subscriber shall be assigned a password (s) by BASB Job Portal to enable the subscriber to post vacancies on the site in agreed upon section(s), but the sole responsibility of the safe custody of the password shall be that of the subscriber and BASB Job Portal shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. BASB Job Portal undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.

The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website

Top

## 6. Best Places to Work

BASB Job Portal shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on the website BASB Job Portal.com or such other mirror or parallel site(s) or in allied publications as BASB Job Portal may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.

Each insertion so displayed in the classified hot vacancies and other section(s) of BASB Job Portal.com shall be for a fixed period (currently 30 days), which period is subject to change without notice



The Subscriber/Recruiter will provide up to a maximum of 2 email id's for vacancies posted on BASB Job Portal.com either in the classified and hot vacancies section to collect response(s) if any. In the case of Hot Vacancies, these 2 email id's can be selected from out of the unlimited email id's that may be configured for the account. However in the case of a classified listing, the contact information given by the subscriber for all listing should be the same and the subscriber cannot give multiple contact information/data for the purpose of listing.

BASB Job Portal reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, but in such an eventuality, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Info Edge

By posting/uploading a job posting on the website you confirm that you have obtained all licenses/permits as are necessary for recruitment and to indemnify IEIL against all claims, damages arising out of actions/claims that may be made in relation to the same.

BASB Job Portal has the right to make all such modifications/editing of the vacancy details in order to fit its database

BASB Job Portal offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the job vacancy is put on display

All information intimated by the client and displayed by BASB Job Portal on BASB Job Portal.com becomes public knowledge and BASB Job Portal may at its sole discretion include the vacancy intimated by a client for display on BASB Job Portal.com in any other media including the print media at no extra costs to the client and BASB Job Portal cannot be held liable for usage/publicity of such information

BASB Job Portal shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense

The subscriber may also be offered other services, including use of the e-Apps, access to Resdex (Resume Database) for the period of subscription and banners on a "run of the website" basis as agreed with Info Edge

BASB Job Portal would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Info Edge's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities

BASB Job Portal will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber

The subscriber/Recruiter shall give an undertaking to BASB Job Portal that the jobs sought to be advertised on the 'Best Places to Work' 'Hot Vacancies' and 'Classified' sections of BASB Job Portal.com are in existence, genuine and the subscriber has the authority to advertise the jobs.

The subscriber/Recruiter must give an undertaking to BASB Job Portal that there will be no fee charged from any person who responds to jobs advertised on the 'Best Places to Work' 'Hot Vacancy' and 'Classified' sections of BASB Job Portal.com for processing of such person

BASB Job Portal reserves its right to change the look, feel, design, prominence, depiction, classification of any section of BASB Job Portal.com at any time without assigning any reason and without giving any notice

The subscriber to this service shall be entitled to such number of listings during the period of subscription as may be agreed upon

This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual

This service entitles one company/entity alone to put up a Micro site within the domain of BASB Job Portal.com having a maximum size of 50 K during the validity period of subscription

The subscriber shall be assigned a password (s) by BASB Job Portal to enable the subscriber to post vacancies on the site in agreed upon section(s), but the sole responsibility of the safe custody of the password shall be that of the subscriber and BASB Job Portal shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. BASB Job Portal undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.

The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her or on his behalf on the website

Top

## 7. Manual Shortlisting

BASB Job Portal agrees to provide the service to the subscriber only for the duration and the number of vacancies contracted for, to the best of its ability and BASB Job Portal shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.

BASB Job Portal will make best efforts to use the parameters provided by the subscriber to short list, but takes no responsibility for the accuracy of the short listing based on the parameters for selection as specified by the subscriber

BASB Job Portal would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Info Edge's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities

BASB Job Portal will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber. The payment for service once subscribed to by the subscriber is not refundable and any amount paid shall stand appropriated.

This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual

The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website

It is the responsibility of Job Seekers to verify the correctness and authenticity of the claims made by recruiters. We merely act as facilitators and do not as agents for any recruiter.

Payments to recruiters are not advised and shall be at your own risk.

Top

## 8. Display of Banners

BASB Job Portal agrees to provide the service to the subscriber only for the duration or the number of impressions contracted for, to the best of its ability.

BASB Job Portal will display the banners on all the relevant/specified sections of the site on a rotation basis

BASB Job Portal reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason, but in such an eventuality, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Info Edge

BASB Job Portal offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the banners are put on display

BASB Job Portal would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Info Edge's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities

BASB Job Portal will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber

This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual

The subscriber/Recruiter/Advertiser must give an undertaking to BASB Job Portal that there will be no fee charged from any person who responds to jobs advertised on BASB Job Portal.com for processing of applications / responses from such person

The User of these services does not claim any copyright, Trade Mark or other Intellectual Property Right over the data uploaded by him/her on the website. The Banners displayed on BASB Job Portal shall be prepared as per the instructions received from the users, BASB Job Portal shall not be responsible for the users misappropriation of the Trade Mark/ Copyright or any other Intellectual Property Right sought to be passed of as that of the user.

Top

## 9. e-Apps

BASB Job Portal agrees to provide the service to the subscriber only for the duration contracted for to the best of its ability.

BASB Job Portal reserves its right to suspend/terminate the services contracted for by the subscriber either prior to or during the contracted period without assigning any reason. In such an eventuality, any amount so paid for by the subscriber for this service, may be refunded by BASB Job Portal to the subscriber at the discretion of Info Edge.

BASB Job Portal offers no guarantee nor warranties that there would be a satisfactory response or any response at all subscriber for applications received using the e-Apps software

BASB Job Portal shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense

BASB Job Portal would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Info Edge's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities

BASB Job Portal will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber

The subscriber/Recruiter shall give an undertaking to BASB Job Portal that the jobs sought to be advertised on the BASB Job Portal.com are in existence, genuine and the subscriber has the authority to recruit /advertise for such vacancies

BASB Job Portal reserves its right to change the look, feel, design, prominence, depiction, classification of any section of BASB Job Portal.com at any time without assigning any reason and without giving any notice

The subscriber/Recruiter must give an undertaking to BASB Job Portal that there will be no fee charged from any person who responds to jobs advertised on BASB Job Portal.com for processing of such person

Applications against jobs listed on BASB Job Portal.com (Hot Vacancy / Classified) Jobs will be available for a period of 90 days post the date on which an application in response to the job listing was received. Application shall be deleted post this period and BASB Job Portal shall not be liable for restoring the said data. This period may be extended in case the Subscriber opts for appropriate higher variants.

This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual

The subscriber shall be assigned a password (s) by BASB Job Portal to enable the subscriber to access all the information received through the software, but the sole responsibility of the safe custody of the password shall be that of the subscriber and BASB Job Portal shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. BASB Job Portal undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber

The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website

Top

## 10. Resdex

BASB Job Portal agrees to provide the service to the subscriber only for the duration contracted for to the best of its ability

BASB Job Portal reserves its right to suspend/terminate the services contracted for by the subscriber either prior to or during the contracted period without assigning any reason. In such an eventuality, any amount so paid for by the subscriber for this service, may be refunded by BASB Job Portal at a prorata basis to the subscriber at its discretion. 2A. The subscriber shall be entitled to 1 user name / password to access the resdex service alone and additional user names / passwords may be provided by BASB Job Portal on such terms and conditions as may be mutually agreed upon.

BASB Job Portal offers no guarantee nor warranties that there would be a satisfactory response or any response at all subscriber for applications received using the RESDEX software.

BASB Job Portal shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.

Any actions taken by an employer/recruiter on the basis of the background check report or otherwise, is the employer/recruiter's responsibility alone and BASB Job Portal will not be liable in any manner for the consequences of such action taken by the user

BASB Job Portal would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Info Edge's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

Only the activities performed in last 365 days on a profile mapped to a Resdex Requirement will be retained. The older activities shall be automatically deleted. For the purposes of this clause, Resdex Requirements includes, but is not limited to activities including profile viewed, called, emailed, and added to folder.

BASB Job Portal will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber.

The subscriber/Recruiter

i. shall give an undertaking to BASB Job Portal that the jobs sought to be filled through BASB Job Portal.com are in existence, genuine and the subscriber has the authority to recruit /advertise for such vacancies. Also the subscriber undertakes that the database will be used to contact candidates for jobs only

ii. shall ensure compliance with all applicable laws for the protection of the personal details of the users whose profiles are accessed by them through BASB Job Portal.com including but not limited to compliance the Telecom Commercial Communications Customer Preference Regulations, 2010 as also rules, regulations, guidelines, bye laws and notifications made there under, while accessing or feeding any resume/ insertion or information/data into the computers, computer systems or computer networks of Info Edge.

BASB Job Portal reserves its right to change the look, feel, design, prominence, depiction, classification of any section of BASB Job Portal.com at any time without assigning any reason and without giving any notice.

The subscriber/Recruiter must give an undertaking to BASB Job Portal that there will be no fee charged from any person who is contacted through RESDEX for processing of such person.

This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual concern

The subscriber shall be assigned a password (s) by BASB Job Portal to enable the subscriber to access all the information received through the software, but the sole responsibility of the safe custody of the password shall be that of the subscriber and BASB Job Portal shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. BASB Job Portal undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.

The information on BASB Job Portal is for use by its subscribers alone and does not authorize the subscriber to download and use the data for commercial purposes. In case any one is found to be in violation of this then BASB Job Portal at its discretion may suspend its service/subscription and also may take such action as it may be advised

The subscriber shall not use / circulate / forward a person's resume hosted on the BASB Job Portal Network / Resumes to his / her current employer as mentioned by the person in his / her resume

The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him or on his behalf on the website or supplied to IEIL.

Resdex Quota/CV access policy is as mentioned below:-

Single CV Access (1 CV quota) will get utilized for the following actions -

Viewing a CV

Clicking on "View Phone Number"

Forwarding a profile

Messaging a candidate

Exporting a CV to eApps/RMS\*\*

Double CV Access (2 CV quota) will get utilized for the following actions -

Downloading a CV in Excel Format\*\*

Repeated access (view/download/Click2View) of a CV, however, will not be counted again within a period of 90 days from the date of first access of a particular CV.

CV Access quota is debited at account level. i.e. a CV accessed by two or more sub-users under the same account will be counted only once.

This also includes different profiles under one resume, i.e. if different profiles under the same user name is accessed, it will still be counted a 1 access (for 90 days from the date of first access).

Export to eApps/RMS will consume 1 CV Access Quota and profiles downloaded in excel format in Resdex or taken out from RMS in bulk will consume 2 CV Access quota. Single CV Download from CV detail page will not consume any additional download quota.\*\*

In case, 1 CV Access quota has been utilized for a CV (due to CV View / Click2View), then only 1 additional CV Access quota will be utilized if the user downloads CV within a period of 90 days from the date of first access of a particular CV.

In case, 1 CV Access quota has been utilized for a CV (due to CV View / Click2View), no additional CV Quota will be utilized if the CV is exported to eApps/ RMS within a period of 90 days from the date of first access of a particular CV.

Transfer of CVs from Resdex to e-Apps / RMS is supported for e-Apps Pro, RMS Consultant lite, RMS Consultant, RMS Consultant Plus, RMS Pro, RMS Pro Plus, RMS Enterprise only.

Customers using Resdex through Zwayam will consume Double CV Access (2 CV Quota) on Single CV download from CV detail page

Adding a candidate to a job in Zwayam

Using the send email feature, a subscriber/recruiter can send a job intimation to the jobseekers by consuming email quota.

\*\*Not applicable when accessing Resdex through Zwayam

## ANTI SPAM POLICY

The use and access to RESDEX database is subject to this policy. The services provided to you are aimed at providing recruitment solutions and should be restricted to contacting suitable candidates for genuine jobs in existence.

Mailing practices such as transmitting marketing and promotional mailers/ Offensive messages/ messages with misleading subject lines in order to intentionally obfuscate the original message, are strictly prohibited.

We reserve the right to terminate services, without prior notice, to the originator of Spam. No refund shall be admissible under such circumstances.

Following is an illustrative (not exhaustive) list of the kinds of messages which can be classified as spam:

Unsolicited Bulk Messages/Unsolicited Commercial Communications.



Voice Calls/SMS to telephone numbers registered on the National Consumer Preference Register.

Non Job related mails.

Messages with misleading subject lines.

Blank Messages.

Extra ordinary High Number of mails.

Mails soliciting payments.

Misleading/Fraudulent mails.

Users agree to indemnify and hold harmless BASB Job Portal(India) Limited from any damages or claims arising out of usage of their RESDEX accounts for transmitting spam

Users are advised to change their passwords frequently in order to reduce the possibility of misuse of their accounts.

To seek more information and to report Spam. Please mail us at: [abuse@BASB Job Portal.com](mailto:abuse@BASB Job Portal.com)

## 11. Insta Hire

SMS packs once bought will have minimum validity for a period of 3 months but cannot be refunded or exchanged for any other BASB Job Portal.com products.

SMS packs will not be clubbed with any other BASB Job Portal.com products.

Insta recruit (from resdex\*) can only be used as long as recruiter has a live subscription to the resdex. In case subscription to resdex\* has expired then recruiter will not be able to send SMS until resdex is renewed (even if the recruiter has balance smses).

However smses not used will remain with the recruiter and the recruiter can use the same once he renews the resdex\*.

In Insta recruit, recruiters can sms only those candidates on that search page that show up post conducting search.

A minimum of 1000 sms need to be purchased in one go and there after in multiples thereof.

Recruiters at all times should try and ensure that smses are being sent to relevant candidates to get maximum response.

BASB Job Portal reserves the right to scan all content being sent out on sms and block smses if necessary if content of the SMS is deemed as spam or any non-recruitment content whatsoever.

BASB Job Portal reserves the right to regulate number of smses sent out to a particular profile on a particular day (this is to safeguard consumer interests in case consumer is getting spammed by some recruiter)

While BASB Job Portal will try its utmost best to try and deliver all SMS sent out, it does not take any responsibility for smses not delivered (which may be on account of phones being out of order, operator network problems, sims not being used anymore etcâ.). It does take the responsibility of the smses leaving its vendor sms gateway.

BASB Job Portal reserves the right to change, withdraw, terminate the scope and scale of service at any point of time, without any reason whatsoever.

Smses being sent out after 7 in the night will cue up in the BASB Job Portal system and will be delivered to candidates after 8 in the morning (this is in keeping with telecom regulations)

The service is available across all operators in India only.

This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual concern. Usage from third party premises/networks without prior written permission of IEIL is not permitted.

\* For candidates who will reply to these smses, VAS rates as levied by their respective operator would be applicable. For further details please contact your respective mobile operator.

## 12. BASB Job Portal Recruiter

The BASB Job Portal Recruiter profile may be updated/edited etc. by the user alone. The user shall not upload, post, transmit, publish, or distribute any material or information that is unlawful, or which may potentially be perceived as being harmful, threatening, abusive, harassing, defamatory, libellous, vulgar, obscene, or racially, ethnically, or otherwise objectionable.

Uploading of multiple profiles by the same recruiter using the same or different accounts shall entitle BASB Job Portal to remove the profiles without notice to the subscriber.

IEIL reserves its right to reject and delete any profile or information/data fed in by the user without assigning any reason.

The sole responsibility of the safe custody of the log in details shall be that of the user and IEIL shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. IEIL undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password created by the user/recruiter.

IEIL shall in no way be held liable for any information received by the user and it shall be the sole responsibility of the user to check, authenticate and verify the information/response received at its own cost and expense.

The user represents that he/she is not a minor and is not under any legal or other disability which limits his/her ability to comply with these Terms or to install and use the services subscribed and purchased with minimal risk of harm to you or others.

All changes / modifications made by the user to the data / information shall be effected and will come into operation only after 24-48 hours of such changes / modifications being made.

On registration you agree:

to make your profile available for display in the public domain.

and understand that when you post a job on BASB Job Portal.com or trigger an email to a job seeker through RESDEX, a snapshot of your public profile on BASB Job PortalRecruiter may automatically get inserted into the posting/mail (existing or new job listing on BASB Job Portal.com).

that you have the requisite authority to upload the job listings that are posted through the profile created by you in this section of BASB Job Portal.com i.e. BASB Job PortalRrecruiter.

and understand that IEIL may place the information relating to vacancies posted by me through my BASB Job PortalRecruiter account in the any of Classified sections on the website BASB Job Portal.com or such other mirror or parallel site(s) or in allied publications as IEIL may deem fit and proper.

## **BASB Job Portals.com**

Terms of Use

Understanding your rights and responsibilities as a BASB Job Portal user

Privacy Reminder

Protect your personal information by never providing social security, credit card or bank account numbers to prospective employers. [Learn more](#)

Terms of Use

These are the Terms of Use ("Terms") under which all job seekers, employers or other users ("You") may use the BASB Job Portal Sites and the Services (each as defined below). These Terms include the BASB Job Portal Privacy Policy, which is incorporated into these Terms by reference.

These Terms constitute a binding agreement between You and BASB Job Portal Worldwide, Inc. or the BASB Job Portal company operating the Web site for the country in which You live or in which business is headquartered ("BASB Job Portal"), and are deemed accepted by You each time that You use or access any BASB Job Portal Site or BASB Job Portal Services. If You do not accept the Terms stated here, do not use the BASB Job Portal Sites and the BASB Job Portal Services.

The BASB Job Portal Sites are defined as any Web sites under BASB Job Portal's control, whether partial or otherwise (including, without limitation, BASB Job Portal.com, and the Web site from which these terms of use were accessed from) and include the BASB Job Portal Services. The BASB Job Portal Services are defined as the applications and services offered by BASB Job Portal, including an on-line service to post and search employment opportunities and any mobile application or other interface that allows You to access such application (collectively, "BASB Job Portal Services"). The BASB Job Portal Sites also allow users ("Users") to create individual profiles, which may include personal information ("Profiles"), and to make these Profiles, or aspects thereof, public. In addition, BASB Job Portal may collect information about You from publicly-available websites and may use this information to create a Profile or append it to an existing Profile.

BASB Job Portal may revise these Terms at any time by posting an updated version to this URL. You should visit this URL periodically to review the most current Terms because they are binding on You.

Users who violate these Terms may have their access and use of the BASB Job Portal Sites suspended or terminated, at BASB Job Portal's discretion.

You must be 13 years of age or older to visit or use any BASB Job Portal Site in any manner, and, if under the age of 18 or the age of majority as that is defined in Your jurisdiction, must use any BASB Job Portal Site under the supervision of a parent, legal guardian, or other responsible adult.

You may not use the BASB Job Portal Content (as defined below) or Profiles to determine a consumer's eligibility for: (a) credit or insurance for personal, family, or household purposes; (b) employment; or (c) a government license or benefit.

#### 1. Use of BASB Job Portal Content.

BASB Job Portal authorizes You, subject to these Terms, to access and use the BASB Job Portal Sites and the BASB Job Portal Content and to download and print a single copy of the content available on or from the BASB Job Portal Sites solely for Your personal, non-commercial use. The contents of the BASB Job Portal Sites, such as designs, text, graphics, images, video, information, logos, button icons, software, audio files and other BASB Job Portal content (collectively, "BASB Job Portal Content"), are protected under copyright, trademark and other laws. All BASB Job Portal Content is the property of BASB Job Portal or its licensors. The compilation (meaning the collection, arrangement and assembly) of all content on the BASB Job Portal Sites is the exclusive property of BASB Job Portal and is protected by copyright, trademark, and other laws. Unauthorized use of the BASB Job Portal Content may violate these laws and/or applicable communications regulations and statutes, and is strictly prohibited. You must preserve all copyright, trademark, service mark and other proprietary notices contained in the original BASB Job Portal Content on any authorized copy You make of the BASB Job Portal Content.

Any code that BASB Job Portal creates to generate or display any BASB Job Portal Content or the pages making up any BASB Job Portal Site is also protected by BASB Job Portal's copyright and You may not copy or adapt such code.

You agree not to sell or modify the BASB Job Portal Content or reproduce, display, publicly perform, distribute, or otherwise use the BASB Job Portal Content in any way for any public or commercial purpose, in connection with products or services that are not those of the BASB Job Portal Sites, in any other manner that is likely to cause confusion among consumers, that disparages or discredits BASB Job Portal or its licensors, that dilutes the strength of BASB Job Portal's or its licensor's property, or that otherwise infringes BASB Job Portal's or its licensor's intellectual property rights. You further agree to in no other way misuse BASB Job Portal Content. The use of the BASB Job Portal Content on any other application, web site or in a networked computer environment for any purpose is prohibited. Any code that BASB Job Portal creates to generate or display any BASB Job Portal Content or the pages making up any Application or Service is also protected by BASB Job Portal's copyright and you may not copy or adapt such code.

## 2. Use of the BASB Job Portal Services.

The job ad, resume database, including but not limited (a) to the BASB Job Portal diversity and veteran databases if applicable, and (b) any information obtained from the resume database ("Resume Database") and other features of the BASB Job Portal Sites may be used only by individuals seeking employment and/or career information and by employers seeking employees. In addition, BASB Job Portal Networking and Profiles may be used by individuals for permitted professional and personal networking purposes. Your use of the BASB Job Portal Services is also subject to any Master Services Agreement ("MSA") or other contracts You may have with BASB Job Portal. In the case of any conflict between these Terms and any MSA or contract you have with BASB Job Portal, the terms of your MSA or contract will prevail. The term "post" as used herein shall mean information that You submit, publish or display on a BASB Job Portal Site.

You are responsible for maintaining the confidentiality of Your account, Profile and passwords, as applicable. You may not share Your password or other account access information with any other party, temporarily or permanently, and You shall be responsible for all uses of Your BASB Job Portal Site registrations and passwords, whether or not authorized by You. You agree to immediately notify BASB Job Portal of any unauthorized use of Your account, Profile, or passwords.

All BASB Job Portal Users agree to not:

(a) transmit, post, distribute, store or destroy material, including without limitation BASB Job Portal Content, in violation of any applicable law or regulation, including but not limited to laws or regulations governing the collection, processing, or transfer of personal information, or in breach of BASB Job Portal's privacy policy;

(b) take any action that imposes an unreasonable or disproportionately large load on any BASB Job Portal Site's infrastructure;

(c) use any device to navigate or search any BASB Job Portal Site other than the tools available on the Site, generally available third party web browsers, or other tools approved by BASB Job Portal;

(d) use any data mining, robots or similar data gathering or extraction methods;

(e) violate or attempt to violate the security of any BASB Job Portal Site including attempting to probe, scan or test the vulnerability of a system or network or to breach security or authentication measures without proper authorization;

(f) forge any TCP/IP packet header or any part of the header information in any e-mail or newsgroup posting;

(g) reverse engineer or decompile any parts of any BASB Job Portal Site;

(h) aggregate, copy or duplicate in any manner any of the BASB Job Portal Content or information available from any BASB Job Portal Site, including expired job ads, other than as permitted by these Terms;

(i) frame or link to any BASB Job Portal Content or information available from any BASB Job Portal Site, unless permitted by these Terms;

(j) post any content or material that promotes or endorses false or misleading information or illegal activities, or endorses or provides instructional information about illegal activities or other activities prohibited by these Terms, such as making or buying illegal weapons, violating someone's privacy, providing or creating computer viruses or pirating media;

(k) post any resume or Profile or apply for any job on behalf of another party;

- (l) defer any contact from an employer to any agent, agency, or other third party;
- (m) set more than one copy of the same resume to public at any one time;
- (n) share with a third party any login credentials to any BASB Job Portal Site;
- (o) access data not intended for You or logging into a server or account which You are not authorized to access;
- (p) post or submit to any BASB Job Portal Site any incomplete, false or inaccurate biographical information or information which is not Your own;
- (q) post content that contains restricted or password-only access pages, or hidden pages or images;
- (r) solicit passwords or personally identifiable information from other Users;
- (s) delete or alter any material posted by any other person or entity;
- (t) harass, incite harassment or advocate harassment of any group, company, or individual;
- (u) send unsolicited mail or email, make unsolicited phone calls or send unsolicited texts, tweets or faxes promoting and/or advertising products or services to any User, or contact any users that have specifically requested not to be contacted by You;
- (v) attempt to interfere with service to any User, host or network, including, without limitation, via means of submitting a virus to any BASB Job Portal Site, overloading, "flooding", "spamming", "mailbombing" or "crashing";



(w) promote or endorse an illegal or unauthorized copy of another person's copyrighted work, such by as providing or making available pirated computer programs or links to them, providing or making available information to circumvent manufacture-installed copy-protect devices, or providing or making available pirated music or other media or links to pirated music or other media files; or

(x) use the BASB Job Portal Services for any unlawful purpose or any illegal activity, or post or submit any content, resume, or job ad that is defamatory, libelous, implicitly or explicitly offensive, vulgar, obscene, threatening, abusive, hateful, racist, discriminatory, of a menacing character or likely to cause annoyance, inconvenience, embarrassment, anxiety or could cause harassment to any person or include any links to pornographic, indecent or sexually explicit material of any kind, as determined by BASB Job Portal's discretion.

Violations of system or network security may result in civil and/or criminal liability. BASB Job Portal 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.

### 3. Additional Terms Applicable to Employers.

Employers are solely responsible for their postings on BASB Job Portal Sites. BASB Job Portal is not to be considered to be an employer with respect to Your use of any BASB Job Portal Site and BASB Job Portal shall not be responsible for any employment decisions, for whatever reason, made by any entity posting jobs on any BASB Job Portal Site.

You understand and acknowledge that if You cancel Your employer account or Your employer account is terminated, all Your account information from BASB Job Portal, including saved resumes, network contacts, and email mailing lists, will be marked as deleted in and may be deleted from BASB Job Portal's databases. Information may continue to be available for some period of time because of delays in propagating such deletion through BASB Job Portal's web servers.

In order to protect our BASB Job Portal Users from commercial advertising or solicitation, BASB Job Portal reserves the right to restrict the number of e-mails which an employer may send to Users to a number which BASB Job Portal deems appropriate in its sole discretion. You shall use the BASB Job Portal Networking and Profiles in accordance with all applicable privacy and data protection laws.

## Job ads

A Job ad may not contain:

- (a) any hyperlinks, other than those specifically authorized by BASB Job Portal;
  
- (b) misleading, unreadable, or "hidden" keywords, repeated keywords or keywords that are irrelevant to the job opportunity being presented, as determined in BASB Job Portal's reasonable discretion;
  
- (c) the names, logos or trademarks of unaffiliated companies other than those of your customer save where expressly agreed by BASB Job Portal;
  
- (d) the names of colleges, cities, states, towns or countries that are unrelated to the posting;
  
- (e) more than one job or job description;
  
- (f) more than one location, or more than one job category, unless the product so allows;
  
- (g) inaccurate, false, or misleading information; and
  
- (h) material or links to material that exploits people in a sexual, violent or other manner, or solicits personal information from anyone under 18.

You may not use Your BASB Job Portal job ad or Profiles to:

- (a) post jobs in a manner that does not comply with applicable local, national and international laws, including but not limited to laws relating to labor and employment, equal employment opportunity and employment eligibility requirements, data privacy, data access and use, and intellectual property;
  
- (b) post jobs that require citizenship of any particular country or lawful permanent residence in a country as a condition of employment, unless otherwise required in order to comply with law, regulations, executive order, or federal, state or local government contract;

(c) post jobs that include any screening requirement or criterion in connection with a job ad where such requirement or criterion is not an actual and legal requirement of the posted job;

(d) with respect to Profiles, determine a consumer's eligibility for: (i) credit or insurance for person, family, or household purposes; (ii) employment; or (iii) a government license of benefit.

(e) promote or advertise career fairs, job fairs, hiring events, conferences, seminars or open houses or any other event or meeting;

(f) post jobs or other advertisements for competitors of BASB Job Portal or post jobs or other content that contains links to any site competitive with BASB Job Portal;

(g) sell, promote or advertise products or services;

(h) post any franchise, pyramid scheme, "club membership", distributorship, multi-level marketing opportunity, or sales representative agency arrangement;

(i) post any business opportunity that requires an up front or periodic payment or requires recruitment of other members, sub-distributors or sub-agents;

(j) post any business opportunity that pays commission only unless the posting clearly states that the available job pays commission only and clearly describes the product or service that the job seeker would be selling;

(k) promote any opportunity that does not represent bona fide employment which is generally indicated by the employer's use of IRS forms W-2 or 1099;

(l) post jobs on any BASB Job Portal Site for modeling, acting, talent or entertainment agencies or talent scouting positions;

(m) advertise sexual services or seek employees for jobs of a sexual nature;

(n) request the use of human body parts or the donation of human parts, including, without limitation, reproductive services such as egg donation and surrogacy;

(o) endorse a political party, political agenda, political position or issue;

(p) promote a religion;

(q) post jobs located in countries subject to economic sanctions of the United States Government; and

(r) except where allowed by applicable law, post jobs which require the applicant to provide information relating to his/her (i) racial or ethnic origin, (ii) political beliefs, (iii) philosophical or religious beliefs, (iv) membership of a trade union, (v) physical or mental health (including pregnancy status), (vi) sexual life, (vii) the commission of criminal offences or proceedings, or (viii) age.

BASB Job Portal reserves the right to remove any job ad or content from any BASB Job Portal Site, which in the reasonable exercise of BASB Job Portal's discretion, does not comply with the above Terms, or if any content is posted that BASB Job Portal believes is not in the best interest of BASB Job Portal.

If at any time during Your use of the BASB Job Portal Services, You made a misrepresentation of fact to BASB Job Portal or otherwise misled BASB Job Portal in regards to the nature of Your business activities, BASB Job Portal will have grounds to terminate Your use of the BASB Job Portal Services.

## Resume Database

### Use of the Resume Database by Employers

You shall use the Resume Database as provided in these Terms and in any contract You have with BASB Job Portal. You shall use the Resume Database in accordance with all applicable privacy and data protection laws, and You agree You shall not further disclose any of the data

from Resume Database to any third party, unless You are an authorized recruitment agency, staffing agency, advertising or other agency or using the resume explicitly for employment purposes.

You may not use the Resume Database in any way which, in BASB Job Portal's sole discretion, adversely affects BASB Job Portal's business, business prospects, the performance or function of any Site or the Resume Database, or interferes with the ability of other subscribers to access the Resume Database.

You shall take appropriate physical, technical, and administrative measures to protect the data You have obtained from Resume Database from loss, misuse, unauthorized access, disclosure, alteration or destruction. You shall not share Resume Database seat-based license login credentials with any other party, nor share Resume Database pay-per-view license login credentials with any party.

The Resume Database and information obtained from the Resume Database shall not be used:

(a) for any purpose other than as an employer seeking employees, including but not limited to advertising promotions, products, or services to any resume holders;

(b) to send emails or text messages or make phone calls to resume holders that, in BASB Job Portal's sole discretion, are excessive in frequency or related to job ads that are irrelevant to the work history or location of, or unlikely to be of interest to, the resume holder contacted;

(c) to make unsolicited phone calls or faxes or send unsolicited mail, email, or newsletters to resume holders or to contact any individual unless they have agreed to be contacted (where consent is required or, if express consent is not required, who has not informed you that they do not want to be contacted); or

(d) to source candidates or to contact job seekers or resume holders in regards to career fairs and business opportunities prohibited by these Terms; or

(e) take any other action that is, in BASB Job Portal's sole discretion, inconsistent with these Terms of Use, misleading or incomplete, or in violation of any Federal, State, Local law, statute, code, rule, or regulation.

In order to ensure a safe and effective experience for all of our customers, BASB Job Portal reserves the right to limit the amount of data (including resume views) that may be accessed by You or the number of contacts, emails or messages You may make or send within any BASB Job Portal system in any given time period. These limits may be amended in BASB Job Portal's sole discretion from time to time.

#### Use of TalentBin Profiles

You shall use the TalentBin services and TalentBin profiles as provided in these Terms, any contract You have with BASB Job Portal, and the in accordance with the following:

You may only use the TalentBin services to identify candidates for possible recruitment and make initial contact with such candidates.

You may not use the TalentBin profiles as a factor in determining any consumer's eligibility for employment, retention, or promotion.

You may not review the TalentBin profiles of persons employed by You or persons who have already expressed interest in employment with You outside of the TalentBin services.

You may not use TalentBin for to identify any candidates located in the European Union.

#### 4. Additional terms applicable to Job Seekers.

When You register with any BASB Job Portal Site, You will be asked to login with Facebook, Google or another service or create an account and provide BASB Job Portal with certain information including, without limitation, name, zip code, career and education level and a valid email address ("Information").

Any Profile You submit must be accurate and describe You, an individual person. The Profile requires standard fields to be completed and you may not include in these fields any telephone numbers, street addresses, or other means of contacting You, other than Your name.

You acknowledge and agree that You are solely responsible for the form, content and accuracy of any resume or material contained therein placed by You on the BASB Job Portal Sites.

BASB Job Portal reserves the right to offer third party services and products to You based on the preferences that You identify in Your registration and at any time thereafter or you have agreed to receive, such offers may be made by BASB Job Portal or by third parties. Please see BASB Job Portal's Privacy Policy, for further details regarding Your Information.

You understand and acknowledge that You have no ownership rights in Your account and that if You cancel Your BASB Job Portal account or Your BASB Job Portal account is terminated, all Your account information from BASB Job Portal, including resumes, Profiles, cover letters, saved jobs, questionnaires will be marked as deleted in and may be deleted from BASB Job Portal's databases and will be removed from any public area of the BASB Job Portal Sites. Information may continue to be available for some period of time because of delays in propagating such deletion through BASB Job Portal's web servers. In addition, third parties may retain saved copies of Your Information.

BASB Job Portal reserves the right to delete Your account and all of Your Information after a significant duration of inactivity.

##### 5. User Content and Submissions.

You understand that all information, data, text, software, music, sound, photographs, graphics, video, advertisements, messages or other materials submitted, posted or displayed by You on or through a BASB Job Portal Site ("User Content") is the sole responsibility of the person from which such User Content originated. BASB Job Portal claims no ownership or control over any User Content. You or a third party licensor, as appropriate, retain all patent, trademark and copyright to any User Content you submit, post or display on or through BASB Job Portal and you are responsible for protecting those rights, as appropriate. By submitting, posting or displaying User Content on or through BASB Job Portal, you grant BASB Job Portal a worldwide, non-exclusive, royalty-free, transferable, sub-licensable license to use, reproduce, adapt, distribute and publish such User Content through BASB Job Portal. In addition, by submitting, posting or displaying User Content which is intended to be available to the general public, you grant BASB Job Portal a worldwide, non-exclusive, royalty-free license to reproduce, adapt, distribute and publish such User Content for the purpose of promoting BASB Job Portal and its services. BASB Job Portal will discontinue this licensed use within a commercially reasonable period after such User Content is removed from BASB Job Portal. BASB Job Portal reserves the right to refuse to accept, post, display or transmit any User Content in its sole discretion.

You also represent and warrant that You have the right to grant, or that the holder of any rights, including moral rights in such content has completely and effectively waived all such rights and validly and irrevocably granted to You the right to grant, the license stated above. If You post User Content in any public area of any BASB Job Portal Site, You also permit any User to access, display, view, store and reproduce such User Content for personal use. Subject to the foregoing, the owner of such User Content placed on any BASB Job Portal Site retains any and all rights that may exist in such User Content. BASB Job Portal may review and remove any User Content that, in its sole judgment, violates these Terms, violates applicable laws, rules or regulations, is abusive, disruptive, offensive or illegal, or violates the rights of, or harms or threatens the safety of, Users of any BASB Job Portal Site. BASB Job Portal reserves the right to expel Users and prevent their further access to the BASB Job Portal Sites and/or use of BASB Job Portal Services for violating the Terms or applicable laws, rules or regulations. BASB Job Portal may take any action with respect to User Content that it deems necessary or appropriate in its sole discretion if it believes that such User Content could create liability for BASB Job Portal, damage BASB Job Portal's brand or public image, or cause BASB Job Portal to lose Users or (in whole or in part) the services of its ISPs or other suppliers.

BASB Job Portal does not represent or guarantee the truthfulness, accuracy, or reliability of User Content, derivative works from User Content, or any other communications posted by Users nor does BASB Job Portal endorse any opinions expressed by Users. You acknowledge that any reliance on material posted by other Users will be at Your own risk.

The following is a partial list of User Content that is prohibited on the Application. The list below is for illustration only and is not a complete list of all prohibited User Content.

Content that:

is implicitly or explicitly offensive, such as User Content that engages in, endorses or promotes racism, bigotry, discrimination, hatred or physical harm of any kind against any group or individual;

harasses, incites harassment or advocates harassment of any group or individual;

involves the transmission of "junk mail", "chain letters," or unsolicited mass mailing, "spamming" or "phishing";

promotes or endorses false or misleading information or illegal activities or conduct that is abusive, threatening, obscene, defamatory or libelous;

promotes or endorses an illegal or unauthorized copy of another person's copyrighted work, such as providing or making available pirated computer programs or links to them, providing or



making available information to circumvent manufacture-installed copy-protect devices, or providing or making available pirated music or other media or links to pirated music or other media files;

contains restricted or password only access pages, or hidden pages or images;

displays or links to pornographic, indecent or sexually explicit material of any kind;

provides or links to material that exploits people under the age of 18 in a sexual, violent or other manner, or solicits personal information from anyone under 18; or

provides instructional information about illegal activities or other activities prohibited by these Terms, including without limitation, making or buying illegal weapons, violating someone's privacy, providing or creating computer viruses or pirating any media; and

solicits passwords or personal identifying information from other Users.

Any Profile You submit must describe You, an individual person. Examples of inappropriate and prohibited Profiles include, but are not limited to, Profiles that purport to represent an animal, place, inanimate object, fictional character, or real individual that is not You.

You may not include, in any User Content submitted to BASB Job Portal Networking, information that may be interpreted as a direct solicitation, advertisement or recruitment for an available job position directed to individuals seeking employment on either a full time or part time basis. In order to protect our BASB Job Portal Community Users from commercial advertising or solicitation, BASB Job Portal reserves the right to restrict the number of e-mails or other messages which a User may send to other Users to a number which BASB Job Portal deems appropriate in its sole discretion.

Profiles derived from User Content may also be made available through the BASB Job Portal Sites. BASB Job Portal does not make any representations regarding the accuracy or validity of such derived works or their appropriateness for evaluation by employers. Derived Profiles may differ significantly from User Content.

We appreciate hearing from our Users and welcome Your comments regarding our services and the BASB Job Portal Sites. Please be advised, however, that our policy does not permit us to accept or consider creative ideas, suggestions, inventions or materials other than those which we have specifically requested. While we do value Your feedback on our services, please be specific in Your comments regarding our services and do not submit creative ideas, inventions, suggestions, or materials. If, despite our request, You send us creative suggestions, ideas, drawings, concepts, inventions, or other information (collectively the "Submission"), the Submission shall be the property of BASB Job Portal. None of the Submission shall be subject to any obligation of confidentiality on our part and we shall not be liable for any use or disclosure

of any Submission. BASB Job Portal 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 any other person.

#### 6. Identification Of Agent To Receive Notification And Elements Of Notification Of Claimed Copyright or Trademark Infringement.

If You believe that Your copyrighted work or trademark has been uploaded, posted or copied to any BASB Job Portal Site and is accessible on such BASB Job Portal Site in a way that constitutes copyright or trademark infringement, please contact BASB Job Portal by email at [DMCALegal@BASB Job Portal.com](mailto:DMCALegal@BASBJobPortal.com) or by regular mail at:

Need help with a job seeker issue? [Contact Us](#)

#### 7. Policy Regarding Termination Of Users Who Infringe The Copyright Or Other Intellectual Property Rights Of Others.

BASB Job Portal respects the intellectual property of others, and we ask our Users and content partners to do the same. The unauthorized posting, reproduction, copying, distribution, modification, public display or public performance of copyrighted works constitutes infringement of the copyright owners rights. As a condition to Your use of the BASB Job Portal Sites, You agree not to use any BASB Job Portal Site to infringe the intellectual property rights of others in any way. BASB Job Portal reserves the right to terminate the accounts of any Users, and block access to the BASB Job Portal Sites of any Users who are repeat infringers of the copyrights, or other intellectual property rights, of others. BASB Job Portal reserves the right, in its sole discretion, to take these actions to limit access to the Site and/or terminate the accounts of any time, in our sole discretion Users who infringe any intellectual property rights of others, whether or not there is any repeat infringement, with or without notice, and without any liability to the User who is terminated or to the User whose access is blocked. Notwithstanding the foregoing, in the event that You believe in good faith that a notice of copyright infringement has been wrongly filed against You, please contact BASB Job Portal as set forth in Section 6 above.

#### 8. BASB Job Portal's Liability.

The BASB Job Portal Sites act as, among other things, venues for (i) employers to post job opportunities and search for and evaluate job candidates and (ii) candidates to post resumes and Profiles and search for and evaluate job opportunities. BASB Job Portal does not screen or censor the listings, including Profiles offered. BASB Job Portal is not involved in, and does not control, the actual transaction between employers and candidates. As a result, BASB Job Portal is not responsible for User Content, the quality, safety or legality of the jobs or resumes posted,

the truth or accuracy of the listings, the ability of employers to offer job opportunities to candidates or the ability of candidates to fill job openings and BASB Job Portal makes no representations about any jobs, resumes or User Content on the BASB Job Portal Sites. While BASB Job Portal reserves the right in its sole discretion to remove User Content, job ads, resumes or other material from the BASB Job Portal Sites from time to time, BASB Job Portal does not assume any obligation to do so and to the extent permitted by law, disclaims any liability for failing to take any such action.

BASB Job Portal Networking provides a venue for individuals to network for professional and personal purposes and BASB Job Portal does not screen or censor the Profiles or User Content on the BASB Job Portal Sites. BASB Job Portal is not involved in the actual communications between Users. As a result, BASB Job Portal has no control over the accuracy, reliability, completeness, or timeliness of the Profiles or User Content submitted on the BASB Job Portal Sites and makes no representations about any Profile or User Content on the BASB Job Portal Sites.

Note that there are risks, including but not limited to the risk of physical harm, of dealing with strangers, underage persons or people acting under false pretenses. You assume all risks associated with dealing with other users with whom You come in contact through the BASB Job Portal Sites. By its very nature other people's information may be offensive, harmful or inaccurate, and in some cases will be mislabeled or deceptively labeled. We expect that You will use caution and common sense when using the BASB Job Portal Sites.

Because User authentication on the Internet is difficult, BASB Job Portal cannot and does not confirm that each User is who they claim to be. Because we do not and cannot be involved in User-to-User dealings or control the behavior of participants on any BASB Job Portal Site, in the event that You have a dispute with one or more Users, You release BASB Job Portal (and our agents and employees) from claims, demands and damages (actual and consequential and direct and indirect) of every kind and nature, known and unknown, suspected and unsuspected, disclosed and undisclosed, arising out of or in any way connected with such disputes to the fullest extent permitted by law.

The BASB Job Portal Sites and the BASB Job Portal Content may contain inaccuracies or typographical errors. BASB Job Portal makes no representations about the accuracy, reliability, completeness, or timeliness of any BASB Job Portal Site or the BASB Job Portal Content. The use of all BASB Job Portal Sites and the BASB Job Portal Content is at Your own risk. Changes are periodically made to BASB Job Portal Sites and may be made at any time. BASB Job Portal cannot guarantee and does not promise any specific results from use of any BASB Job Portal Site. No advice or information, whether oral or written, obtained by a User from BASB Job

Portal or through or from any BASB Job Portal Site shall create any warranty not expressly stated herein.

If You are a California resident, You waive California Civil Code Section 1542, which says: "A general release does not extend to claims which the creditor does not know or suspect to exist in his or her favor at the time of executing the release, which if known by him or her must have materially affected his or her settlement with the debtor."

BASB Job Portal encourages You to keep a back-up copy of any of Your User Content. To the extent permitted by law, in no event shall BASB Job Portal be liable for the deletion, loss, or unauthorized modification of any User Content.

BASB Job Portal does not provide or make any representation as to the quality or nature of any of the third party products or services purchased through any BASB Job Portal Site, or any other representation, warranty or guaranty. Any such undertaking, representation, warranty or guaranty would be furnished solely by the provider of such third party products or services, under the terms agreed to by the provider.

If You believe that something on the Site violates these Terms please contact our designated agent set forth in Section 6 above.

If notified of any content or other materials which allegedly do not conform to these Terms, BASB Job Portal may in its sole discretion investigate the allegation and determine whether to remove or request the removal of the content. BASB Job Portal has no liability or responsibility to Users for performance or nonperformance of such activities.

#### 9. Disclaimer of Warranty.

TO THE FULLEST EXTENT POSSIBLE BY LAW, BASB JOB PORTAL DOES NOT WARRANT THAT ANY BASB JOB PORTAL SITE OR ANY BASB JOB PORTAL SERVICES WILL OPERATE ERROR-FREE OR THAT ANY BASB JOB PORTAL SITE AND ITS SERVERS ARE FREE OF COMPUTER VIRUSES OR OTHER HARMFUL MECHANISMS. IF YOUR USE OF ANY BASB JOB PORTAL SITE OR THE BASB JOB PORTAL CONTENT RESULTS IN THE NEED FOR SERVICING OR REPLACING EQUIPMENT OR DATA OR ANY OTHER COSTS, BASB JOB PORTAL IS NOT RESPONSIBLE FOR THOSE COSTS. THE BASB JOB PORTAL SITES AND BASB JOB PORTAL CONTENT ARE PROVIDED ON AN "AS IS" BASIS WITHOUT ANY

WARRANTIES OF ANY KIND. BASB JOB PORTAL, TO THE FULLEST EXTENT PERMITTED BY LAW, DISCLAIMS ALL WARRANTIES, WHETHER EXPRESS OR IMPLIED, INCLUDING THE WARRANTY OF MERCHANTABILITY, FITNESS FOR PARTICULAR PURPOSE AND NON-INFRINGEMENT. BASB JOB PORTAL MAKES NO WARRANTIES ABOUT THE ACCURACY, RELIABILITY, COMPLETENESS, OR TIMELINESS OF THE BASB JOB PORTAL CONTENT, SERVICES, SOFTWARE, TEXT, GRAPHICS, AND LINKS.

#### 10. Disclaimer of Consequential Damages.

TO THE FULLEST EXTENT POSSIBLE BY LAW, IN NO EVENT SHALL BASB JOB PORTAL, ITS SUPPLIERS, OR ANY THIRD PARTIES MENTIONED ON ANY BASB JOB PORTAL SITE BE LIABLE FOR ANY DAMAGES WHATSOEVER (INCLUDING, WITHOUT LIMITATION, INCIDENTAL AND CONSEQUENTIAL DAMAGES, LOST PROFITS, OR DAMAGES RESULTING FROM LOST DATA, LOST EMPLOYMENT OPPORTUNITY OR BUSINESS INTERRUPTION) RESULTING FROM THE USE OR INABILITY TO USE ANY BASB JOB PORTAL SITE AND THE BASB JOB PORTAL CONTENT, WHETHER BASED ON WARRANTY, CONTRACT, TORT, OR ANY OTHER LEGAL THEORY, AND WHETHER OR NOT BASB JOB PORTAL IS ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

#### 11. Limitation of Liability.

TO THE FULLEST EXTENT POSSIBLE BY LAW, BASB JOB PORTAL'S MAXIMUM LIABILITY ARISING OUT OF OR IN CONNECTION WITH ANY BASB JOB PORTAL SITE OR YOUR USE OF THE BASB JOB PORTAL CONTENT, REGARDLESS OF THE CAUSE OF ACTION (WHETHER IN CONTRACT, TORT, BREACH OF WARRANTY OR OTHERWISE), WILL NOT EXCEED \$100.

#### 12. Links to Other Sites.

The BASB Job Portal Sites contain links to third party Web sites. These links are provided solely as a convenience to You and not as an endorsement by BASB Job Portal of the contents on such third-party Web sites. BASB Job Portal is not responsible for the content of linked third-party sites and does not make any representations regarding the content or accuracy of materials on such third party Web sites. If You decide to access linked third-party Web sites, You do so at Your own risk.

#### 13. No Resale or Unauthorized Commercial Use.

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 BASB Job Portal Site.

#### 14. Indemnity.

You agree to defend, indemnify, and hold harmless BASB Job Portal, its affiliates, and their respective officers, directors, employees and agents, from and against any claims, actions or demands, including without limitation reasonable legal and accounting fees, alleging or resulting from (i) any User Content or other material You provide to any BASB Job Portal Site, (ii) Your use of any BASB Job Portal Content, or (iii) Your breach of these Terms. BASB Job Portal shall provide notice to You promptly of any such claim, suit, or proceeding.

#### 15. General.

BASB Job Portal makes no claims or representations that the BASB Job Portal Content may be lawfully viewed or accessed outside of the United States. Access to the BASB Job Portal Content may not be legal by certain persons or in certain countries. If You access any BASB Job Portal Site You do so at Your own risk and are responsible for compliance with the laws of Your jurisdiction. Any software downloaded from any BASB Job Portal Site is further subject to United States export control laws, and may not be downloaded or otherwise exported or re-exported (i) into (or to a national or resident of) Cuba, Iraq, Libya, North Korea, Iran, Syria or any other country to which the U.S. has embargoed goods or (ii) to any individual or entity on the U.S. Treasury Department's list of Specially Designated Nationals or the U.S. Commerce Department's Table of Deny Orders. By downloading or using such software, You represent and warrant that You are not located in, under the control of, or a national or resident of any such country, individual, or entity on any such list.

These Terms are governed by the internal substantive laws of the Commonwealth of Massachusetts, without respect to its conflict of laws principles. Jurisdiction for any claims arising under this agreement shall lie exclusively with the state or federal courts within Boston, Massachusetts. If any provision of these Terms are found to be invalid by any court having competent jurisdiction, the invalidity of such provision shall not affect the validity of the remaining provisions of these Terms, which shall remain in full force and effect. No waiver of any term of these Terms shall be deemed a further or continuing waiver of such term or any other term. In addition, BASB Job Portal's failure to enforce any term of these Terms shall not be deemed as a waiver of such term or otherwise affect BASB Job Portal's ability to enforce such term at any point in the future. Except as expressly provided in an additional agreement, additional Terms for certain areas of the BASB Job Portal Sites, a particular "Legal Notice," or software license or material on particular pages on the BASB Job Portal Sites, these Terms constitute the entire agreement between You and BASB Job Portal with respect to the use of the

BASB Job Portal Sites. No changes to these Terms shall be made except by a revised posting on this page.

#### 16. Additional Terms.

Certain areas of the BASB Job Portal Sites are subject to additional Terms. By using such areas, or any part thereof, You agree to be bound by the additional Terms applicable to such areas. By using any areas of this website or the other BASB Job Portal Sites that contain Google Maps, you agree to be bound by the Google Maps Terms of Use available at [http://maps.google.com/help/terms\\_maps.html](http://maps.google.com/help/terms_maps.html) and the legal notices available at [http://www.maps.google.com/help/legalnotices\\_maps.html](http://www.maps.google.com/help/legalnotices_maps.html) as they may be updated from time to time.

©GfK GeoMarketing Geographic Information provided by GfK GeoMarketing GfK. GeoMarketing provides the geographic and mapping information of postal codes of Western Europe and Canada to create the location finder of the nearest job and for the visualization of maps. The maps and geographic information is copyright protected and can be used only within the internet application and the functionalities provided by BASB Job Portal. Any other use or publication of the geographic information and maps is not allowed.

©Maponics, LLC 2008 Geographic Information provided by Maponics, LLC. Maponics provides the geographic and mapping information of postal codes of the United States. This information is copyright protected and can be used only within the internet application and the functionalities provided by BASB Job Portal. Any other use or publication of the geographic information and maps is not allowed.

#### 17. Mobile Services.

If You use the BASB Job Portal Sites through a mobile device, You agree that information about Your use of the BASB Job Portal Sites through Your mobile device and carrier may be communicated to us, including but not limited to Your mobile carrier, Your mobile device, or Your physical location. In addition, use of the BASB Job Portal Sites through a mobile device may cause data to be displayed on and through Your mobile device. By accessing the BASB Job Portal Sites using a mobile device, You represent that to the extent You import any of Your BASB Job Portal data to Your mobile device that You have authority to share the transferred data with Your mobile carrier or other access provider. In the event You change or deactivate Your mobile account, You must promptly update Your BASB Job Portal account information to ensure that Your messages are not sent to the person that acquires Your old number and failure to do so is Your responsibility. You acknowledge You are responsible for all charges and necessary permissions related to accessing the BASB Job Portal Sites through Your mobile access provider.

Therefore, You should check with Your provider to find out if the BASB Job Portal Sites are available and the terms for these services for Your specific mobile devices.

By using any downloadable application to enable Your use of the BASB Job Portal Sites, You are explicitly confirming Your acceptance of the terms of the End User License Agreement associated with the Application provided at download or installation, or as may be updated from time to time.

When You opt-in to an available text messaging service, we will send You a message to confirm Your signup. Message and data rates may apply. You will receive up to 7 messages per week. Text "HELP" for help. Text "STOP" to cancel.

You can cancel this service at any time. Just text "STOP" to 69359. After You send the message "STOP" to us, we will send You a reply message to confirm that You have been unsubscribed. After this, You will no longer receive messages from us. If You want to join again, just sign up as You did the first time and we will start sending messages to You again.

If at any time You forget what keywords are supported, just text "HELP" to 69359. After You send the message "HELP" to us, we will respond with instructions on how to use our service as well as how to unsubscribe.

As always, message and data rates may apply for any messages sent to You from us and to us from You. If You have any questions about Your text plan or data plan, it is best to contact Your wireless provider. T-Mobile is not liable for delayed or undelivered messages.

For all questions about the services provided by this short code, You can send an email to [SeekerHelp@BASB Job Portal.com](mailto:SeekerHelp@BASBJobPortal.com) or use our support URL [https://candidatehelp.BASB Job Portal.com/s/contactsupport?language=en\\_US&brandtag=seeker](https://candidatehelp.BASBJobPortal.com/s/contactsupport?language=en_US&brandtag=seeker). If You have any questions regarding privacy, please read our privacy policy.

18. Term and Termination.



These Terms will remain in full force and effect while You are a User of any BASB Job Portal Site. BASB Job Portal reserves the right, at its sole discretion, to pursue all of its legal remedies, including but not limited to removal of Your User Content from the BASB Job Portal Sites and immediate termination of Your registration with or ability to access the BASB Job Portal Sites and/or any other services provided to You by BASB Job Portal, upon any breach by You of these Terms or if BASB Job Portal is unable to verify or authenticate any information You submit to a BASB Job Portal Site registration. Even after You are no longer a User of the BASB Job Portal Sites, certain provisions of these Terms will remain in effect, including Sections 1, 2, 5, 7 through 16, inclusive.

## **Sample 2**

### Disclaimer - Terms and conditions

This is a public site with free access and BASB Job Portal assumes no liability for the quality and genuineness of responses. BASB Job Portal is not liable for any information provided by any individual. The individual/company would have to conduct its own background checks on the bonafide nature of all responses.

BASB Job Portal will not be liable on account of any inaccuracy of information on this web site. It is the responsibility of the visitor to further research the information on the site. Any breach of privacy or of the information provided by the consumer to BASB Job Portal to be placed on the website by technical or any other means is not the responsibility of BASB Job Portal. BASB Job Portal does not guarantee confidentiality of information provided to it by any person acquiring/using all/any information displayed on the BASB Job Portal.com website.

### RESUME DISPLAY

BASB Job Portal allows you to Post/Submit your resume in the BASB Job Portal.com website free of cost.

The resume displayed can be updated free of cost.

BASB Job Portal offers no guarantee n (or) warranties that there would be a satisfactory response or any response once the resume is put on display.

BASB Job Portal neither guarantees nor offers any warranty about the credentials of the prospective employer/organization which down loads the information and uses it to contact the prospective employee.

BASB Job Portal would not be held liable for loss of any data technical or otherwise, information, particulars supplied by customers due to reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond BASB Job Portal's reasonable control including but not limited to strikes, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

It shall be sole prerogative and responsibility of the individual to check the authenticity of all or any response received pursuant to the resume being displayed by BASB Job Portal for going out of station or in station for any job, interview and BASB Job Portal assumes no responsibility in respect thereof

BASB Job Portal reserves its right to reject any insertion or information/data provided by the user without assigning any reason.

This subscription is not transferable i.e. it is for the same person through out whole period.

BASB Job Portal has the right to make all such modifications/editing of resume in order to fit resume in database.

#### RESUME FLASH

BASB Job Portal offers no guarantee nor warranties that there would be a satisfactory response or any response once the resume is zapped.

BASB Job Portal neither guarantees nor offers any warranty about the credentials of the prospective employer/organization which receives the information and uses it to contact the prospective employee.

It shall be sole prerogative and responsibility of the individual to check the authenticity of all or any response received pursuant to the resume being zapped by BASB Job Portal for going out of station or in station for any job interview and BASB Job Portal assumes no responsibility in respect thereof.

The user shall have no right to demand any information regarding the organizations to whom the resume has been sent and BASB Job Portal would be in no legal or other obligation to disclose/reveal the particulars of the organizations.

BASB Job Portal reserves its right to reject any insertion or information/data provided by the user without assigning any reason. But in such an eventuality, any amount so paid for, shall be refunded to the user on pro-rata basis.

#### RESUME DEVELOPMENT

The user shall certify that the information/data supplied by it to BASB Job Portal is accurate and correct.

The user shall give a reasonable time to BASB Job Portal for development of resume.

BASB Job Portal would not be held liable for loss of any data technical or otherwise, information, particulars supplied by customers due to reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond BASB Job Portal's reasonable control including but not limited to strikes, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

BASB Job Portal reserves its right to reject any insertion or information/data provided by the user without assigning any reason.

#### CLASSIFIED JOB LISTING (SINGLE)

BASB Job Portal will allow the Subscriber/Recruiter to place the information only in classified section of the site BASB Job Portal.com.

The insertion so displayed in the classified section of BASB Job Portal.com will be for a period of maximum 30 days, which period is subject to change without notice.

BASB Job Portal reserves its right to reject any insertion or information/data provided by the user without assigning any reason. In such an eventuality, any amount so paid for, shall be refunded to the user on a pro-rata basis.

BASB Job Portal has the right to make all such modifications/editing of the vacancy details in order to fit in database.

The Subscriber/Recruiter may use up to a maximum of 2 email id's for vacancies posted on BASB Job Portal.com in the Classified section to collect response.

BASB Job Portal may at its sole discretion include the vacancy intimated by client for display on BASB Job Portal.com in the print media through various media alliances in other print vehicles with no extra costs to the client. However, if a client wishes not to have its vacancies/requirement from appearing in print media, then the client shall specifically inform BASB Job Portal in writing accordingly at the time of intimating of the vacancy.

BASB Job Portal offers no guarantee nor warrantee that there would be a satisfactory response or any response once the job is put on display.

BASB Job Portal shall in no way be held liable for any information provided by the applicant to the subscriber and it shall be the sole responsibility of the user to check, authenticate and verify the information/response received at its own cost and expense.

BASB Job Portal would not be held liable for any loss of data, technical or otherwise, information, particulars supplied by the customers, due the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond BASB Job Portal's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

The subscriber/Recruiter must give an undertaking to BASB Job Portal that the jobs sought to be advertised on the classified section of BASB Job Portal.com are in existence, are genuine and that the subscriber has the authority to list the jobs.

The subscriber/Recruiter must give an undertaking to BASB Job Portal that there will be no fee charged from an applicant who responds to jobs advertised on the classified section of BASB Job Portal.com for processing of the application.

BASB Job Portal reserves its right to change the look, feel, design, prominence, depiction, classification of the classified section of BASB Job Portal.com at any time without assigning any reason and without giving any notice.

**CLASSIFIED SUBSCRIPTIONS FOR VARIOUS PERIOD**

BASB Job Portal will allow the Subscriber/Recruiter to place the information only in classified section of the site BASB Job Portal.com.

Each insertion so displayed in the classified section of BASB Job Portal.com shall be for a period of 30 days, which period is subject to change without notice.

BASB Job Portal reserves its right to reject any insertion or information/data provided by the user without assigning any reason. On such an eventuality, any amount so paid for, shall be refunded to the user on pro-rata basis.

BASB Job Portal has the right to make all such modifications/editing of the vacancy details in order to fit in database.

The Subscriber/Recruiter may use up to a maximum of 2 email id's for vacancies posted on BASB Job Portal.com in the Classified section to collect response.

BASB Job Portal may at its sole discretion include the vacancy intimated by client for display on BASB Job Portal.com in the print media through various media alliances in other print vehicles with no extra costs to the client. However, if a client wishes not to have its vacancies/requirement from appearing in print media, then the client shall specifically inform BASB Job Portal in writing accordingly at the time of intimating of the vacancy.

BASB Job Portal offers no guarantee nor warranties that there would be a satisfactory response or any response once the job is put on display.

BASB Job Portal shall in no way be held liable for any information provided by the applicant to the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.

BASB Job Portal would not be held liable for loss of any data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond BASB Job Portal's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

The subscriber/Recruiter must give an undertaking to BASB Job Portal that the jobs sought to be advertised on the classified section of BASB Job Portal.com are in existence, are genuine and that the subscriber has the authority to list the jobs.

The subscriber/Recruiter must give an undertaking to BASB Job Portal that there will be no fee charged from an applicant who responds to jobs advertised on the classified section of BASB Job Portal.com for processing of the application.

BASB Job Portal reserves its right to change the look, feel, design, prominence, depiction, classification of the classified section of BASB Job Portal.com at any time without assigning any reason and without giving any notice.

The subscriber to this service shall be entitled to unlimited listings during the period of subscription.

This service is neither resaleable nor transferable by the subscriber to any other person, corporate body, firm or individual.

Only one office of one corporate entity / firm will be entitled to use this service and in case other offices of the same company/ associated companies, want to use the said service, then, they shall be liable to make extra payment for the service.

The contact information given by the subscriber for all listing should be the same and the subscriber cannot give multiple contact information/data for the purpose of listing.

Only insertions with contact information registered with BASB Job Portal will be displayed on the site

**HOT JOB (SINGLE)**

BASB Job Portal shall place the information relating to vacancies in the Hot Jobs & Classified sections of BASB Job Portal.com.

The insertion so displayed at BASB Job Portal.com shall be for a period of 30 days, which period is subject to change without notice.

BASB Job Portal has the right to make all such modifications/editing of the vacancy details in order to fit in database.

BASB Job Portal reserves its right to reject any insertion or information/data provided by the user without assigning any reason. In such an eventuality, any amount so paid for, shall be refunded to the user on a pro-rata basis.

BASB Job Portal may at its sole discretion include the vacancy intimated by client for display on BASB Job Portal.com in the print media through various media alliances in other print vehicles with no extra costs to the client. However, if a client wishes not to have its vacancies/requirement from appearing in print media, then the client shall specifically inform BASB Job Portal in writing accordingly at the time of intimating of the vacancy.

BASB Job Portal offers no guarantee nor warranties that there would be a satisfactory response or any response once the job vacancy is put on display.

BASB Job Portal shall in no way be held liable for any information provided by applicant(s) to the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.

BASB Job Portal would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond BASB Job Portal's reasonable control including but not limited to strike, riots, civil

unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

The subscriber/Recruiter must give an undertaking to BASB Job Portal that the jobs sought to be advertised on the 'Hot Jobs' and 'Classified' sections of BASB Job Portal.com are in existence, genuine and the subscriber has the authority to list the jobs.

The subscriber/Recruiter must give an undertaking to BASB Job Portal that there will be no fee charged from an applicant who responds to jobs advertised on the 'Hot Jobs' and 'Classified' sections of BASB Job Portal.com for processing of the application.

BASB Job Portal reserves its right to change the look, feel, design, prominence, depiction, classification of the 'Hot Jobs' and 'Classified' sections of BASB Job Portal.com at any time without assigning any reason and without giving any notice.

### HOT JOB SUBSCRIPTIONS

BASB Job Portal shall place the information relating to vacancies only in 'Hot Jobs' and 'Classified' sections of BASB Job Portal.com.

The insertion so displayed in the classified section of BASB Job Portal.com shall be for a period of 30 days, which is subject to change without notice.

BASB Job Portal has the right to make all such modifications/editing of the vacancy details in order to fit in database.

BASB Job Portal reserves its right to reject any insertion or information/data provided by the user without assigning any reason. In such an eventuality, any amount so paid for, shall be refunded to the user on a pro-rata basis.

BASB Job Portal may at its sole discretion include the vacancy intimated by client for display on BASB Job Portal.com in the print media through various media alliances in other print vehicles with no extra costs to the client. However, if a client wishes not to have its vacancies/requirement from appearing in print media, then the client shall specifically inform BASB Job Portal in writing accordingly at the time of intimating of the vacancy.

BASB Job Portal offers no guarantee nor warranties that there would be a satisfactory response or any response once the job vacancy is put on display.

BASB Job Portal shall in no way be held liable for any information provided by applicant(s) to the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.

BASB Job Portal would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond BASB Job Portal's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

The subscriber/Recruiter must give an undertaking to BASB Job Portal that the jobs sought to be advertised on the 'Hot Job' and 'Classified' sections of BASB Job Portal.com are in existence, genuine and the subscriber has the authority to list the jobs.

The subscriber/Recruiter must give an undertaking to BASB Job Portal that there will be no fee charged from an applicant who responds to jobs advertised on the 'Hot Jobs' and 'Classified' sections of BASB Job Portal.com for processing of the application.

BASB Job Portal reserves its right to change the look, feel, design, prominence, depiction, classification of the classified and/or Hot Jobs section of BASB Job Portal.com at any time without assigning any reason and without giving any notice.

The subscriber to this service shall be entitled for unlimited listing during the period of subscription.

This service is neither resaleable nor transferable by the subscriber to any other person, corporate body, firm or individual.

#### MANUAL SHORTLISTING

BASB Job Portal agrees to provide the service to the subscriber only for the duration and the number of vacancies contracted for, to the best of its ability.

BASB Job Portal will receive, open, read and sort all resumes received in response to the vacancies for which the service is offered.

Sorting shall be done using the parameters for selection decided by the subscriber.

BASB Job Portal would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond BASB Job Portal's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

It is made clear that the subscriber being one corporate/business entity, cannot transfer/sell/sublet the micro site or any part thereof to any third party

#### DISPLAY OF BANNERS

BASB Job Portal agrees to provide the service to the subscriber only for the duration or the number of impressions contracted for, to the best of its ability.

BASB Job Portal will display banners on the home page on a rotation basis, wherein banners from different subscribers are displayed in a sequential manner, managed by a smart software.

In case of "Run of the Web site" deals, BASB Job Portal reserves the right to choose the sections where the banners of a subscriber is to be displayed, at any point in time, during the period of the contract.



BASB Job Portal reserves its right to reject any insertion or information/data provided by the user without assigning any reason. In such an eventuality, any amount so paid for, shall be refunded to the user on a pro-rata basis.

BASB Job Portal offers no guarantee nor warranties that there would be a satisfactory response or any response once the banners are put on display.

BASB Job Portal would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond BASB Job Portal's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

It is made clear that the subscriber being one corporate/business entity, cannot transfer/sell/sublet the micro site or any part thereof to any third party.

#### SMS Services

"SMS Service" is to contact the potential candidates directly to make recruitment process simple, effortless and instantaneous not for other purposes.

Employer/Recruiter can send the applicants only the information regarding written test, interview etc. or any other necessary information via BASB Job Portal system.

This service can not be used for any kind of marketing purpose by the employers.

This service can not be used against BASB Job Portal Terms and Conditions.

If your company is not verified, you can not avail "SMS Service".

This service is neither resaleable nor transferable by the subscriber to any other person, corporate body, firm or individual.

#### App Permission

BASB Job Portal App needs certain permissions to run on Android and requires access to certain systems within your device. App can save personalize data for user. A common reason of storage permissions is that these data will help user to get personalized App experience.

#### Warning

BASB Job Portal works as an online job portal of communication between employers and job-seekers. Bdjjob.com Limited is not liable on account of any kind of financial transaction between the employers and job-seekers.

Any job description published in BASB Job Portal.com website is provided by the employers. Individual Organizations are responsible for any type of job description or recruitment process published by BASB Job Portal.com Website.

Users are expressly prohibited from involving with any kind of financial dealing. If the job-seekers provides/discloses any financial information such as Credit/Debit card number, personal bank account, online payment information and if anyone makes arrangements transaction via money order, wire transfer, international funds transfer, electronic currency etc. BASB Job Portal.com Ltd will not be responsible regarding these sort of transaction issues.

BASB Job Portal.com Ltd is not accountable for any kind of fraud by the recruiting company after applying through the website as well as transferring money or retain a portion in the name of payment for security charge to the employers.

BASB Job Portal will not be liable on account of any irregularity, incomplete information, inaccuracy of information provided by the employers on this website. It is the responsibility for the job-seeker doing further research regarding the information given on the site.

BASB Job Portal do not ask to pay in the pretext of registration fee, Refundable Fee, Document Processing fee or any other excuse. So, if any job-seeker relays on any fraudster, BASB Job Portal will not be accountable for this.

If the job-seekers respond any email or call from the employers regarding financial transaction, BASB Job Portal will not be responsible for any kind of circumstances.