

Terms and Conditions

1. Acceptance

Welcome to www.CampusPoint.com (the "Site"). This page ("Notice") states the terms and conditions of the Site. Please review this Notice carefully.

By accessing, browsing, or using the Site ("Use"), all users and viewers ("You," "you," "User," or "user") acknowledge acceptance of the terms and conditions listed in this Notice. If you do not accept the terms and conditions listed in this Notice, please do not use the Site.

CampusPoint reserves the right to update this Notice from time to time in its sole discretion. You should review this Notice periodically for updates and changes.

2. Eligibility

The Site and any related services are available to you, provided that you can form legally binding agreements under applicable law. The Site is not available to minors. If you are a minor, please do not use the Site.

3. License

CAMPUSPOINT grants you a limited, non-exclusive, non-transferable, non-assignable, revocable license to view and temporarily download a copy of the materials displayed on the Site solely for your personal and non-commercial use for yourself or within your organization. All materials displayed or made available on the Site, including, but not limited to, graphics, documents, text, images, sound, video, audio, artwork, software, and HTML code (collectively, the "Material") are exclusive property of CAMPUSPOINT or its content suppliers. The Materials are protected by U.S. and international copyright laws and any other applicable intellectual property rules, regulations, and laws. Except as expressly permitted herein, you shall not (i) use, copy, modify, display, delete, distribute, download, store, reproduce, transmit, publish, sell, re-sell, adapt, reverse engineer, or create derivative works of the Material, or (ii) use the Material on other web sites or any media, e.g., networking environment, without CAMPUSPOINT's prior written consent. All trademarks, service marks, and logos (the "Marks") displayed on the Site are exclusive property of CAMPUSPOINT and their respective owners. You shall not use the Marks in any manner without CAMPUSPOINT's and their respective owners' prior written consent.

4. User Submissions

The Site provides a forum for you to obtain employment and career information. By submitting or entering your information to the Site ("Submitted Material"), you agree that you grant CAMPUSPOINT a perpetual, non-exclusive, irrevocable, royalty free, worldwide license and right,

but not the obligation, to use, copy, modify, display, distribute, download, store, reproduce, transmit, publish, transfer, adapt, create derivative works in any manner, in entirety or a portion of, of your Submitted Material, and by any means, forever and worldwide. You acknowledge and accept that CAMPUSPOINT is only a passive forum for users to obtain employment and career information. CAMPUSPOINT does not screen or monitor any Submitted Materials.

CAMPUSPOINT, therefore, makes no representation regarding the reliability, accuracy, completeness, validity, or truthfulness of any Submitted Materials. CAMPUSPOINT reserves the right, in its sole discretion, to delete, remove, refuse to display, or block any Submitted Materials that CAMPUSPOINT considers to be unacceptable. In the event CAMPUSPOINT receives notification regarding any unacceptable Submitted Materials, CAMPUSPOINT may investigate such materials, in its sole discretion. You acknowledge and agree that CAMPUSPOINT may retain copies of your Submitted Materials and disclose your Submitted Materials to a third party if CAMPUSPOINT believes that it is necessary to: (i) protect the integrity of the Site; (ii) protect rights of CAMPUSPOINT; (iii) comply with any court order; (iv) comply with any legal proceedings; (v) assert CAMPUSPOINT's claim under this Notice; and (vi) satisfy any claims regarding violations of third party's rights.

5. General Prohibition

In connection with your use, you agree NOT to:

- Violate any local, state, and federal rules, regulations and statutes, including, but not limited to, U.S. export laws and regulations, anti-discrimination, or equal opportunity employment laws;
- Infringe any intellectual property and privacy rights, including, but not limited to, patent, copyright, trademark, or trade secrets, of any third party;
- Upload, post, transmit, or store any material that:
 - Is unlawful, offensive, defamatory, fraudulent, deceptive, misleading, harmful, threatening, harassing, obscene, or objectionable;
 - Breaches any of your contractual or confidentiality obligations;
 - Disrupts or interferes with the normal operations of the Site, such as posting or transmitting viruses, continuous posting of repetitive materials, or posting abnormally large load; or
 - Are not permitted by CAMPUSPOINT, including, but not limited to, any unauthorized advertising materials, unsolicited promotional materials, "junk mail," "spam mail," "chain letters," pyramid schemes, franchises, distributorship, club membership, sales arrangement, or otherwise unacceptable materials;

- Violate others' privacy rights or personal rights by abusing the Materials, including, but not limited to, harassing or "stalking" another person, sending unsolicited e-mails, and collecting other's personal information;
- Breach or attempt to breach any security measures of the Site;
- Use any device, process, or mechanism to monitor, retrieve, search, or access, the Site or any Material without CAMPUSPOINT's prior written consent;
- Access or attempt to access any account or login of any third party listed on the Site;
- Copy, modify, reproduce, delete, distribute, download, store, transmit, sell, resell, publish, reverse engineer, or create derivative works of any Materials, except for materials that have been submitted and owned by you;
- Post or submit any inaccurate, false, or incomplete information, such as your resume, biographical data, or employment information;
- Impersonate any person or entity;
- Forge any header information in any electronic posting or mail; or
- Misrepresent yourself, your affiliation with any third party, or your entity.

6. Specific Usage and Responsibilities

In addition to the general responsibilities listed in Section 5, you agree to comply with the following terms. You further agree to:

- Use the Site only for lawful purposes in searching for employment opportunities and career information;
- Provide and maintain complete, correct, up-to-date, and accurate information on your submitted information;
- Post materials for which you have all the necessary rights or licenses;
- Use your own judgment, caution, and common sense in managing job opportunities and information offered by or obtained from the Site; and
- Bear the risks of any reliance or use of any Materials or any information provided by any third party.

7. Account and Password

The Site may present you with opportunities to open an account with the Site. It is your sole responsibility to (a) maintain the confidentiality of your account logon and password; (b) frequently update and revise your password; and (c) promptly notify CAMPUSPOINT if there is any unauthorized use of your account or any breach of security.

8. Employment

You understand and agree that CAMPUSPOINT (a) does not warrant that you will receive any employment or job offers through the Site. You shall use your own judgment, caution, and

common sense in evaluating any prospective employers and any information provided by any third party.

9. Links to Third Party

The Site may have links, such as hyperlinks or buttons, directing access to third party's web sites ("Linked Sites"). The Linked Sites may not be controlled or monitored by CAMPUSPOINT. CAMPUSPOINT shall not be responsible for any materials, information, or content posted on the Linked Sites. The inclusion of the Linked Sites on the Site does not imply any relationship or association between CAMPUSPOINT and the owner of the Linked Sites or any endorsement or sponsorship by CAMPUSPOINT of the Linked Sites. CAMPUSPOINT includes the Linked Sites solely for your convenience. You are solely responsible for your access of the Linked Sites. You shall use your own judgement, caution, and common sense in using the Linked Sites.

10. Privacy

Please read below for details regarding our Website Privacy Policy.

11. Indemnification

You agree to indemnify, defend, and hold CAMPUSPOINT, its parents, subsidiaries, affiliates, officers, directors, agents, employees, harmless from any claims or demands of any third party, including, but not limited to, attorneys' fees and legal fees, resulting from or arising out of your Use of the Site, your Submitted Materials, or your violation of any terms and conditions of this Notice.

12. Disclaimer

YOU ACKNOWLEDGE AND ACCEPT THAT: (A) YOU ASSUME ALL RISKS RELATED TO OR RESULTING FROM YOUR USAGE, VIEWING, OR ACCESS OF THE SITE. THE SITE IS PROVIDED ON AN "AS IS" AND AN "AS AVAILABLE" BASIS. (B) CAMPUSPOINT EXPRESSLY DISCLAIMS ALL WARRANTIES OF ANY KIND, EITHER EXPRESS OR IMPLIED, INCLUDING, BUT NOT LIMITED TO, THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, NON-INFRINGEMENT, OR WARRANTIES ARISING FROM COURSE OF PERFORMANCE, COURSE OF DEALING OR USAGE. (C) CAMPUSPOINT EXPRESSLY DISCLAIMS ALL WARRANTIES THAT (I) THE SITE AND ITS MATERIALS WILL BE ERROR-FREE OR VIRUS-FREE; (II) THE SITE WILL BE UNINTERRUPTED AND SECURE; (III) THE SITE WILL BE UNINTERRUPTED AND AVAILABLE AT ALL TIMES; (IV) THE SITE WILL MEET YOUR REQUIREMENTS; AND (V) THE RELIABILITY, ACCURACY, COMPLETENESS, VALIDITY, OR TRUTHFULNESS OF ANY SUBMITTED MATERIALS.

13. Liability and Limitations of Liability

YOU AGREE TO ASSUME ALL RISKS ASSOCIATED WITH, ARISING OUT OF, OR RESULTING FROM YOUR USE OF THE SITE OR ANY SUBMITTED MATERIALS, INCLUDING, BUT NOT LIMITED TO, THE RISKS OF FINANCIAL LOSS, PHYSICAL HARM, PROPERTY DAMAGES, DEALING WITH OTHER USERS OF THE SITE, STRANGERS, MINORS, OR FOREIGN NATIONALS, AND PERSONS ACTING UNDER FALSE PRETENSE. YOU FURTHER AGREE TO RELEASE CAMPUSPOINT, ITS PARENTS, SUBSIDIARIES, AFFILIATES, OFFICERS, AGENTS, AND EMPLOYEES, HARMLESS FROM ALL CLAIMS, DEMANDS, DAMAGES (DIRECT, INDIRECT, AND CONSEQUENTIAL) OF ANY KIND OR NATURE, KNOWN OR UNKNOWN, ASSOCIATED WITH, ARISING OUT OF, OR RESULTING FROM YOUR USAGE OF THE SITE, YOUR SUBMITTED MATERIALS, ANY TRANSACTIONS RELATED TO OR RESULTING FROM YOUR USE OF THE SITE. IF YOU ARE A CALIFORNIA RESIDENT, YOU WAIVE CALIFORNIA CIVIL CODE Â§1542, WHICH SAYS: "A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS WHICH THE CREDITOR DOES NOT KNOW OR SUSPECT TO EXIST IN HIS FAVOR AT THE TIME OF EXECUTING THE RELEASE, WHICH IF KNOWN BY HIM MUST HAVE MATERIALLY AFFECTED HIS SETTLEMENT WITH THE DEBTOR." YOU FURTHER UNDERSTAND AND AGREE THAT IN NO EVENT CAMPUSPOINT, ITS PARENTS, SUBSIDIARIES, AFFILIATES, OFFICERS, AGENTS, EMPLOYEES, AND SUPPLIERS SHALL BE LIABLE FOR ANY DIRECT, INDIRECT, CONSEQUENTIAL, INCIDENTAL, SPECIAL DAMAGES, OR DAMAGES FOR LOSS OF PROFITS, GOODWILL, REVENUE, DATA, OR USE, INCURRED BY YOU OR ANY THIRD PARTY, WHETHER IN AN ACTION IN CONTRACT, TORT, OR BREACH OR FAILURE OF WARRANTY, EVEN IF CAMPUSPOINT HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. IN THE EVENT SOME JURISDICTIONS PROHIBIT THE EXCLUSION OF CERTAIN WARRANTIES, THE LIMITATION OF LIABILITY, OR THE DISCLAIMER OF CERTAIN DAMAGES, CAMPUSPOINT'S AGGREGATE LIABILITY FOR ANY DAMAGES SHALL NOT EXCEED U.S. \$10.

14. Termination

CAMPUSPOINT has the right, in its sole discretion, to terminate any services of the Site and remove any Materials from the Site. CAMPUSPOINT may also terminate your access to any part or all of the services provided by CAMPUSPOINT on the Site at any time, with or without cause or notice, for any reasons. If you want to terminate your account, you may only cease your Use of the Site. CAMPUSPOINT shall not be responsible for maintaining or returning your Submitted Materials, your account, or your logon and password. You should always maintain a copy of your Submitted Materials.

15. General

You agree that there is no employment, partnership, agency, or joint venture relationship between you and CAMPUSPOINT arising out of or resulting from your Use of the Site. This Notice constitutes the entire agreement between you and CAMPUSPOINT governing your Use of the Site and is additional to any binding agreement between you and CAMPUSPOINT. This Notice is

governed by the laws of the State of Washington, United States of America, without giving effect to any principles of conflict of laws. CAMPUSPOINT does not warrant that this Site will be lawful outside the United States. If you view, access, submit, or download materials to and from the Site outside the United States, you will be solely responsible for all your actions and assume all risks. You may not use or export any Materials or make any copy or adaptation in violation of any application laws, rules, or regulations, including, but not limited to, U.S. export laws and regulations. The failure or delay by either party to enforce the terms of this Notice shall not be deemed as a waiver of such term. Sections 4, 5, 6, 7, 9, 10, 12, 13, 14, and 15 shall survive any termination of this Notice for any reasons.

15.1 Privacy Policy

This website privacy policy ("Policy") describes how CampusPoint ("We", "we", or "CampusPoint") may use and disclose personally identifiable information that we may collect about you through the Site ("Personal Information").

15.2 Collections and Uses of Personal Information

When you use or register with the Site, we may ask for certain Personal Information. The categories of Personal Information we may request include your name and contact information (email, address and phone number). Depending on the nature of your inquiry or activities on the Site, we may also ask for your job search criteria and preferences, your employment experience, educational history, your skills, references information, background information, and other information contained in your resume, and any login ID and password created by you. The Site also utilizes cookies to track your online activities, including, but not limited to, registration, submissions, and information requests. After your successful registration with the Site, you will be able to access, review and change your Personal Information provided by you through the Review Profile feature of the Site.

We use Personal Information and other data collected through the Site to register you with the Site, to provide you with information regarding employment opportunities and career-related information, and to otherwise provide you with requested information or services. We may also from time to time use your Personal Information to send you automated email messages regarding our services, including employment information. You may opt out of receiving email messages and/or job alerts by doing the following:

To opt out of receiving automated job alerts, login to your account and navigate to the "Account Preferences" page. From this page you can edit notification settings on your account, including removing them altogether, or you can click on Cancel my CampusPoint Account to delete your account and information.

To opt out of career-related information and updates, including e-newsletters and other marketing emails, click the UNSUBSCRIBE link in the body of the individual email. Once unsubscribed, you will no longer receive any similar email messages.

15.3 Disclosures of Personal Information

As described in Section 4 of the Terms of Use, CAMPUSPOINT may disclose Personal Information to third parties. The disclosure to third parties would occur in the following circumstances:

We will disclose information to our clients where necessary and appropriate in connection with the provision of staffing services.

We may disclose information to companies and individuals we employ to perform business functions and services on our behalf. Such functions may include, for example, hosting our Web servers, analyzing data, providing legal, accounting, payroll and marketing services.

We may disclose information to the extent necessary or appropriate to government agencies, advisors, and other third parties in order to comply with applicable laws, the service of legal process, or if we reasonably believe that such action is necessary to (a) comply with the law requiring such disclosure; (b) protect the rights or property of CAMPUSPOINT or its affiliated companies; (c) prevent a crime or protect national security or (d) protect the personal safety of the users or the public.

15.4 Revisions to the Policy

If we change this privacy policy we will post any updates here for your review. If we change material terms in this Policy, we will provide notice of the revised policy for 30 days on the home page at www.CampusPoint.com with a link back to this page.

This Policy is effective as of 06/10/2015.

If you have any questions about our Notice or our website privacy policies, please [contact your local CampusPoint office](#).