

Terms and Conditions for the JOBSQUARE application

I. General rules and regulations

Jobsquare - application and website that links job candidates and employers working on a basis of a social network service. By using our website, you indicate that you accept these terms of use and that you agree to abide by them. If you do not agree to these terms of use, please refrain from using our website.

Jobsquare Limited is the owner of the application and website with its registered office in Warsaw on Mokotowska 1 Street, 00-640 Warsaw, 12th Commercial Department of the National Court Register under the number: 0000552038, Tax Identification Number: 7010476831, REGON: 361237797, having a share capital in the amount of 17,550.00 PLN fully paid (Service Provider).

These regulations are supplied by the service provider free of charge before the conclusion of the contract for the provision of Services. Jobsquare Limited allows you to read the terms of use on our website <https://www.jobsquareapp.com>, as well as through the ability to access and record the content of the Regulations in the Users' IT system - by downloading the regulations in PDF format.

Contact with Jobsquare Limited is possible:

By phone at 531 228 805,

E-mail - app@jobsquare.pl,

By post to the following address: Dobra 5/5, 00-384 Warsaw.

Current Administrator's contact details can be found in the "Contact" tab.

II. Definitions.

The terms used in these Regulations shall have the following meanings:

- o Employee - an adult person interested in contacting individuals offering employment on the basis of an employment contract, agency contract, through nominating or being assigned to, as well as on the basis of a civil law contract or based on self-employment.
- o Employer - a person or business registered in CEIDG or KRS seeking employees.
- o Work - employment based on a contract of employment, agency agreement, through nominating or being assigned to, as well as on the basis of a civil law contract or based on self-employment.
- o Job Offer - information created by a registered employer that he is looking for potential employees. The offer contains information about the industry, position, place of work and pay.
- o Offer to take up a job - information created by a Employee that he is looking for job offers basing on specific terms.
- o Offer - Job Offer or offer to take up on a job.
- o User - a legal person, or an organizational unit which has been granted legal capacity in accordance to law, using the application or the website in any possible way, that includes visitors to publicly accessible websites.
- o Registered User - a user registered on the site in accordance with the procedure set out in chapter V. One registered user can be either as an Employee or as an Employer.
- o Consumer - means a consumer within the meaning of art. 221 of the Act of 23 April 1964 Civil Code (Dz.U.2014.121 as amended).
- o Entrepreneur - means an entrepreneur within the meaning of art. 431 of the Act of 23 April 1964. Civil Code (Dz.U.2014.121 jt. With changes).

- o Profile - a space available for the User in the Service Provider's System that allows a Registered User to enter, store, share and edit his or her data, including:

Employees: date of birth, telephone, gender, rate, description, professional experience, education, foreign language skills, CV, photo;

Employers: company name, first and last name of the person managing the Profile, e-mail, address, website address, telephone number, NIP, Industry, created Job Offers.

- o Service Provider System - means an IT system used by the Service Provider to provide Services.
- o Application - belonging to the Service Provider Application called JobSquare available for Android and iOS.
- o Website - means a website functioning on the basis of the Information System, managed and shared on the Internet at: <https://www.jobsquareapp.com/>
- o Services - services provided to Registered Users in detail listed in Chapter III 1-5, including Paid Services, provided by the Service Provider against payment, and Free Services. Paid services are provided only to Entrepreneurs.
- o Content - all information, materials and data such as text materials, descriptions, photos, graphics published by Users in the User Profile.
- o Fee - payment for the Service Provider due to providing paid services in accordance with the selected Payment Plan.
- o Industry - mandatory information in the Employer's Work Offer selected only from among the list provided by the Service Provider. List of available slogans in the category named Industry.
- o Position - mandatory information in the Employer's Work Offer selected only from among the list provided by the Service Provider. List of available entries in the category named Position.
- o Salary - an indicative pay rate per hour of Work introduced in the Job Offer.

- o Rate - the approximate amount of expected net pay per hour of Work, entered in the Profile by an Employee.
- o Automatic allocation - a system of automatic association of Employers and Employees, in accordance with the principles described in Chapter VII. Registered Users gain access only to Offers and Profiles Automatically Assigned by the Service Provider's System.

Smartphone - a portable telephone device that combines the functions of a mobile phone and a pocket computer equipped with GPS.

- o Payment Plan - the fee for using the Services is billed at a flat rate, according to the following rates:

Quick Package - Up to 3 chat conversations per month - PLN 0,

Premium package - 4 to 10 chat conversations per month PLN 39.99,

Open Package - no calls limit monthly PLN 19.99.

Monthly payments or unused conversations do not go into the next month.

- o Settlement Period - Settlement Period - one month period starting from the date of package selection, where the length of a given Settlement Period is determined as the number of days in the month in which the Settlement Period begins.

III. Available Services

For Registered Users, the Service Provider supplies the following services based on the website or application:

- o Services for Employers enabling the Employer while using the Application and the IT System of the Service Provider: create, maintain and modify an Employer's Profile, creating, keeping and modification of Employer's Job Offers, make available for Employees, in accordance with the principles of Automatic Assignment, Employer Job Offers, browsing of Automatically Associated Employee profiles, the ability have a

conversation with an Automatically Assigned Employee - online in a present time using the chat window/ chat option,

o Receiving push notifications about:

new Employees who meet the criteria set out in the Employer's Job Offers,
new messages (chat).

o Services for employees consisting of enabling them in using the Application and the IT System of the Service Provider:

-create, maintain and modify an Employee Profile,

-provide Employers, according with the Automatic Assignment principles with an Employee Profile,

-browsing Automatically Assigned Job Offers,

-the opportunity to talk to Automatically Assigned Employers - online in real time using a chat window,

-receiving push notifications about: new Job Offers that meet the criteria of a given Employee's Profile,

-new messages (chat).

The above services are available to the full extent only for Registered Users of the Application.

Users Registered as Employers also through the website have the opportunity to create and modify Employer's Profile.

For each User there is a web service available, on an individual request enabling them to view, browse information on public pages of the Website by displaying a website with a specific URL address .Detailed rules for using the Services by Employees and Employers are described in following paragraphs.

IV. The payment

The use of the Services may be paid or free, whereas Paid Services are marked in such a way that before making a decision to use the Service, the User may become familiar with the price of the Service and their specific terms.

The Service Provider provides paid services only to Entrepreneurs - Employers in accordance with the rates resulting from the selected Payment Plan.

- o Each Employer who makes the Registration is implicitly connected to the Free Package, at the moment in which he starts the 4 chat conversation he receives a message about exceeding the limit of conversations and the proposal to change the package for a payable service.

Until 31/01/2018, all Services provided on the website are free of charge.

- o Payment for services is possible:

-via the App Store and Google Play.

-the payment system of the service provider

V. Registration, conclusion of the contract

The content of the site includes an offer leading to a contract for the provision of services on the terms set out in these Regulations.

The user should read the Regulations before registering. The condition for the conclusion of the contract (termination of registration) happens after agreeing to the provisions of the regulations and consent to the processing of personal data for the purpose of providing the Services.

- Consent is made by ticking the appropriate box in the registration form.

- The service provider processes personal data in accordance with the principles described in the JobSquare Privacy Policy.

- The user should read the Privacy Policy.

- Registering by using the online registration form, the user submits to the service provider a statement on accepting the offer to sign a contract on the terms set out in these regulations (and also confirms that he received the service provider's offer).

In the registration process, it is obligatory to provide the following data:

1. Employers: company name, first and last name of the person managing the Profile, email address, NIP.

2. Employees: date of birth, gender, rate.

3. Optionally users can provide following information:

Employers: website address, telephone, Industry.

Employees: description, professional experience (including industry, position, period of employment), education, the knowledge of foreign, languages, CV.

6. The User enters his email address in the registration form provided on the Website. The email entered by the User is used later on as a User's ID, thanks to which user is able to create a password to the profile. It is in users responsibility to create a 'safe password' to the profile to prevent access to it for a third party.

7. Conclusion of a contract for the provision of Free Services takes place at the end of the registration process.

- I. After finishing the registration process the Service Provider's system sends a confirmation message with a information of the successful registration, the message is sent on the email provided by the user during the registration process.
- II. Registered user has an option to choose possibility of using Paid Services after entering tab "Subscription" (which he can find after logging in his profile) then selecting the paid package and realizing payment for the subscription. III. The process of subscribing is finished when the user is able to see a change of a Payment Plan which will be displayed in his profile.
- III. The Service Provider is obliged to start providing the Free Services selected by the User not later than 24 hours from the moment of registration the Profile in the Application. If the Profile is created on a public holiday, then providing

of the Services will start no later than the end of the first business day following that day.

- IV. The Service Provider obligates to start providing the Paid Services selected by the User not later than 24 hours from the time the payment is made by the Service Provider. If the deadline falls on a statutory day off work, then the start of the Services will commence no later than the end next first business day which follows.
- V. A person registering a User which is not a legal person is doing it under the criminal liability ensuring that he is a person who is authorized to act on a behalf of mentioned legal person or entity without legal body. Simultaneously doing so would mean for the person to be a partner or a proxy to the legal person or organisation without legal body which he is representing by registering.
- VI. The contract can be signed only in Polish language.
- VII. A Registered User may at any time see and obtain information about services that he paid for or check the Paid Services chooses and even the specific period for which the payment was made.

VIII. The Service Provider uses the following methods and technical measures to detect and correct errors in the data entered by Users:

a. If the following fields which are mandatory are not filled out the system automatically prevents registration: NIP, postal code, city, street and building number, industry. In case when the wrong information is entered after the user presses "Continue" the registration stops until the right information will be provided in mandatory fields.

b. The Service Provider does not apply Ethical Codes, these Regulations and the Privacy Policy of Jobsquare Limited are available to all users in the form of a PDF, which the user can download from the Website to their computer disc or portable device.

VI. Creating Job Offers.

1. A Registered Employer can add a Job Offer in his Profile.
2. To create a Job Offer it is necessary to provide the following data: industry, position, period of validity of the offer presented, salary, place of work, duties of the Employee on the offered Position and requirements for Workers on a given Position. Optionally, the Employer can add his phone number, website address.
3. The employer may indicate that the offer will be anonymous, ie the Employee will not see the Employers' data provided during the creation of the Profile. The employee will have a preview of all data entered in the content of job offers.
4. The employer may add job offers exclusively in the Industry, which he has marked by creating an Employer Profile.
5. After creating the Job Offer, the Employer obtains the opportunity to view the offers of Employees which are Automatically assigned to his Job Offer.

VII. Automatic Assignment.

1. Registered Users gain access only to Offers and Profiles automatically assigned by the Service Provider's System.
2. The employee gets the possibility of viewing only Job Offers that are consistent with his Profile according to the following criteria:
 - Location - i.e. a place of work that is no more than the distance determined by the Employee (in the range of 0-100 km) from the employee's location obtained via the Google / Application localization service) or located in the place marked by the Employee,
 - The rate - equal or lower / higher by no more than PLN 3 from the one indicated by the Employee ,Industry, Position.
3. The Employer placing a Job Offer is able to view only Employee Profiles that are relating to the posted Job Offer according to the following criteria:
 - Location - i.e. employees staying no more than 100 km from the place of work (in accordance with the location information obtained via the Google / Apps localization service) / from the place of residence indicated by the Employer or located in the search area that was marked by the Employee.
 - Salary - lower/equal to the one indicated in the Work Offer or higher by no more than PLN 3.
 - Industry, Position.

VIII. Using the Application by Employees.

1. The employee may start browsing the Job Offers after completing the login process and completing the profile with the following data: Location, Industry, Position, Salary.

2. In the case when any Job Offers will be Automatically Assigned to an Employee according to the criteria indicated in above, after launching the Application, the Employee has the option of viewing Automatically Assigned Job Offers. The employee sees a short overview of the Job Offer containing the following information: Industry, Position, Bid, end date of the offer:

a) By clicking symbol ⊗ on a specific offer or moving the offer to the left Employee indicates that he sees no interest in the offer - The offer will not be visible to the Employee for the next few days.

b) By clicking on a symbol ✓ on a specific offer or moving offer to the right of the screen of the device, the Employee accepts the Offer. After Accepting a Job Offer by an Employee;

-The employer (if he / she has this option active) will receive a push notification about the employee's acceptance of his offer,

-The employee can view the following details of the offer:

I.

-Location of the place of work (city or distance from the employee's location),

-The proposed rate of pay per hour of work,

-Date of placing the Job Offer,

-The expiration date of the Job Offer,

-Employer's phone number (if the employer has made this information available to Employees) - after the employee's acceptance by the given employer

-Employer's website address (if the employer has made this information available to Employees) - after the employee's acceptance by the given employer

II.

-Description of the offered job,

-Requirements for the Employee.

III.

-Location of the place of work on the Google Maps and exact address.

3.The employee has the opportunity to live chat with the Employer whose Job Offer he accepted, if the -Employer accepts his Profile (Users accept each other) and the Employer is logged in to the Application.

IX. Using the Application by Employers.

1.The Employer may start viewing Employee Profiles after completing the login process and creating a Job Offer and also completing the Profile with the following data: Location, Industry, Position, Salary.

2.In the event that any Employee Profiles are automatically assigned to Job Offers in connection with the criteria indicated in point VII.3. above, after launching the Application, the Employer has the option of viewing Automatically Assigned Worker Profiles. The employer sees simplified Employee Profiles containing the following information: name, surname, gender, age, rate, professional experience (in months), photo (if the employee has made available).

a) By clicking the ⊗ symbol or moving the offer to the left the employer indicates that he is not interested in the employee. The Employee Profile will not be visible to the Employer for the next few days.

b) By clicking the √ symbol or moving the offer on the device's screen to the right. The employer indicates that he is interested in the employee. After Employee is being accepted by the Employer

-The employer gains access to the employee's contact details

-The employee (if he / she has this option active) will receive a push notification about the Employer's acceptance of his Profile.

c)After clicking the "i" symbol, the Employer can view the following information from the Employee's Profile:

a. career paths,

b. information about education,

- c. knowledge of foreign languages,
 - d. read the CV posted by the Employee.
3. The Employer is able to chat live with an Employee whose profile has been accepted, provided that the Employee accepts his Job Offer (Users will accept each other) and the Employee is logged in to the Application.

X. Removal of the User Profile, uninstalling the Application

1. The User may delete their Profile at any time.
2. Deleting a Profile is possible by clicking the option „⊗ delete profile” in the "Application Settings" tab. After selecting the deletion option the system asks the user to confirm that he wants to remove the Profile. Clicking "Delete Account" once again deletes that Users Profile.
3. The User may also submit a request to delete the Profile by mail to the e-mail of the Service Provider indicated in previous section or in writing by post to the Service Provider's address indicated above. The Service Provider deletes the User Profile immediately after receiving the request.
4. The deletion of the User Profile results in the deletion of all data related to this Profile collected in the Service Provider's Application and System, including information about payments made.

Deleting a Profile causes:

- termination of the agreement for the provision of Free Services - happens with the removal of the Profile;
- termination of the contract for the provision of Paid Services at the end of the Payment Period.

5. The user cannot reactivate the deleted Profile, but can re-create a Profile.
6. The User may at any time remove (uninstall) the Application from his / her smartphone. Uninstallation of the Application does not delete the User Profile or terminate the contract for the provision of Services.

XI. Duration of the contract.

1. The contract providing Free Service lasts for an indefinite period of time.
2. The User may terminate the Free Services Agreement at any time, without giving reasons, by submitting a declaration of termination to the Service Provider by sending a statement by e-mail to the Service Provider's e-mail address indicated in introduction or in writing to the Service Provider's home office address indicated in first paragraph as well as terminate it by deleting the User Profile.
3. The Service Provider may terminate the Free Services Agreement with immediate effect in the following cases:
 - a. User's violation of hereby Rules and Regulations,
 - b. User's violation of the law in connection to the misuse of the Service and the Application, as well as the violation of the rights of other people or the ethics,
 - c. User's misuse of the Service, Application, Website in a manner that is incoherent with the range of services or its scope.
 - d. withdrawing by the User consent to the processing of personal data marked as "necessary for registering / creating a Job Offer" in the Privacy Policy, in which case the Service Provider has no technical means to continue providing the Services.
4. The Service Provider may terminate the Agreement for the provision of Free Services with a 14 days notice period in the event of the Service Provider ceasing to provide Services or changing their scope.
5. The Service Provider may terminate the Agreement for the provision of the Free Services with 30 days notice in the event of other important circumstances.
6. The contract for the provision of Paid Services is concluded for an indefinite period, on terms resulting from the selected Package
7. The User may terminate the Paid Services contract with effect at the end of the billing period by changing the Payment Plan Profile or another Fee Plan. The contract

is terminated at the end of the Settlement Period. The Service Provider confirms receipt of information about the Payment Plan change by displaying information in the User Profile.

8. The User may at any time terminate the contract for the provision of Paid Services by deleting the User Profile, terminating the contract at the end of the Payment Period.

9. The Service Provider may terminate the Paid Services Agreement only for important reasons.

10. The Service Provider may terminate the Paid Services Agreement with immediate effect in the following cases:

a. User's violation of presented Rules and Regulations,

b. User's violation of the law in connection to the misuse of the Service and the Application, as well as the violation of the rights of other people or the ethics.

c. User's misuse of the Service, Application, Website in a manner that is incoherent with the range of services or its scope.

d. failure to make payment by the user within 7 days.

e. withdrawing by the User consent to the processing of personal data marked as "necessary for registering / creating a Job Offer" in the Privacy Policy, in which case the Service Provider has no technical means to continue providing the Services.

11. The Service Provider submits a declaration on cancellation of the contract to the User of the Paid Services by sending a statement by e-mail to the User's e-mail address provided in his Profile or by sending a message directly to the User using the Application; the message will be visible to the User after logging into the Application and the Website.

12. If the Service Provider stops to provide Services or changes their scope or terminates in the event of other important circumstances, the Service Provider may submit a declaration terminating contracts with all Users or particular categories by placing a statement in the Application or Service parts that are available to the Users.

13. The Agreements are terminated at the end of at least 30 (thirty) days of notice, however, not earlier than at the end of the period of providing the Services which was paid by the User.

14. The Agreement for the continuation of the Website Service is terminated when the User leaves the Website.

XII. Technical Requirements, cookies, risks.

1. Technical requirements necessary to cooperate with the Service Provider's IT system:

a. Connection to the Internet.

b. A web browser that allows you to display HTML documents on your computer screen.

2. Technical requirements for using the Application - a smartphone with an operating system Android 4 or higher, or iOS 8 or higher.

3. If you do not meet the above minimum technical requirements, you may not be able to use the JobSquare Services, it may be difficult or the application may not work properly.

4. When providing the Services in the ICT system of the Users, cookies may be installed, according to the settings of the web browser used by the User. The user may at any time disable the option of accepting cookies in his web browser, although he must be aware that in some cases, disconnecting these files may affect the use of the application.

5. Using the Website and Application connects with data transmission using the public Internet network, which is associated with the possibility of occurring of some threats; especially:

-the risk of interception of data transmissions by third parties,

-the risk of taking over data which is used for logging in by third parties,

-the risk of impersonation by third parties under the Service Provider,

-the risk of taking over the given payment data, i.e. credit card numbers, data for logging into banking systems, replacing one-off codes by malicious ones

-data transmission secured by SSL protocol and certificate confirming the credibility of the website.

XIII. Cancellation of the contract by the Consumer.

- a. The User who is a Consumer has the right to withdraw from the Agreement for the provision of Services within 14 days without giving any reason. To comply with the deadline, it is enough to send a statement before its expiry.
- b. The period for withdrawal from the Agreement for providing of the Services starts from the date of starting the Agreement.
- c. In order to gain the right to withdraw from the Contract, the User submits unambiguous statements of resignation/cancellation, which may be sent in writing or by e-mail to the addresses provided in previous paragraphs of the Rules or via the form.
- d. The Service Provider will return to the User all payments received from the User immediately, and in any other cases not later than 14 (fourteen) days from the date of receiving by the Service Provider the User's statement of withdrawal from the Agreement.
- e. The Service Provider will refund the payment using the same method of payment that was used by the User, unless the User explicitly agrees to a different method of payment refund, which will not involve any costs on the part of the User.
- f. If the User submits a declaration of withdrawal from the Agreement through the Website or through the email, the Service Provider shall immediately send the User an e-mail confirmation of receipt of the statement of withdrawal from the Sales Agreement.
- g. The right to withdraw from the Paid Services Agreement is not applicable to the Consumer if, with his consent, the Service Provider started to provide the Paid Services before the lapse of 14 days from the conclusion of the Agreement.
- h. With the respect to the Services that have properties individually determined by the Consumer or individually related to the Consumer, the Consumer's right to withdraw from the contract is excluded.

XIV. Publication of Content, moderation.

- 1 .Content may only be posted by Registered Users
- 2.The User may publish Content that meets all of the following criteria:
 - The User has the rights to the Content - in particular the copyright in the scope allowing the publication of content on the Website,
 - The content does not violate the rights of third parties, including the rights to the image and personal rights of third parties,
 - The content does not conflict with applicable law and morality,
 - The contents are published in order to search for Employees or Employers, to present Job Offers
 - The content contains information about the Employer or Employee that are relevant to potential Employees and Employers,
- 3.The content contains real information about the Employee or Employer and Job Offers.
- 4.It is forbidden to publish Job Offers of the Employer that do not comply with applicable law and morality or that are intended to circumvent mandatory provisions of law.
5. It is forbidden to publish information about employers offering work that does not comply with applicable law or morality.
6. The Service Provider provides its resources to the ICT system and allows Users to store data. The service provider is not the initiator of the data transfer nor does he select the recipient of the data transfer, as well as he does not select or modify the information contained in the transfer.
- 7.The Service Provider is responsible for the Content published by Users in the scope resulting from the mandatory provisions of law. In particular, the Service Provider is not responsible for the Content, unless he knows about the unlawful nature of these data, subject to the provisions below.
 - a. In the event of receiving an official notification or obtaining a reliable message about the unlawful nature of the Content or related activities, the Service Provider shall immediately prevent access to these Content.
 - b. If the Service Provider prevents access to the Content due to receiving an official notice of their unlawful nature, the Service Provider shall not be liable to the User for damage resulting from the loss of access to Content posted by him as a result of the notification received.

If the Service Provider prevents access to the Content due to receipt of a credible notice of their unlawful nature, the Service Provider shall not be responsible for the User's damages resulting from the prevention,

9. In the event of a justified suspicion that the Content violates the provisions of the Regulations, the Service Provider may delete such Content. In such a case, the Service Provider shall immediately notify the User of the intention to prevent access to the Content and enable him to submit relevant explanations. In the event that the suspected violation of the Regulations turns out to be unfounded, the Service Provider will restore access to the Content.

10. The Service Provider shall not be liable to the User for damage caused as a result of disabling access to Content posted by him, which have been deleted on the terms set out in this point.

a. The Service Provider is not obliged to check the appropriateness of the published Content with the applicable regulations and these Regulations.

b. The Service Provider is entitled to promote Content, which in his opinion deserve a special distinction or exposure in the Application or Website or on external websites.

c. In the case of Content promoted by the Service Provider in accordance with the rules set out in point b above, the Service Provider is entitled to edit Content signs, such as title, appropriate ordering, distinction, special layout or form.

XV. Reservations.

1. By accepting these Regulations, the User obligates to the Service Provider and other Users not to use the Application and the Website for any purposes inconsistent with the jurisdiction of law or forbidden to the provisions of the Regulations.

2. It is forbidden to use the Application and the Website in a way that may cause damage, disable, overload the Application and the Website or would interfere with the possibility of using the Application and the Website freely by other Users.

3. The user is obligated to refrain from :

-insulting, persecuting, tormenting, intimidating other people, including other Users of the -Application or violating their rights (e.g. the right to privacy, intellectual property rights and image),

-sharing material or information that is illegal, offensive, defamatory, pornographic, contrary to decency, impersonate other people, using a third party profile, use of content including texts, photos, graphics, etc. for which he is not entitled,

-limiting other Users to the possibility of using the Application and Website freely,

-publication of advertisements and promotional messages of any products (including links to other websites) without the Service Provider's permission; advertising and

promotional --messages published without such consent will be deleted by the Service Provider,

- downloading, copying, reproducing, distributing, transmitting, broadcasting,
- displaying, selling and using any Content published by Users (including photos, descriptions) without the written consent of the Service Provider and Users publishing Content,
- copying, collecting, indexing or processing data of other Users - only the use of the User Registration data is allowed to submit a Job Offer or Job Placement Offers to the User,
- using, copying, collecting, indexing or processing databases collected in the Application or Website, as well as technological and functional solutions of the Application or Website,
- automatic creation of Profiles,
- sending any correspondence to other Users of the Application, the purpose of which is not to submit a Job Offer, or clarify Working Conditions.

XVI. Complaints

1. The User is entitled to file complaints regarding the provision of Services by the Service Provider.
2. The complaint may be delivered to the Service Provider in any way, in particular by e-mail or in writing to the addresses indicated in first paragraphs of the Regulations.
3. The complaint should contain at least: the name and surname of the person submitting the complaint or the name of the entrepreneur, on behalf of which the complaint is made and a description of the reason for the complaint.
4. The Service Provider will consider the complaint within 14 (fourteen) days of its receipt.
5. Immediately after considering the complaint, the Service Provider will respond to the complaint regarding the User. The reply will be sent to the email address or delivery address provided by the User in the complaint.
6. If the complaint cannot be considered within 14 days, the Service Provider will notify the User via e-mail about the reasons for the delay and the expected time for considering the complaint.

XVII. Amicable settlement of disputes

1. The User who enter into the contract as a Consumer, may use extrajudicial means of dealing with complaints and pursuing claims.
Detailed information on extra judicial procedures can be found in the guide of the Office of Competition and Consumer Protection available in the link;

<http://www.uokik.gov.pl/download.php?plik=15038>

2. Information on the rules for the use by consumers of out-of-court dispute resolution (including redress) is also available at headquarters and on websites:

-social organizations whose statutory tasks include the protection of consumers,

-Provincial Inspectorates of the Trade Inspection,

-Office of Competition and Consumer Protection; especially:

http://www.uokik.gov.pl/spory_konsumenckie.php

http://www.uokik.gov.pl/sprawy_indywidualne.php

http://www.uokik.gov.pl/wazne_adresy.php

3. Any issues arising between the User who is a consumer and the Service Provider, if they are connected with the use of the Website and Application, may be submitted by the User to out-of-court dispute resolution proceedings using the Online Dispute Resolution platform available at the web address:

<https://ec.europa.eu/consumers/odr/main/index.cfm?event=main.home.show&lng=PL>

The dispute resolution follows the provisions of Regulation (EU) No 524/2013 of the European Parliament and of the Council of 21 May 2013 on the online system for the resolution of consumer disputes and the amendments to Regulation (EC) No 2006/2004 and Directive 2009/22 / EC (Regulation on ODR in consumer disputes).

XVIII. Responsibility.

1. The Service Provider's liability towards the User concluding a contract as an Entrepreneur under a given agreement is limited to PLN 500 (five hundred PLN), unless otherwise required by the mandatory provisions of law.

2. The liability of the Service Provider towards the User concluding the contract as an Entrepreneur does not include lost profits, unless otherwise provided by the mandatory provisions of law.

3. Limitations of liability The Service Provider does not relate to damages caused to the User by intentional fault and situations in which the limitation or exclusion of liability exclude the provisions of the mandatory law.

4. The Service Provider informs that it is possible to temporarily disable or limit the accessibility of the Application and / or the Service, when it is necessary for their development, maintenance or solving technical problems.

a. In the case referred to in paragraph above, if the possibility of using the Paid Services by the User has suffered any damage, the period of using the Services will be extended accordingly for a period during which the User could not use the Services.

5. The purpose of the website is to enable and facilitate contact between Employers and Employees and to enable and facilitate the presentation of Job Offers.

6. The Service Provider is not able to check the truth and reliability of the Content; in particular, Offers published by Users as well as is not responsible for any non-compliance of Content (including Offers) with the law, morality and actual status.

7. The Service Provider does not guarantee that Users will find the Employer, Work or Employer through the Application or Service according to their expectations.

8. To avoid any doubts, the Service Provider declares that the provisions of the Regulations concerning the exclusion or significant limitation of the Service Provider's liability for non-performance or improper performance of the obligation shall not apply to Consumers.

XIX. Copyright.

By placing content protected by copyright or other intellectual property rights in the Profile, the User grants the Service Provider a non-exclusive, free, worldwide license allowing the use of all Content covered by intellectual property rights published by the User in the Profile in the following scope:

a. fixing; in particular, recording in the System of the Service Provider, copying and compiling works based on them,

b. providing publicly available parts of the Website and Application in such a way that other Users can become familiar with them in the chosen place and time ,

c. providing access to other Users in accordance with the principles of Automatic Assignment in such a way that Users can become familiar with them in the chosen place and time .

2. In addition to materials posted by Users, all other content on the Website and Application, including : text materials, software, graphics, photos, sound, music, video recordings, advertisements, are subject to the copyright of the Service Provider or the Service Provider has obtained the appropriate licenses and content these may not be downloaded, copied, reproduced, distributed, transmitted, broadcast,

displayed, sold, may not be licensed for any needs without the prior written consent of the website administrator.

-By publishing the Content in the Profile, the User authorizes the Service Provider to put in their contents trademarks, emblems, signs belonging to the Service Provider.

-By placing their photo in the Profile, the User consents to the free recording of his image and use by sharing the image with other Users in accordance with the principles of Automatic Assignment.

XX. Final Provisions

Regulations come into force on January 22, 2018.

1.The Service Provider is entitled to change the provisions of the Regulations for important reasons for which are recognized as:

a. extension or modification of the functionality of the Application and / or the Website,

b. introducing new services or changing the scope of services, in particular introducing payments for some or all services,

c. changes that include technical requirements necessary for the operation of the Application and / or the Website, in particular regarding the end-user's devices and IT system, and also changes in the technical conditions for the provision of services, in the case of occurrence of new risks related to the provision of electronic services,

d. the need to amend the technical regulations that do not affect the content of the rights and obligations of the parties, in particular to remove mistakes and errors, to change references,

e. the need to adapt the Regulations to the applicable law, in particular in the scope of services provided,

f. the need to adapt the services provided or the contents of the regulations to judicial decisions and administrative decisions,

g. adjusting the Regulations to represent the best practices of providing services and user protection,

h. changing the data of the Service Provider disclosed in the regulations, in particular contact details.

2. The Service Provider informs about the change of the Regulations by:

a. the message visible by the User after logging in, which displays information about the change to the regulations and a link to the content of the new Regulations or the content of the changes made.

b. placing information on changing the regulations on the Website,

c. sending Registered Users information on amendments to the Regulations along with a text of the Regulations by e-mail to the e-mail address given in the registration process.

3. The User is entitled to terminate the contract within 14 days of receiving the message on the amendment of the Regulations / receiving information on changing the Regulations by e-mail.

4. Failure to terminate the contract within 14 days means acceptance of the new Regulations.