

## TERMS & CONDITIONS

### PURPOSE:

Suesys Recruitments Pvt Ltd's website 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:

Suesys Recruitments Pvt Ltd's website 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 Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd's website for any purpose other than that being a bonafidepurpose, 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 Suesys Recruitments Pvt Ltd's Website assumes no liability for the quality and genuineness of responses. Suesys Recruitments PvtLtd'sWebsite 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).

Suesys Recruitments Pvt Ltd. will not be liable on account of any inaccuracy of information on its 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 Suesys Recruitments Pvt Ltd. to be placed on the website by technical or any other means is not the responsibility of Suesys Recruitments Pvt Ltd. Suesys Recruitments Pvt Ltd does not guarantee confidentiality of information provided to it by any person acquiring or using all or any information displayed on the Suesys Recruitments website or any of its other websites or domains owned and operated by Suesys Recruitments Pvt Ltd.

Suesys Recruitments Pvt Ltd does not share personally identifiable data of any individual with other companies or entities without obtaining permission except with those acting as our agents.Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd in any manner so as to impair its interests and functioning. The user undertakes not to duplicate, download, publish, modify and distribute material on Suesys Recruitments Pvt Ltd's website unless specifically authorized by Suesys Recruitments Pvt Ltd in this regard.

The user undertakes to use Suesys Recruitments Pvt Ltd's website for his/her own purposes. Using content from Suesys Recruitments website for derivative works with a commercial motive without prior written consent from Suesys Recruitments Pvt Ltd is strictly prohibited.

Users undertake that the services offered by Suesys Recruitments website 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. Suesys Recruitments Pvt Ltd reserves the right to filter and monitor and block the emails sent by you/user using the servers maintained by Suesys Recruitments Pvt Ltd to relay emails. All attempts shall be made by Suesys Recruitments Pvt Ltd and the user to abide by International Best Practices in containing and eliminating Spam.

Users shall not spam the platform maintained by Suesys Recruitments Pvt Ltd or indiscriminately and repeatedly post jobs/forward mail indiscriminately etc. Any conduct of the user in violation of this clause shall entitle Suesys Recruitments 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, libellous, vulgar, obscene, or racially, ethically, or otherwise objectionable.

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

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 Suesys Recruitments Pvt Ltd 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 or off-line.

The User/Subscriber/Visitor to Suesys Recruitments website 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 Suesys Recruitments. The said User/ subscriber/ visitor to Suesys Recruitments website 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 following actions will *inter alia* constitute a misuse of the services offered by Suesys Recruitments website and are strictly prohibited:

- i. Copying, extracting, downloading, sharing, modifying, selling, storing, distributing, making derivate works from or otherwise exploiting any content, data, information, including profiles, curriculum vitae, photographs and/or graphics, available on Suesys Recruitments website and/or any services or products of the Company, in any manner or for any purpose which is not, consistent with the purpose and/or in accordance with the Terms of Use. Users are expressly prohibited from using or exploiting Suesys Recruitments website and/or any content or data provided therein for:
  - a. any commercial purposes such as creating alternate databases, extending access to Suesys Recruitments website to third parties without prior written consent of the Company; and/or
  - b. undertaking any business activity which is in competition with the business of the Company; and/or
  - c. for seeking fees in any name whatsoever; and/or
  - d. approaching candidates/jobseekers for any purposes other than for specific existing vacancies; and/or
  - e. Sharing access with persons who are not contracted with the Company.
  - f. Reselling the products/services offered by the Company.
- ii. (Using or attempting to use any automated program, software or system or any similar or equivalent process (including spiders, robots, crawlers etc.) to access, navigate, search, copy, monitor, download, scrape, crawl or otherwise extract in

any manner, any data or content including but not limited to adding or downloading profiles, contact details, or send or redirect messages from Suesys Recruitments Pvt Ltd's website;

- iii. Gaining or attempting to gain unauthorized access (inter alia by hacking, password "mining" or any other means) to: (a) any portion or feature of Suesys Recruitments website or any of the services or products offered on or through Suesys Recruitments website which are not intended for you; (b) any server, website, program or computer systems of the Company or any other third parties and/or Users;
- iv. Modifying the services provided through Suesys Recruitments website or their appearance using any technology or overlay any additional offering on top of such services or simulate Suesys Recruitments website services or its functions in any manner whatsoever without explicit consent obtained in writing by approaching us.
- v. Accessing Suesys Recruitments website through interfaces other than those expressly provided by Company;
- vi. Attempting to breach or breaching any security or authentication measures set up by the Company in relation to Suesys Recruitments website and/or attempting to probe, scan or test the vulnerability of the Company's system or network;
- vii. Scraping, downloading (including bulk- downloading), replicating or otherwise extracting any information or data from Suesys Recruitments website (by any process, whether automatic or manual) to offer any products or services which are similar to or may in any manner compete with the products or services of the Company;
- viii. Reverse engineering, decompiling, disassembling, deciphering or otherwise attempting to do any of the aforesaid or deriving the source code for the Site or Application or any related technology or any part thereof;
- ix. Circumventing or attempting to circumvent any technological protections used or employed by the Company or by any third party in order to protect the content on Suesys Recruitments website and/or to exclude robots, spiders etc. from crawling and /or scraping content from Suesys Recruitments website.
- x. Bypassing or Circumventing or trying to circumvent any service limits including but not limited to Search limits, Captcha limits and occurrences on different triggers.
- xi. Interfering with or disrupting or attempting to interfere with or disrupt (including by using any device, software or routine), the use of Suesys Recruitments Website or any computer networks connected to Suesys Recruitments Website, by any other User
- xii. Developing, using or attempting to use any automated program, scripts, robots, third party software or system or any similar or equivalent process (including spiders, robots, crawlers, browser plug-ins/extensions/add-ons, iframes on third party sites, mirroring, HTML parsers etc.) to access, navigate, search, copy, monitor, download, scrape, crawl or otherwise extract or modify in any manner, any data or content from Suesys Recruitments Website without explicit consent obtained in writing by approaching us at ;

- xiii. Impersonating any other person or entity, or making any misrepresentation as to your employment by or affiliation with any person or entity;
- xiv. Forging headers or in any manner manipulating identifiers in order to disguise the origin of any user information;
- xv. Stalking, threatening, or in any manner harassing any other User;
- xvi. Imposing an unreasonable or disproportionately large load on Suesys Recruitments Website infrastructure;
- xvii. Engaging in "framing," "mirroring," or otherwise simulating the appearance or function of Suesys Recruitments Website(or any part thereof) and providing deep links into Suesys Recruitments Website (or any part thereof) without prior permission of Company;
- xviii. Spamming Suesys Recruitments Website /Company or any other Users including by uploading, posting, emailing, SMS, transmitting or otherwise making available either directly or indirectly, any unsolicited bulk e-mail or unsolicited commercial e-mail.
- xix. Using Suesys Recruitments Website or the contact details of Users for transmitting marketing and promotional mailers/ Offensive messages/ messages or communications using any media that are unrelated to recruitment or sending unsolicited commercial communications with misleading subject lines in order to intentionally obfuscate the original message.
- xx. Hosting, modifying, uploading, posting, transmitting, publishing, or distributing any material or information that:
  - a. Violates any applicable local, provincial, state, national or international law, statute, ordinance, rule or regulation for the time being in force;
  - b. Belongs to another person and to which you have no right;
  - c. Infringes, breaches or otherwise contravenes the rights of the Company or any third party, including any copyright, trademark, patent, rights of privacy or publicity or any other proprietary rights;
  - d. Contains computer viruses, or other computer code, files or programs designed to disrupt, destroy or interfere with or limit the functioning of Suesys Recruitments Website, or any other computer system or resource;
  - e. Is grossly harmful, harassing, invasive of another's privacy, hateful, disparaging, relating to or encouraging money laundering or gambling in any manner, any content which is or may potentially be perceived as being harmful, threatening, abusive, harassing, defamatory, libelous, blasphemous, vulgar, pornographic, paedophilic, obscene, or racially, ethnically, or otherwise unlawful in any manner whatsoever;
  - f. Which constitutes or encourages conduct that would constitute a criminal offence, give rise to other liability, or otherwise violate applicable law;
  - g. That deceives or misleads the addressee about the origin of such messages or communicates any information which is grossly offensive or menacing in nature;
  - h. That harms minors in any way;

- i. That threatens the unity, integrity, defense, 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 to any other nation.

In case of any misuse of the services offered by Suesys Recruitments Website, Suesys Recruitments Pvt Ltd reserves its rights to take any actions as it may deem fit, including (i) suspending or terminating your access to Suesys Recruitments Website and/or the Suesys Recruitments Pvt Ltd's products and/or service, forthwith and without any notice; (ii) removing or disabling any content which is non-compliant with the Terms and Conditions; and/or (iii) reporting the incident/ misuse to relevant authorities and/or initiating any legal proceedings. In case your misuse of Suesys Recruitments Website results in or is likely to result in any loss or depletion of revenue, reputation or customer base of Suesys Recruitments Pvt Ltd, Suesys Recruitments Pvt Ltd additionally reserves its right to seek adequate relief against the said misuse, including relief by way of damages, injunction, etc.

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.

Suesys Recruitments Pvt Ltd 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.

Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Website shall be on a 100% advance basis. Refund if any will be at the sole discretion of Suesys Recruitments Pvt Ltd. Suesys Recruitments Pvt Ltd offers no guarantees whatsoever for the accuracy or timeliness of the refunds reaching the Customers card/bank accounts. Suesys Recruitments Pvt Ltd 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. Suesys Recruitments Pvt Ltd undertakes no liability for free services. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd (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 Suesys Recruitments Pvt Ltd

Subscriber/user acknowledges and agrees that Suesys Recruitments Pvt Ltd/Suesys Recruitments Website, 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 Suesys Recruitments Pvt Ltd under any other agreement or commercial relationship towards other products/services.

Suesys Recruitments Pvt Ltd further reserves its right to post the data on the website Suesys Recruitments Website or on such other affiliated sites and publications as Suesys Recruitments Pvt Ltd may deem fit and proper at no extra cost to the subscriber / user.

The subscription / agreement between Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd / Suesys Recruitments Website is a public site and all information posted by Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd does not confer exclusivity of service on any subscriber / user.

Suesys Recruitments Pvt Ltd will not be party to any legal proceedings between a user (e.g. a subscriber) and a party contracted through the site. In case Suesys Recruitments Pvt Ltd is implicated in any legal proceedings, costs will be recovered from the party that names Suesys Recruitments Pvt Ltd Suesys Recruitments Pvt Ltd however will abide with any court order served on it through due process. Suesys Recruitments Pvt Ltd controls and operates this Platform from its headquarters in Karimnagar and makes no representation that the materials on Suesys Recruitments Website 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 Suesys Recruitments Website or to any other site maintained, operated or owned by Suesys Recruitments Pvt Ltd, it should not be held responsible for the same. Suesys Recruitments Pvt Ltd assumes no responsibility for such mails.

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

Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Website. Any person using Suesys Recruitments Website in violation of the stipulations contained in the Terms and Conditions of Suesys Recruitments Website 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 SUESYS RECRUITMENTS PVT Ltd, 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 SUESYS RECRUITMENTS WEBSITE INCLUDING BUT NOT LIMITED TO INFORMATION PROVIDED BY YOU OR ANY OTHER MATTER RELATING TO SUESYS RECRUITMENTS WEBSITE. 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 Suesys Recruitments Pvt Ltd arising out of use of Suesys Recruitments Website 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 Hyderabad, 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 Hyderabad, India.

Suesys Recruitments and Suesys Recruitments Pvt Ltd. are used interchangeably and are synonymous.



In case of non-compliance of these Terms and Conditions or Privacy Policy Suesys Recruitments Pvt Ltd 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. Suesys Recruitments Fast Forward Services / Resume Posting / Submission of Resume / Resume Upload / Resume Manager
2. Resume Display
3. Recruiter Connection
4. Resume Flash
5. Resume Writing
6. Jobs on the Move
7. Job Mail
8. RSS (Really Simple Syndication)
9. Suesys Toolbar
10. Applications by Non Registered Users
11. Job Search and Resume Services on SMS
12. Suesys Recruitments Website 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. SuesysRecruiter

### **Job Seekers**

1. Suesys Recruitments Fast Forward Services / Resume Posting / Submission of Resume / Resume Upload / Resume Manager by registering your resume on Suesys Recruitments Website, you agree to the following terms:

1. The resume/ insertion or information/ data fed by the user can be updated by the user alone, free of cost.
2. Suesys Recruitments Pvt Ltd 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.
3. Suesys Recruitments Pvt Ltd 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.
4. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd'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.
5. 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 Suesys Recruitments Pvt Ltd by the user, for going out of station or in station for any job or interview. Suesys Recruitments Pvt Ltd 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/ data being fed into the network system of Suesys Recruitments Pvt Ltd.
6. Uploading of multiple resumes beyond a reasonable limit by the same individual, using the same or different accounts shall entitle Suesys Recruitments Pvt Ltd 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.
7. Suesys Recruitments Pvt Ltd reserves its right to reject and delete any resume/ insertion or information/ data fed in by the user without assigning any reason.
8. 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.
9. Suesys Recruitments Pvt Ltd has the right to make all such modifications/ editing of resume in order to fit resume in its database.
10. The subscriber shall be assigned a password (s) by Suesys Recruitments Pvt Ltd to enable the subscriber to access all the information received through Suesys Recruitments Website, but the sole responsibility of the safe custody of the password shall be that of the subscriber and Suesys Recruitments Pvt Ltd 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. Suesys Recruitments Pvt Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.

11. 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. Suesys Recruitments Pvt Ltd 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.
12. Even though you may have marked your profile as unsearchable, on viewing a SuesysRecruiter profile when you are logged into your Suesys Recruitments Website account, a snapshot of your profile maybe made visible to the recruiter.
13. Although Suesys Recruitments Pvt Ltd 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.
14. 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 Suesys Recruitments Pvt Ltd's prior written consent.
15. 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.
16. On registration you agree to: a) Making your resume searchable to clients of Suesys Recruitments Pvt Ltd who subscribe to RESDEX (Resume Database Access). You may be contacted by subscribers of RESDEX via email, telephone 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 Suesys Recruitments Pvt Ltd will not be held responsible for contacts/ mails received by you. b) Receive job alerts (mails detailing jobs that match your profile as entered on Suesys Recruitments Website) 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.
17. The user agreement between a user/subscriber and Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd, however, such termination will be at the option and discretion of Suesys

Recruitments Pvt Ltd; or ( iii )On writing and on such terms as agreed to by the parties mutually.

18. 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.

## 2. Resume Display

1. 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.
2. The payment for service once subscribed to by the subscriber is not refundable and any amount paid shall stand appropriated.
3. The amount paid entitles the subscriber alone to the service by Suesys Recruitments Pvt Ltd for a period of subscription opted for from the date of up-linking of the resume on the website Suesys Recruitments Website or such other mirror or parallel site(s) as Suesys Recruitments Pvt Ltd may deem fit and proper but such web host shall be without any extra cost to the subscriber / user.
4. The resume displayed can be updated by the subscriber alone free of cost.
5. Notwithstanding anything contained herein, through Resume Display service your resume is made available from the home page of Suesys Recruitments Website and can be by freely accessed by anyone.
6. Additionally, through this service your resume is also made a part of Suesys Recruitments Website'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)
7. Suesys Recruitments Pvt Ltd offers neither guarantee nor warranties that there would be a satisfactory response or any response at all once the resume is put on display.
8. Suesys Recruitments Pvt Ltd 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.
9. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd'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.
10. 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 Suesys Recruitments Pvt Ltd for going out of station or in station for

any job / interview and Suesys Recruitments Pvt Ltd assumes no responsibility in respect thereof.

11. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd.
12. Suesys Recruitments Pvt Ltd will commence providing services only upon receipt of amount/charges upfront either from subscriber or from a third party on behalf of the subscriber.
13. This subscription is not transferable i.e. it is for the same person throughout the period of subscription.
14. Suesys Recruitments Pvt Ltd has the right to make all such modifications/editing of resume in order to fit the resume in its database.
15. The liability, if any, of Suesys Recruitments Pvt Ltd is limited to the extent of the amount paid by the subscriber.
16. The subscriber shall be assigned password(s) by Suesys Recruitments Pvt Ltd to enable the subscriber to access all the information received through its site Suesys Recruitments Websites, but the sole responsibility of the safe custody of the password shall be that of the subscriber and Suesys Recruitments Pvt Ltd 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. Suesys Recruitments Pvt Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber
17. The subscriber undertakes that the data/information provided by him is true and correct in all respects.
18. 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

### 3. RecruiterConnection

1. The payment for service once subscribed to by the subscriber is not refundable and any amount paid shall stand appropriated.
2. Through RecruiterConnection, the subscriber can buy credits to send messages to the recruiter of his/her choice.
3. 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.
4. All the credits are valid for one year from the date of purchase.
5. 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.
6. 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.
7. Suesys Recruitments Pvt Ltd 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.

8. Suesys Recruitments Pvt Ltd neither guarantees nor offers any warranty about the credentials of the prospective recruiter/organization which sees the message and down loads the information and uses it to contact the prospective employee / visitor / user / subscriber.
9. 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 Suesys Recruitments Pvt Ltd assumes no responsibility in respect thereof.
10. This subscription is not transferable i.e. it is for the same person throughout the period of subscription.
11. The subscriber undertakes that the data/information provided by him is true and correct in all respects.
12. This service shall not be utilized by the user for uploading/transmitting content which is illegal or objectionable in any manner.
13. 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.

#### 4. Resume Flash

1. The service once subscribed to by the subscriber is not refundable and all amount(s) paid shall stand appropriated
2. Suesys Recruitments Pvt Ltd shall send the resume to the consultant(s) database subscribed to by email once only and Suesys Recruitments Pvt Ltd shall not be bound to refund any amount or charges or fee paid once the information/resume is sent to the consultant(s) database subscribed to.
3. The subscription fee paid entitles the subscriber only for one time sending of resume to consultant(s) database subscribed to. For repeated availing of the service, additional charges will have to be paid.
4. Suesys Recruitments Pvt Ltd offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the resume is sent to consultant(s) database subscribed to.
5. Suesys Recruitments Pvt Ltd neither guarantees nor offers any warranty about the credentials of the prospective employer/organization which receives the information / data and uses it to contact the prospective employee / subscriber / visitor / user.
6. It shall be the sole prerogative and responsibility of the individual / subscriber to check the authenticity of all or any response received pursuant to the resume being sent to consultant(s) database subscribed to by Suesys Recruitments Pvt Ltd for going out of station or in station for any job interview and Suesys Recruitments Pvt Ltd assumes no responsibility in respect thereof.
7. The subscriber shall have no right to demand any information regarding the organizations to whom the resume has been sent and Suesys Recruitments Pvt Ltd would be under no legal or other obligation to disclose/reveal the particulars of such organizations.
8. Suesys Recruitments Pvt Ltd reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason before sending the resume to consultant(s) database subscribed to, 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 Suesys Recruitments Pvt Ltd.

9. In the event that Suesys Recruitments Pvt Ltd does not deem the resume suitable/fit/appropriate to be sent to consultant(s) subscribed to, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Suesys Recruitments Pvt Ltd.
10. Suesys Recruitments Pvt Ltd will commence providing services only upon receipt of amount/charges upfront either from subscriber or from a third party on behalf of the subscriber.
11. This subscription is not transferable i.e. it is for the same person throughout the period of subscription.
12. The liability, if any, of Suesys Recruitments Pvt Ltd is limited to extent of the amount paid by the subscriber.
13. The subscriber shall be assigned a password (s) by Suesys Recruitments Pvt Ltd to enable the subscriber to access all the information received through Suesys Recruitments Website, but the sole responsibility of the safe custody of the password shall be that of the subscriber and Suesys Recruitments Pvt Ltd 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. Suesys Recruitments Pvt Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber
14. The subscriber undertakes that the data/information provided by him is true and correct in all respects.
15. 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

#### 5. Resume Writing

1. 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.
2. The subscriber shall certify that the information/data supplied by it to Suesys Recruitments Pvt Ltd is accurate and correct.
3. The subscriber shall give reasonable time to Suesys Recruitments Pvt Ltd for writing of resumes.
4. The subscriber must respond to the queries raised (sent by email) by Suesys Recruitments Pvt Ltd within 7 days of such a query being raised failing which, Suesys Recruitments Pvt Ltd shall stand absolved of all its obligation, if any.
5. 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.
6. The liability, if any, of Suesys Recruitments Pvt Ltd is limited to the extent of the amount paid by the subscriber.
7. Suesys Recruitments Pvt Ltd 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.

8. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd'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.
9. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd.
10. Suesys Recruitments Pvt Ltd will commence providing services only upon receipt of amount/charges upfront either from subscriber or from a third party on behalf of the subscriber.
11. This subscription is not transferable i.e. it is for the same person throughout the period of subscription.
12. The subscriber shall be assigned password(s) by Suesys Recruitments Pvt Ltd to enable the subscriber to access all the information received through Suesys Recruitments Website, but the sole responsibility of the safe custody of the password shall be that of the subscriber and Suesys Recruitments Pvt Ltd 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. Suesys Recruitments Pvt Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
13. 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.
14. Content and Images( Visuals) in visual resume are provided by Subscriber. Suesys Recruitments Pvt Ltd disclaims all warranties against infringement.

#### 6. Jobs on the Move

1. The payment for service once subscribed to by the subscriber is not refundable and any amount paid shall stand appropriated.
2. The amount paid entitles the subscriber alone to the service by Suesys Recruitments Pvt Ltd for a period of subscription opted for from the date of sending the first job SMS.
3. Suesys Recruitments Pvt Ltd 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.
4. Suesys Recruitments Pvt Ltd neither guarantees nor offers any warranty about the credentials of the prospective employer/organization whose details are sent in the Job SMS.
5. By opting for this service you are agreeing to receive details of Jobs from Suesys Recruitments Website, on your mobile, till the tenure of the service.



6. Suesys Recruitments Pvt Ltd 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.
7. Suesys Recruitments Pvt Ltd 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.
8. Suesys Recruitments Pvt Ltd reserves the right to regulate number of SMSes sent out to a particular user in a single day.
9. 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.
10. 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.
11. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd'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.
12. 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 Suesys Recruitments Pvt Ltd for going out of station or in station for any job / interview and Suesys Recruitments Pvt Ltd assumes no responsibility in respect thereof.
13. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd.
14. Suesys Recruitments Pvt Ltd will commence providing services only upon receipt of amount/charges upfront either from subscriber or from a third party on behalf of the subscriber.
15. This subscription is not transferable i.e. it is for the same person throughout the period of subscription.
16. The liability, if any, of Suesys Recruitments Pvt Ltd is limited to the extent of the amount paid by the subscriber.
17. The subscriber shall be assigned password (s) by Suesys Recruitments Pvt Ltd to enable the subscriber to access all the information received through its site Suesys Recruitments Websites, but the sole responsibility of the safe custody of the password shall be that of the subscriber and Suesys Recruitments Pvt Ltd 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. Suesys Recruitments Pvt Ltd undertakes to

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

18. The subscriber undertakes that the data/information provided by him is true and correct in all respects.
19. 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.
20. If you would like to stop the service before the due date, please write an email to support@suesys.com

#### 7. Job Mail

1. The payment for service once subscribed to by the subscriber is not refundable and any amount paid shall stand appropriated.
2. The amount paid entitles the subscriber alone to the service by Suesys Recruitments Pvt Ltd for a period of subscription opted for from the date of sending the first job mail.
3. Suesys Recruitments Pvt Ltd 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 mail will be relevant to the profile.
4. Suesys Recruitments Pvt Ltd neither guarantees nor offers any warranty about the credentials of the prospective employer/organization whose details are sent in the job mail.
5. By opting for this service you are agreeing to receive details of Jobs from Suesys Recruitments Website, in your mailbox, for the tenure of the service.
6. Although all attempts will be made by Suesys Recruitments Pvt Ltd to send all jobs on the specified days, however it does not take any responsibility for job mail not been sent (which may be on account of non availability of jobs as per the user's specified criteria).
7. Suesys Recruitments Pvt Ltd will not be responsible in any way for failure of any backend technology of mail exchange server and resultant inability of a user to receive job mail.
8. Suesys Recruitments Pvt Ltd reserves the right to regulate number of jobs sent out in the Job mail to a particular user in a single day.
9. The service will be delivered on the email id provided at the time of purchase of the service, and will continue on the verified email id if changed by the user.
10. If there are no jobs found matching the user's profile, an intimation email is sent to the user, and on the 3rd such instance the user is asked for changing/editing his profile. But the loss of these days is not compensated in the duration of the service.
11. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd'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.

12. 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 Suesys Recruitments Pvt Ltd for going out of station or in station for any job / interview and Suesys Recruitments Pvt Ltd assumes no responsibility in respect thereof.
13. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd.
14. Suesys Recruitments Pvt Ltd will commence providing services only upon receipt of amount/charges upfront either from subscriber or from a third party on behalf of the subscriber.
15. This subscription is not transferable i.e. it is for the same person throughout the period of subscription.
16. The liability, if any, of Suesys Recruitments Pvt Ltd is limited to the extent of the amount paid by the subscriber.
17. The subscriber shall be assigned password (s) by Suesys Recruitments Pvt Ltd to enable the subscriber to access all the information received through its site Suesys Recruitments Website, but the sole responsibility of the safe custody of the password shall be that of the subscriber and Suesys Recruitments Pvt Ltd 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. Suesys Recruitments Pvt Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
18. The subscriber undertakes that the data/information provided by him is true and correct in all respects.
19. 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.
20. If you would like to stop the service before the due date, please write an email to support@suesys.com

#### 8. RSS (Really Simple Syndication)

1. The use of the services offered by Suesys Recruitments Website including this service is also subject to the terms and conditions which regulate the usage of the website.
2. This service is provided by Suesys Recruitments Website free of charge. This service is meant exclusively for individual and non-commercial use. The content being provided through this service may not be edited/changed/modified in any manner without our permission. Any usage for non-personal/commercial purposes requires specific written permission to be obtained from us prior to commencing such usage. **Please contact -- to request permission.**
3. Suesys Recruitments Pvt Ltd India Limited claims proprietary rights over the content being made available as RSS feeds from Suesys Recruitments Website, including copyrights, trademark etc. The user shall provide acknowledgement to

Suesys Recruitments Website in connection with its use of RSS feeds obtained from the website.

4. Suesys Recruitments Pvt Ltd reserves the right to discontinue providing RSS feeds, limit the users access to parts of the RSS feeds without assigning any reason for the same. Limits may be imposed.
5. The factual content contained in the RSS feeds is displayed as supplied by various recruiters, recruitment agencies and other sources; Suesys Recruitments Pvt Ltd offers no warranties about the correctness/truthfulness of the content.

#### **A) Suesys Recruitments Website Toolbar Terms and Conditions**

1. This service is provided by the website free of charge.
2. This service is meant exclusively for individual and non-commercial use. Any usage to the contrary for producing derivative works is strictly prohibited.
3. The logos and the marks used on its website and any downloads are the exclusive property of Suesys Recruitments Pvt Ltd, which shall retain all rights, title and interest in these trademarks, copyrights, logos and other intellectual property rights.
4. The Privacy Policy of the website governs your use of its Toolbar.
5. Suesys Recruitments Pvt Ltd reserves the right to restrict your access to its website without assigning any reason for the same.
6. Suesys Recruitments Pvt Ltd offers no guarantee or warranty whatsoever regarding its website Toolbar.

#### **B) Applications by Non-Registered Users**

1. The user undertakes that the data/information being provided by him/her in the resume is true and correct in all respects.
2. Suesys Recruitments Pvt Ltd. does not share personally identifiable data of any individual with other companies/entities without obtaining permission. Suesys Recruitments Pvt Ltd. 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.
3. The user undertakes that he/she will not disseminate false/objectionable/offensive material using these services.

4. This interface shall be exclusively for the purposes of bona fide job applications; usage of the interface in any other fashion is strictly prohibited.
  5. Suesys Recruitments Pvt Ltd 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.
  6. 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.
  7. The User/subscriber/visitor to naukri.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 its website or sub-domains or on any affiliate sites or any other network system.
  8. Suesys Recruitments Pvt Ltd. will not be party to any legal proceedings between a user (e.g. a subscriber) and a party contracted through the site. In case Suesys Recruitments Pvt Ltd. is implicated in any legal proceedings, costs will be recovered from the party that names Suesys Recruitments Pvt Ltd. Suesys Recruitments however will abide with any court order served on it through due process.
11. Job Search & Resume Services on SMS
1. The subscriber availing this service shall be deemed to have consented to be bound by all the applicable terms and conditions of this service.
  2. Decision of Suesys Recruitments Pvt Ltd regarding all transactions under this service shall be final and binding and no correspondence shall be entertained in this regard.
  3. Suesys Recruitments Pvt Ltd 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.
  4. Your mobile phone number (MSISDN) will be used during the transmission of text messages through the mobile service provider's server for SMS Service.
  5. The membership is for your personal use only. You cannot transfer, assign or authorize your membership to any other person.
  6. 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 Suesys Recruitments Pvt Ltd from time to time.
  7. This service is subject to guidelines/directions issued by Telecom Regulatory Authority of India or any other statutory authority from time to time.

8. 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.
9. 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.
10. 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.
11. You will not post or transmit any content that is abusive, obscene, sexually oriented or against national interest. Suesys Recruitments Pvt Ltd reserves the right to suspend your profile if any prohibitive or objectionable content is found and may further initiate appropriate legal proceedings against you.
12. The Service is an additional service offered by Suesys Recruitments Pvt Ltd. The functions of the Service are dependent on the Operator owning the network to facilitate this service (Operator), for which Suesys Recruitments Pvt Ltd does not undertake any responsibility for failure of this network transmission or failure of message transmission for any reasons whatsoever. From time to time, Suesys Recruitments Pvt Ltd may include additional features and services.
13. Suesys Recruitments Pvt Ltd 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.
14. Suesys Recruitments Pvt Ltd is not responsible for authenticity of the content arising thereto.
15. The subscriber must maintain such minimum balance in his/her prepaid account as is specified by Suesys Recruitments Pvt Ltd 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.
16. The users specifically note and agree that the content and service or part thereof may be varied, added, withdrawn, withheld or suspended by Suesys Recruitments Pvt Ltd at its sole discretion without prior notice to the users.
17. Suesys Recruitments Pvt Ltd 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.
18. No reversal of deducted charges shall be allowed under any circumstances.
19. 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 Suesys Recruitments Pvt Ltd and / or the Operator, against all third party claims relating to the users content or due to the users act, negligence or omission.
20. You are bound by the terms and conditions as mentioned herein and as stated on the site.
21. Message delivery is conditional to Mobile operator's technical infrastructure and its network uptime.

22. By using various SMS based services from Suesys Recruitments Pvt Ltd like Job Search, Job Alert, Suesys forum Chat, Career services etc., you agree to receive phone calls, messages etc., from Suesys Recruitments Pvt Ltd tailored to provide with better job opportunities.
23. Subscribing or using various paid/free services of Suesys Recruitments Pvt Ltd on SMS/Voice/WAP either directly or indirectly doesn't in any manner guarantee the user a job.
24. Suesys Recruitments Pvt Ltd 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, Suesys Recruitments Pvt Ltd sites/services for any purpose. All such information, software, products, services and related graphics are provided "as is" without warranty of any kind. Suesys Recruitments Pvt Ltd 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. Suesys Recruitments Pvt Ltd shall not be responsible or liable for any consequential damages arising thereto.
25. By agreeing to register at Suesys Recruitments Website, a user allows Suesys Recruitments Pvt Ltd 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.
26. 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.
27. Registration presumes that the users have read, understood and accepted the terms and conditions.
28. This service is live in India only.

## **RECRUITER**

### **I. CLASSIFIED JOB LISTING (SINGLE)**

1. Suesys Recruitments shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on its website or in allied publications as Suesys Recruitments may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.
2. Each insertion so displayed in the hot vacancies and classified vacancy section of the Suesys Recruitments website shall be for a fixed period, which period is subject to change without prior notice.

3. The Subscriber/Recruiter will provide up to a maximum of 3 email id's for vacancies posted on its website in the hot vacancies and Classified section to collect response(s) 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.
4. 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 Suesys Recruitments Pvt Ltd against all claims, damages arising out of actions/claims that may be made in relation to the same.
5. Suesys Recruitments has the right to make all such modifications/editing of the vacancy details in order to fit its database.
6. Suesys Recruitments 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 Suesys Recruitments.
7. All information intimated by the client and displayed by Suesys Recruitments on its website becomes public knowledge and Suesys Recruitments may at its sole discretion include the vacancy intimated by a client for display on its website in any other media including the print media at no extra costs to the client and Suesys Recruitments cannot be held liable for usage/publicity of such information.
8. Suesys Recruitments 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.
9. Suesys Recruitments 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.
10. Suesys Recruitments 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 SuesysRecruitments'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.
11. The subscriber/Recruiter shall give an undertaking to Suesys Recruitments that the jobs sought to be advertised on the 'Hot Vacancies' and 'Classified'



sections of its website are in existence, genuine and the subscriber has the authority to advertise the jobs.

12. Suesys Recruitments 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.
13. The subscriber/Recruiter must give an undertaking to Suesys Recruitments that there will be no fee charged from any person who responds to jobs advertised on the 'Hot Vacancy' and 'Classified' sections of its website for processing of such person.
14. Suesys Recruitments Pvt Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of the classified and/or Hot Vacancies section of its website at any time without assigning any reason and without giving any notice.
15. The subscriber to this service shall be entitled to such number of listings during the period of subscription as may be agreed upon.
16. This 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 Suesys Recruitments Pvt Ltd is not permitted.
17. The subscriber shall be assigned a password (s) by Suesys Recruitments Pvt Ltd 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 Suesys Recruitments 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. Suesys Recruitments Pvt Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
18. 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.

## II. CLASSIFIED SUBSCRIPTIONS FOR VARIOUS PERIODS

1. Suesys Recruitments shall place the information relating to vacancies in the Hot Vacancies& such other classified section on its website or in allied publications as Suesys Recruitments may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.

2. Each insertion so displayed in the classified section of its website shall be for a fixed period, which period is subject to change without notice. Every instance of refreshing and existing listing entitles you to an additional fixed period starting from the date on which the listing is refreshed and shall be counted as a fresh posting.
3. Suesys Recruitments 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 Suesys Recruitments.
4. 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 Suesys Recruitments Pvt Ltd against all claims, damages arising out of actions/claims that may be made in relation to the same.
5. Suesys Recruitments has the right to make all such modifications/editing of the vacancy details in order to fit its database.
6. The Subscriber/Recruiter will provide up to a maximum of 2 email id's for vacancies posted on its website in the Classified section to collect response(s) 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.
7. All information intimated by the client and displayed by Suesys Recruitments on its website becomes public knowledge and Suesys Recruitments may at its sole discretion include the vacancy intimated by a client for display on its website in any other media including the print media at no extra costs to the client and Suesys Recruitments cannot be held liable for usage/publicity of such information.
8. Suesys Recruitments offers no guarantee or warranties that there would be a satisfactory response or any response at all once the job is put on display.
9. Suesys Recruitments 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.
10. Suesys Recruitments 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 SuesysRecruitments'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.

11. Suesys Recruitments 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.
12. The subscriber/Recruiter shall give an undertaking to Suesys Recruitments that the jobs sought to be advertised on the classified section of its website are in existence, are genuine and that the subscriber has the authority to advertise the jobs.
13. The subscriber/Recruiter must give an undertaking to Suesys Recruitments Pvt Ltd that there will be no fee charged from any person who responds to jobs advertised on the classified section of its website for processing of such person.
14. Suesys Recruitments Pvt Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of the classified section of its website at any time without assigning any reason and without giving any notice.
15. The subscriber to this service shall be entitled to such number of listings during the period of subscription as may be agreed upon.
16. 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 Suesys Recruitments Pvt Ltd is not permitted.
17. 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.
18. The subscriber shall be assigned password (s) by Suesys Recruitments 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 Suesys Recruitments 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. Suesys Recruitments undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
19. Only insertions with contact information registered with Suesys Recruitments will be displayed on the site.

20. 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.
21. The Courts at Delhi alone shall have the sole and exclusive jurisdiction in case of any dispute.
22. All disputes arising out of the transactions between a user and Suesys Recruitments will be resolved in accordance with the laws of India as applicable.

### III. HOT VACANCIES (SINGLE)

1. Suesys Recruitments shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on its website or in allied publications as Suesys Recruitments may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.
2. Each insertion so displayed in the hot vacancies and classified vacancy section of the Suesys Recruitments website shall be for a fixed period, which period is subject to change without prior notice.
3. The Subscriber/Recruiter will provide up to a maximum of 3 email id's for vacancies posted on its website in the hot vacancies and Classified section to collect response(s) 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.
4. 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 Suesys Recruitments Pvt Ltd against all claims, damages arising out of actions/claims that may be made in relation to the same.
5. Suesys Recruitments has the right to make all such modifications/editing of the vacancy details in order to fit its database.
6. Suesys Recruitments 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 Suesys Recruitments.

7. All information intimated by the client and displayed by Suesys Recruitments on its website becomes public knowledge and Suesys Recruitments may at its sole discretion include the vacancy intimated by a client for display on its website in any other media including the print media at no extra costs to the client and Suesys Recruitments cannot be held liable for usage/publicity of such information.
9. Suesys Recruitments 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.
10. Suesys Recruitments 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.
11. Suesys Recruitments 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 SuesysRecruitments'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.
12. The subscriber/Recruiter shall give an undertaking to Suesys Recruitments that the jobs sought to be advertised on the 'Hot Vacancies' and 'Classified' sections of its website are in existence, genuine and the subscriber has the authority to advertise the jobs.
13. Suesys Recruitments 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.
14. The subscriber/Recruiter must give an undertaking to Suesys Recruitments that there will be no fee charged from any person who responds to jobs advertised on the 'Hot Vacancy' and 'Classified' sections of its website for processing of such person.
15. Suesys Recruitments Pvt Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of the classified and/or Hot Vacancies section of its website at any time without assigning any reason and without giving any notice.
16. The subscriber to this service shall be entitled to such number of listings during the period of subscription as may be agreed upon.

17. This 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 Suesys Recruitments Pvt Ltd is not permitted.
18. The subscriber shall be assigned a password (s) by Suesys Recruitments Pvt Ltd 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 Suesys Recruitments 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. Suesys Recruitments Pvt Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
19. 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.

#### IV. HOT VACANCIES SUBSCRIPTION

1. Suesys Recruitments shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on its website or in allied publications as Suesys Recruitments may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.
2. Each insertion so displayed in the hot vacancies and classified vacancy section of the Suesys Recruitments website shall be for a fixed period, which period is subject to change without prior notice.
3. The Subscriber/Recruiter will provide up to a maximum of 3 email id's for vacancies posted on its website in the hot vacancies and Classified section to collect response(s) 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.
4. 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 Suesys Recruitments Pvt Ltd against all claims, damages arising out of actions/claims that may be made in relation to the same.
5. Suesys Recruitments has the right to make all such modifications/editing of the vacancy details in order to fit its database.

6. Suesys Recruitments 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 Suesys Recruitments.
7. All information intimated by the client and displayed by Suesys Recruitments on its website becomes public knowledge and Suesys Recruitments may at its sole discretion include the vacancy intimated by a client for display on its website in any other media including the print media at no extra costs to the client and Suesys Recruitments cannot be held liable for usage/publicity of such information.
8. Suesys Recruitments 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.
9. Suesys Recruitments 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.
10. Suesys Recruitments 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 SuesysRecruitments'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.
11. The subscriber/Recruiter shall give an undertaking to Suesys Recruitments that the jobs sought to be advertised on the `Hot Vacancies' and `Classified' sections of its website are in existence, genuine and the subscriber has the authority to advertise the jobs.
12. Suesys Recruitments 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.
13. The subscriber/Recruiter must give an undertaking to Suesys Recruitments that there will be no fee charged from any person who responds to jobs advertised on the 'Hot Vacancy' and 'Classified' sections of its website for processing of such person.
14. Suesys Recruitments Pvt Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of the classified and/or Hot Vacancies

section of its website at any time without assigning any reason and without giving any notice.

15. The subscriber to this service shall be entitled to such number of listings during the period of subscription as may be agreed upon.
16. This 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 Suesys Recruitments Pvt Ltd is not permitted.
17. The subscriber shall be assigned a password (s) by Suesys Recruitments Pvt Ltd 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 Suesys Recruitments 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. Suesys Recruitments Pvt Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
18. 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.

## V. JOB GALLERY

1. Suesys Recruitments shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on its website or in allied publications as Suesys Recruitments may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.
2. Each insertion so displayed in the classified and hot vacancies section of its website shall be for a fixed period, which period is subject to change without notice.
3. The Subscriber/Recruiter will provide up to a maximum of 3 email id's for vacancies posted on its website in the classified and hot vacancies section to collect response(s) 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.
4. Suesys Recruitments 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 Suesys Recruitments.



5. 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 Suesys Recruitments Pvt Ltd against all claims, damages arising out of actions/claims that may be made in relation to the same.
6. Suesys Recruitments has the right to make all such modifications/editing of the vacancy details in order to fit its database
7. Suesys Recruitments 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.
8. All information intimated by the client and displayed by Suesys Recruitments Pvt Ltd on its website becomes public knowledge and Suesys Recruitments may at its sole discretion include the vacancy intimated by a client for display on its website in any other media including the print media at no extra costs to the client and Suesys Recruitments Pvt Ltd cannot be held liable for usage/publicity of such information.
9. Suesys Recruitments Pvt Ltd 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.
10. Suesys Recruitments 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 SuesysRecruitments'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.
11. The subscriber/Recruiter shall give an undertaking to Suesys Recruitments that the jobs sought to be advertised on the 'Job Gallery' 'Hot Vacancies' and 'Classified' sections of its website are in existence, genuine and the subscriber has the authority to advertise the jobs.
12. Suesys Recruitments 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.
13. The subscriber/Recruiter must give an undertaking to Suesys Recruitments 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 its website for processing of such person.

14. Suesys Recruitments Pvt Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of any section of its website at any time without assigning any reason and without giving any notice.
15. The subscriber to this service shall be entitled to such number of listings during the period of subscription as may be agreed upon.
16. This 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 Suesys Recruitments Pvt Ltd is not permitted.
17. This service entitles one company/entity alone to put up a Micro site within the domain of Suesys Recruitments website having a maximum size of 10 K during the validity period of subscription.
18. The subscriber shall be assigned a password (s) by Suesys Recruitments Pvt Ltd 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 Suesys Recruitments 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. Suesys Recruitments undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
19. 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.

## VI. BEST PLACES TO WORK

1. Suesys Recruitments Pvt Ltd shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on the Suesys Recruitments website or such other mirror or parallel site(s) or in allied publications as Info Edge may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.
2. Each insertion so displayed in the classified hot vacancies and other section(s) of Suesys Recruitments Website shall be for a fixed period (currently 30 days), which period is subject to change without notice
3. The Subscriber/Recruiter will provide up to a maximum of 5 email id's for vacancies posted on Suesys Recruitments Website in the classified and hot vacancies section(s) to collect response(s) if any. The contact information given by the subscriber for all listings should be the same and the subscriber cannot give multiple contact information/data for the purpose of listing
4. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd

5. 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 Suesys Recruitments Pvt Ltd against all claims, damages arising out of actions/claims that may be made in relation to the same.
6. Suesys Recruitments Pvt Ltd has the right to make all such modifications/editing of the vacancy details in order to fit its database
7. Suesys Recruitments Pvt Ltd 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
8. All information intimated by the client and displayed by Suesys Recruitments Pvt Ltd on Suesys Recruitments Website becomes public knowledge and Suesys Recruitments Pvt Ltd may at its sole discretion include the vacancy intimated by a client for display on Suesys Recruitments Website in any other media including the print media at no extra costs to the client and Suesys Recruitments Pvt Ltd cannot be held liable for usage/publicity of such information
9. Suesys Recruitments Pvt Ltd 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
10. 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 Suesys Recruitments Pvt Ltd
11. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd'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
12. Suesys Recruitments Pvt Ltd 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
13. The subscriber/Recruiter shall give an undertaking to Suesys Recruitments Pvt Ltd that the jobs sought to be advertised on the 'Best Places to Work' `Hot Vacancies' and `Classified' sections of Suesys Recruitments Website are in existence, genuine and the subscriber has the authority to advertise the jobs.
14. The subscriber/Recruiter must give an undertaking to Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Website for processing of such person
15. Suesys Recruitments Pvt Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of any section of Suesys Recruitments website at any time without assigning any reason and without giving any notice

16. The subscriber to this service shall be entitled to such number of listings during the period of subscription as may be agreed upon
17. This 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 Suesys Recruitments Pvt Ltd is not permitted.
18. This service entitles one company/entity alone to put up a Micro site within the domain of Suesys Recruitments Website having a maximum size of 50 K during the validity period of subscription
19. The subscriber shall be assigned a password (s) by Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd 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. Suesys Recruitments Pvt Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
20. 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.

## VII. MANUAL SHORTLISTING

1. Suesys Recruitments 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 Suesys Recruitments 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.
2. Suesys Recruitments 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.
3. Suesys Recruitments 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 SuesysRecruitments'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.
4. Suesys Recruitments 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.

5. This 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 Suesys Recruitments Pvt Ltd is not permitted.
6. 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.
7. 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.
8. Payments to recruiters are not advised and shall be at your own risk.

#### VIII. DISPLAY OF BANNERS

1. Suesys Recruitments 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.
2. Suesys Recruitments will display the banners on all the relevant/specified sections of the site on a rotation basis
3. Suesys Recruitments 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 Suesys Recruitments
4. Suesys Recruitments offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the banners are put on display
5. Suesys Recruitments 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 SuesysRecruitments'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
6. Suesys Recruitments 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
7. This 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 Suesys Recruitments Pvt Ltd is not permitted.
8. The subscriber/Recruiter/Advertiser must give an undertaking to Suesys Recruitments that there will be no fee charged from any person who responds to jobs advertised on Suesys Recruitments website for processing of applications / responses from such person

9. 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 Suesys Recruitments Pvt Ltd's website shall be prepared as per the instructions received from the users, Suesys Recruitments shall not be responsible for the user's misappropriation of the Trade Mark/ Copyright or any other Intellectual Property Right sought to be passed off as that of the user.

9. e-Apps

1. Suesys Recruitments Pvt Ltd agrees to provide the service to the subscriber only for the duration contracted for to the best of its ability.
2. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd to the subscriber at the discretion of Suesys Recruitments Pvt Ltd.
3. Suesys Recruitments Pvt Ltd 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
4. Suesys Recruitments Pvt Ltd 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
5. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd'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
6. Suesys Recruitments Pvt Ltd 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
7. The subscriber/Recruiter shall give an undertaking to Suesys Recruitments Pvt Ltd that the jobs sought to be advertised on the Suesys Recruitments Website are in existence, genuine and the subscriber has the authority to recruit /advertise for such vacancies
8. Suesys Recruitments Pvt Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of any section of Suesys Recruitment Website at any time without assigning any reason and without giving any notice
9. The subscriber/Recruiter must give an undertaking to Suesys Recruitments Pvt Ltd that there will be no fee charged from any person who responds to jobs advertised on Suesys Recruitments Website for processing of such person
10. The subscriber can store data at the Suesys Recruitments Website server which shall not be in excess of 10 MB during the validity period of the subscription. Suesys Recruitments Pvt Ltd will not be responsible for restoring data against subscriptions that have expired or for vacancies that have been removed

11. This 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 Suesys Recruitments Pvt Ltd is not permitted.
12. The subscriber shall be assigned a password (s) by Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd 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. Suesys Recruitments Pvt Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber
13. 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

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10. Resdex

1. Suesys Recruitments Pvt Ltd agrees to provide the service to the subscriber only for the duration contracted for to the best of its ability
2. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd on such terms and conditions as may be mutually agreed upon.
3. Suesys Recruitments Pvt Ltd 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.
4. Suesys Recruitments Pvt Ltd 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.
5. Any actions taken by an employer/recruiter on the basis of the background check report or otherwise, is the employer's/recruiter's responsibility alone and Suesys Recruitments Pvt Ltd will not be liable in any manner for the consequences of such action taken by the user
6. Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd'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.

7. Suesys Recruitments Pvt Ltd 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.
8. The subscriber/Recruiter
  - i. undertakes that the jobs sought to be filled through Suesys Recruitments Website 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 Suesys Recruitments Website including but not limited to compliance the Telecom Commercial Communications Customer Preference Regulations, 2010 as also rules, regulations, guidelines, bye laws and notifications and all applicable Data Protection rules and regulations made there under, while accessing or feeding any resume/ insertion or information/data into the computers, computer systems or computer networks of Suesys Recruitments Pvt Ltd.
9. Suesys Recruitments Pvt Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of any section of Suesys Recruitments Website at any time without assigning any reason and without giving any notice.
10. The subscriber/Recruiter undertakes that there will be no fee charged from any person who is contacted through RESDEX for processing of such person.
11. 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 Suesys Recruitments Pvt Ltd is not permitted.
12. The subscriber shall be assigned a password (s) by Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd 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. Suesys Recruitments Pvt Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
13. The information on Suesys Recruitments Pvt Ltd 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 Suesys Recruitments Pvt Ltd at its discretion may suspend its service/subscription and also may take such action as it may be advised
14. The subscriber shall not use / circulate / forward a person's resume hosted on the Suesys Recruitments Network / Resumes to his / her current employer as mentioned by the person in his / her resume
15. 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 Suesys Recruitments Pvt Ltd.



## 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:

1. Unsolicited Bulk Messages/Unsolicited Commercial Communications.
2. Voice Calls/SMS to telephone numbers registered on the National Consumer Preference Register.
3. Non-Jobrelated mails.
4. Messages with misleading subject lines.
5. Blank Messages.
6. Extra ordinary High Number of mails.
7. Mails soliciting payments.
8. Misleading/Fraudulent mails.

Users agree to indemnify and hold harmless Suesys Recruitments Pvt Ltd 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: support@suesys.com](mailto:support@suesys.com)

### 12. SuesysRecruiter

1. The SuesysRecruiter 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.

2. Uploading of multiple profiles by the same recruiter using the same or different accounts shall entitle Suesys Recruitments Pvt Ltd to remove the profiles without notice to the subscriber.
3. Suesys Recruitments Pvt Ltd reserves its right to reject and delete any profile or information/ data fed in by the user without assigning any reason.
4. The sole responsibility of the safe custody of the log in details shall be that of the user and Suesys Recruitments Pvt Ltd 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. Suesys Recruitments Pvt Ltd 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.
5. Suesys Recruitments Pvt Ltd 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.
6. 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.
7. 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.
8. On registration you agree:
  - a. to make your profile available for display in the public domain.
  - b. and understand that when you post a job on Suesys Recruitments Website or trigger an email to a job seeker through RESDEX, a snapshot of your public profile on SuesysRecruiter may automatically get inserted into the posting/ mail (existing or new job listing on Suesys Recruitments Website).
  - c. that you have the requisite authority to upload the job listings that are posted through the profile created by you in this section of Suesys Recruitments Website i.e. SuesysRrecruiter.
  - d. and understand that Suesys Recruitments Pvt Ltd may place the information relating to vacancies posted by me through my SuesysRecruiter account in the any of Classified sections on the website Suesys Recruitments Website or such other mirror or parallel site(s) or in allied publications as Suesys Recruitments Pvt Ltd may deem fit and proper.

**Note:** The terms in this agreement may be changed by Suesys Recruitments Pvt Ltd at any time. Suesys Recruitments Pvt Ltd is free to offer its services to any client/ prospective client without restriction.