

Introduction

The following terms and conditions apply to all Employers and other users who access or use the website <https://banksandinsurancejobs.com>. And is also intended for individuals and/or companies seeking to make available information regarding employment openings, on their behalf or other's behalf, including but not limited to (temp)agencies purchasing for numerous parties, or otherwise indicate their acceptance to this Agreement. For purposes of this, the Banks and Insurance Jobs General Terms of Service, all references to "you" or "your" shall mean you, the individual or company accessing the website <https://www.banksandinsurancejobs.com> in your capacity as an Employer.

Accounts for Employers

When you create a Banks and Insurance Jobs account or post any Open Vacancies advertising employment opportunities and other job-related content, including links to third-party websites on the website <https://banksandinsurancejobs.com>, whether or otherwise, you agree that this Agreement, the terms associated with any Banks and Insurance Jobs service you are using, and all of Banks and Insurance Jobs' policies apply to you.

As an Employer, your account is not for personal use. It is only for business use. And it is strictly forbidden to use your account for personal use in any way, shape or form. Banks and Insurance Jobs is not responsible for and disclaims all liability if a third party misuses your email address or any other of your information. By registering for a Banks and Insurance Jobs account, you agree to receive mandatory email updates regarding atypical activity to your Banks and Insurance Jobs account. If you attempt to send an email from a name or email address that is not present, complete, or faithful, Banks and Insurance Jobs reserves the right to drop such email, and attempting to send such email is a violation of our terms.

As an Employer, you can let multiple employees at your company use your Banks and Insurance account. In case of usage of your account by multiple employees, you represent to Banks and Insurance Jobs that you are an authorized representative of this account and that you have the authority to allow this data and access to be shared. You further agree to indemnify and hold harmless Banks and Insurance Jobs from any allegations, claims, actions, suits, demands, damages, liabilities, obligations, losses, settlements, judgments, costs, and expenses (including without limitation attorneys' fees and charges) that result from the sharing of this data, access to your account, and any purchases made under your account. You agree that Banks and Insurance Jobs assumes no liability regarding the accuracy of the statements above and that you are fully responsible for said accuracy. When multiple employees from your company use the same account, they will all have access to any or all information regarding your account. This includes but is not limited to: billing information, messages, contacts from the CV database, and applications, and you consent to such access. When sharing your account with multiple employees at your company, they may also have the ability to purchase Banks and Insurance Jobs products under your account. You agree that you are responsible for the payment of all such purchases made.

In case multiple employees of your company want to have their own Banks and Insurance account, you agree that you are responsible for each individual account that is operating in

the name of your company. And you agree that you are responsible for all communications, billing information, and the payment of all purchases made.

When changing address: If you have provided a billing address to us and changed such billing address, you will continue to be bound by this Agreement with the same Banks and Insurance Jobs party for the remainder of the calendar month in which you made the change. Beginning on the first day of the following calendar month, you at this moment agree that you will be bound by this Agreement with the applicable Banks and Insurance Jobs party identified in the first paragraph of this Agreement concerning such new territory.

If your Banks and Insurance Jobs employer account has a credit card on file to pay for one Banks and Insurance Jobs product or service, Banks and Insurance Job may charge that card for any additional products or services you order.

You agree that Banks and Insurance Jobs may send notices to Job Seekers informing them that an Employer account has been compromised, including if such account is associated with you. Banks and Insurance Jobs cannot and does not guarantee that such notices will always be sent or received, and you, therefore, agree that Banks and Insurance Jobs bears no responsibility for doing so. Banks and Insurance Jobs makes no warranty regarding and disclaims any liability for the accuracy, completeness, timeliness, or reliability of such notices.

Banks and Insurance Jobs may offer suggestions, recommendations, or information to users that may support or improve their experience on the website <https://banksandinsurancejobs.com>. You understand that these offerings are provided as a courtesy and without warranty, and your use of such information is at your sole discretion. As an Employer, you are responsible for your use of the website <https://banksandinsurancejobs.com> and any tools offered therein, including your decisions regarding your job description, the requirements for your job, and whom you interview or hire. Banks and Insurance Jobs assumes no responsibility and disclaims all liability for any actions you take based on any information provided by Banks and Insurance Jobs.

Employer Services

You also agree that, as a service to Job Seekers, Banks and Insurance Jobs may activate its Banks and Insurance Jobs Apply relay function for use in connection with your Open Vacancies, and that any Job Seekers who wish to indicate an interest in such Open Vacancy may only do so through Banks and Insurance Jobs Apply, and that Banks and Insurance Jobs will send applications to the email address you provide us with.

You further agree that Banks and Insurance Jobs is not responsible for maintaining or storing application information. You are responsible for your own compliance with any applicable record retention requirements.

By posting an Open Vacancy or Job Ad on the website <https://banksandinsurancejobs.com> you provide information to Banks and Insurance Jobs and request and authorize us to make such information available to Job Seekers. For example, when you choose whether a skill is preferred or required, this information could be highlighted to Job Seekers. Additionally, you consent to any information shared through Banks and Insurance Jobs being processed and analyzed by Banks and Insurance Jobs according to this Agreement and Banks and

Insurance Jobs may store such information regardless of whether a job vacancy has been filled.

You are responsible for the contents of your emails, application form, screener questions, Job Ads, Open Vacancies that you post, and any messages that you send to Job Seekers. You agree that Banks and Insurance Jobs is not responsible for such content and disclaims all liability for such content, including whether such content is legal. You agree that Banks and Insurance Jobs may reject or remove any Open Vacancy and Jobs Ad for any or no reason. In case your Open Vacancy or Job Ad is deleted, and you do not agree or would like to have more information about this, you can contact Banks and Insurance Jobs. This is possible by sending an e-mail to info@banksandinsurancejobs.com with "Deleted" in the subject.

All contact between you and the Job Seeker is your sole responsibility. You can contact the Job Seeker via the information that the Job Seeker has provided. When using the Banks and Insurance Jobs Apply function, Banks and Insurance Jobs will attempt to send applications to the contact information provided to Banks and Insurance Jobs by you. However, Banks and Insurance Jobs cannot verify the contact information provided by you. If you provide incorrect contact information, it shall be your responsibility to correct, appropriately respond, or take any steps necessary to protect the privacy of such Job Seekers, and you indemnify Banks and Insurance Jobs for any damages resulting therefrom.

Banks and Insurance Jobs may also send emails to Job Seekers on your behalf indicating that your Job Listing is potentially a match for the Job Seeker's skills.

You agree that Banks and Insurance Jobs may try to identify and reduce spam applications. Banks and Insurance Jobs does not verify the identity of any Job Seeker who applies to your Open Vacancy or Job Ad. You agree that Banks and Insurance Jobs' functions are presented to you without warranty. Banks and Insurance Jobs assumes no responsibility for the communications between you and the Job Seeker, which communications are yours' and the Job Seekers' sole responsibility.

You shall indemnify, defend and hold harmless Banks and Insurance Jobs, its agents, affiliates, and licensors from any third-party claim or liability (including without limitation reasonable legal fees) arising out of any Banks and Insurance Jobs account created or claimed by you, or any Open Vacancy or Job Ad Job Listing posted by you, or any message sent by you (including any questions for Job Seekers contained in any of the foregoing).

To the extent permitted by law, if you have an unpaid or outstanding invoice or account balance for any Banks and Insurance Jobs product, Banks and Insurance Jobs reserves the right to suspend or terminate your use of that Banks and Insurance Jobs product as well as any other Banks and Insurance Jobs product, including but not limited to those Banks and Insurance Jobs products where you do not have an unpaid invoice or account balance.

When you view, send, store or receive materials (including, CVs, messages, and Open Vacancies) through or using the website <https://banksandinsurancejobs.com>, Banks and Insurance Jobs may, for example, use such materials for data analysis, quality control, or to refine the website <https://banksandinsurancejobs.com> or any other Banks and Insurance Jobs product or service (including to provide better search results and other listings for Job Seekers and Employers), whether via automated means or otherwise. When you view, send, store or receive materials through or using the website <https://banksandinsurancejobs.com> or when you simply use or visit the website <https://banksandinsurancejobs.com>, Banks and Insurance Jobs may inform a Job Seeker that you have taken action, for example, deleting

an Open Vacancy. At this moment, you consent to Banking and Insurance Jobs taking such steps.

It's your responsibility to regularly review the website <https://banksandinsurancejobs.com> for the most recent information (including, but not limited to, explanations about how features work, disclaimers, and disclosures regarding the services provided, the method for charging) about Banks and Insurance Jobs products and services.

Applications, Salaries, and Other Information Provided by Banks and Insurance Jobs

Banks and Insurance Jobs may or may not, at our sole discretion, provide some information and content to users for informational purposes only. For example, Banks and Insurance Jobs may offer Job Seekers with data regarding estimated salaries for a given Open Vacancy, or provide you with estimated number of applications to your Open Vacancy. All such figures provided by Banks and Insurance Jobs are estimates given for informational purposes only, and they are subject to change or varying levels of accuracy.

Governing Law and Dispute Resolution

This Agreement and any dispute arising out of or in connection with this Agreement or related in any way to the website <https://banksandinsurancejobs.com> will be governed as to all matters, including, but not limited to the validity, construction and performance of this Agreement, by and under the laws of the Netherlands. You agree to waive your right to file a pre-suit discovery proceeding seeking a user's identifying information from Banks and Insurance Jobs. You also hereby waive any right to a jury trial in connection with any action or litigation in any way arising out of or related to your use of the website <https://banksandinsurancejobs.com> or these terms of service, no matter in which country you are located.

Indemnification

You shall indemnify, defend and hold harmless Banks and Insurance Jobs, its agents, affiliates, and licensors from any claim or liability (including without limitation reasonable legal fees) arising out of or related to: your violation of any term of this Agreement; your use of, and access to, the website <https://www.banksandinsurancejobs.com> or any Banks and Insurance Jobs product, program, or service; your loss of, or disclosure of, information gained from using the website <https://www.banksandinsurancejobs.com> or any Banks and Insurance Jobs product, program, or service; your violation of any applicable laws or regulations, including but not limited to any suitable employment, equality, or discrimination laws, and any appropriate data protection or privacy laws; your violation of any third party right, including without limitation any copyright, property, or privacy right; any claim that your content caused destruction to a third party; your actions as an Employer, including without limitation doing or not doing the following: screening, hiring, promoting, or demoting any employee or Job Seeker. This defense and indemnification obligation will survive this Agreement and your use of the website <https://www.banksandinsurancejobs.com> or any Banks and Insurance Jobs product, program, or service.