

Terms of Use

These Terms of Use were last updated and posted on February 1, 2020.

Understanding your rights and responsibilities as a VettedIT user

Privacy Reminder

Protect your personal information by never providing social security, credit card or bank account numbers to prospective employers.

Resume Security

While fraud is prevalent online, it tends to be focused on companies that derive their business from online purchases. Contact information found in a resume can just as easily be located elsewhere (e.g. telephone listings), you can be assured that posting your resume on VettedIT is a safe way to conduct a job search and manage your career. However, you do need to be mindful about the type of information you include on your resume. For example, the following personal information should never be included:

- National Identification Number
- Driver's license number
- Bank account information
- Credit card information
- Passwords
- Date of birth

NOTE: You should also never share the personal information listed above with a prospective employer until you are confident that the employer and employment opportunity is legitimate.

Posting Your Resume:

Do you want employers to find your resume on VettedIT? Are you currently employed and need to be more careful about who is able to see your posted resume? Not all job searches are alike, so VettedIT allows flexibility in how you post your resume. Your resume options are described below:

Public Resumes:

Choosing the public (searchable) resume option allows employers to find your resume during resume searches. Because employers may search for candidates before they post a job on VетtedIT, choosing the public option will give you the widest possible access to job opportunities. Public resumes are viewable by employers — not other VетtedIT job seekers.

Private Resumes:

Choosing the private (non-searchable) resume option will prevent employers from finding your resume on VетtedIT during resume searches. However, you can still search for jobs and apply online using your private resume.

Terms of Use

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

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

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

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

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

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

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

1. Use of VettedIT Content.

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

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

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

2. Use of the VettedIT Services.

The job ad, resume database, including but not limited (a) to the VettedIT diversity and veteran databases if applicable, and (b) any information obtained from the resume database ("Resume Database") and other features of the VettedIT Sites may be used only by individuals seeking

employment and/or career information and by employers seeking employees. In addition, VettedIT Networking and Profiles may be used by individuals for permitted professional and personal networking purposes. Your use of the VettedIT Services is also subject to any Master Services Agreement (“MSA”) or other contracts You may have with VettedIT. In the case of any conflict between these Terms and any MSA or contract you have with VettedIT, the terms of your MSA or contract will prevail. The term “post” as used herein shall mean information that You submit, publish or display on a VettedIT Site.

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

All VettedIT Users agree to not:

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

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

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

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

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

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

(g) reverse engineer or decompile any parts of any VettedIT Site;

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

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

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

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

(l) defer any contact from an employer to any agent, agency, or other third party;

(m) set more than one copy of the same resume to public at any one time;

(n) share with a third party any login credentials to any VettedIT Site;

(o) access data not intended for You or logging into a server or account which You are not authorized to access;

(p) post or submit to any VettedIT Site any incomplete, false or inaccurate biographical information or information which is not Your own;

(q) post content that contains restricted or password-only access pages, or hidden pages or images;

(r) solicit passwords or personally identifiable information from other Users;

(s) delete or alter any material posted by any other person or entity;

(t) harass, incite harassment or advocate harassment of any group, company, or individual;

(u) send unsolicited mail or email, make unsolicited phone calls or send unsolicited texts, tweets or faxes promoting and/or advertising products or services to any User, or contact any users that have specifically requested not to be contacted by You;

(v) attempt to interfere with service to any User, host or network, including, without limitation, via means of submitting a virus to any VettedIT Site, overloading, "flooding", "spamming", "mailbombing" or "crashing";

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

providing or making available pirated music or other media or links to pirated music or other media files; or

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

Violations of system or network security may result in civil and/or criminal liability. VettedIT will investigate occurrences which may involve such violations and may involve, and cooperate with, law enforcement authorities in prosecuting Users who are involved in such violations.

3. Additional Terms Applicable to Employers.

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

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

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

Job ads

A Job ad may not contain:

(a) any hyperlinks, other than those specifically authorized by VettedIT;

(b) misleading, unreadable, or "hidden" keywords, repeated keywords or keywords that are irrelevant to the job opportunity being presented, as determined in VettedIT's reasonable discretion;

(c) the names, logos or trademarks of unaffiliated companies other than those of your customer save where expressly agreed by VettedIT;

(d) the names of colleges, cities, states, towns or countries that are unrelated to the posting;

(e) more than one job or job description;

(f) more than one location, or more than one job category, unless the product so allows;

(g) inaccurate, false, or misleading information; and

(h) material or links to material that exploits people in a sexual, violent or other manner, or solicits personal information from anyone under 18.

You may not use Your VettedIT job ad or Profiles to:

(a) post jobs in a manner that does not comply with applicable local, national and international laws, including but not limited to laws relating to labor and employment, equal employment opportunity and employment eligibility requirements, data privacy, data access and use, and intellectual property;

(b) post jobs that require citizenship of any particular country or lawful permanent residence in a country as a condition of employment, unless otherwise required in order to comply with law, regulations, executive order, or federal, state or local government contract;

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

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

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

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

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

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

- (i) post any business opportunity that requires an up front or periodic payment or requires recruitment of other members, sub-distributors or sub-agents;
- (j) post any business opportunity that pays commission only unless the posting clearly states that the available job pays commission only and clearly describes the product or service that the job seeker would be selling;
- (k) promote any opportunity that does not represent bona fide employment which is generally indicated by the employer's use of IRS forms W-2 or 1099;
- (l) post jobs on any VettedIT Site for modeling, acting, talent or entertainment agencies or talent scouting positions;
- (m) advertise sexual services or seek employees for jobs of a sexual nature;
- (n) request the use of human body parts or the donation of human parts, including, without limitation, reproductive services such as egg donation and surrogacy;
- (o) endorse a political party, political agenda, political position or issue;
- (p) promote a religion;
- (q) post jobs located in countries subject to economic sanctions of the United States Government; and
- (r) except where allowed by applicable law, post jobs which require the applicant to provide information relating to his/her (i) racial or ethnic origin, (ii) political beliefs, (iii) philosophical or religious beliefs, (iv) membership of a trade union, (v) physical or mental health (including pregnancy status), (vi) sexual life, (vii) the commission of criminal offences or proceedings, or (viii) age.

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

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

Resume Database

Use of the Resume Database by Employers

You shall use the Resume Database as provided in these Terms and in any contract You have with VettedIT. You shall use the Resume Database in accordance with all applicable privacy and data protection laws, and You agree You shall not further disclose any of the data from Resume Database to any third party, unless You are an authorized recruitment agency, staffing agency, advertising or other agency or using the resume explicitly for employment purposes.

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

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

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

- (a) for any purpose other than as an employer seeking employees, including but not limited to advertising promotions, products, or services to any resume holders;
- (b) to send emails or text messages or make phone calls to resume holders that, in VettedIT's sole discretion, are excessive in frequency or related to job ads that are irrelevant to the work history or location of, or unlikely to be of interest to, the resume holder contacted;
- (c) to make unsolicited phone calls or faxes or send unsolicited mail, email, or newsletters to resume holders or to contact any individual unless they have agreed to be contacted (where consent is required or, if express consent is not required, who has not informed you that they do not want to be contacted); or
- (d) to source candidates or to contact job seekers or resume holders in regards to career fairs and business opportunities prohibited by these Terms; or
- (e) take any other action that is, in VettedIT's sole discretion, inconsistent with these Terms of Use, misleading or incomplete, or in violation of any Federal, State, Local law, statute, code, rule, or regulation.

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

4. Additional terms applicable to Job Seekers.

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

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

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

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

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

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

5. User Content and Submissions.

You understand that all information, data, text, software, music, sound, photographs, graphics, video, advertisements, messages or other materials submitted, posted or displayed by You on or through a VettedIT Site ("User Content") is the sole responsibility of the person from which such User Content originated. VettedIT claims no ownership or control over any User Content. You or a third party licensor, as appropriate, retain all patent, trademark and copyright to any User Content you submit, post or display on or through VettedIT and you are responsible for protecting those rights, as appropriate. By submitting, posting or displaying User Content on or through VettedIT, you grant VettedIT a worldwide, non-exclusive, royalty-free, transferable, sub-licensable license to use, reproduce, adapt, distribute and publish such User Content through VettedIT. In addition, by submitting, posting or displaying User Content which is intended to be available to the general public, you grant VettedIT a worldwide, non-exclusive,

royalty-free license to reproduce, adapt, distribute and publish such User Content for the purpose of promoting VettedIT and its services. VettedIT will discontinue this licensed use within a commercially reasonable period after such User Content is removed from VettedIT. VettedIT reserves the right to refuse to accept, post, display or transmit any User Content in its sole discretion.

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

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

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

Content that:

- is implicitly or explicitly offensive, such as User Content that engages in, endorses or promotes racism, bigotry, discrimination, hatred or physical harm of any kind against any group or individual;
- harasses, incites harassment or advocates harassment of any group or individual;
- involves the transmission of "junk mail", "chain letters," or unsolicited mass mailing, "spamming" or "phishing";
- promotes or endorses false or misleading information or illegal activities or conduct that is abusive, threatening, obscene, defamatory or libelous;
- promotes or endorses an illegal or unauthorized copy of another person's copyrighted work, such as providing or making available pirated computer programs or links to them, providing or making available information to circumvent manufacture-installed

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

- contains restricted or password only access pages, or hidden pages or images;
- displays or links to pornographic, indecent or sexually explicit material of any kind;
- provides or links to material that exploits people under the age of 18 in a sexual, violent or other manner, or solicits personal information from anyone under 18; or
- provides instructional information about illegal activities or other activities prohibited by these Terms, including without limitation, making or buying illegal weapons, violating someone's privacy, providing or creating computer viruses or pirating any media; and
- solicits passwords or personal identifying information from other Users.

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

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

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

We appreciate hearing from our Users and welcome Your comments regarding our services and the VettedIT Sites. Please be advised, however, that our policy does not permit us to accept or consider creative ideas, suggestions, inventions or materials other than those which we have specifically requested. While we do value Your feedback on our services, please be specific in Your comments regarding our services and do not submit creative ideas, inventions, suggestions, or materials. If, despite our request, You send us creative suggestions, ideas, drawings, concepts, inventions, or other information (collectively the "Submission"), the Submission shall be the property of VettedIT. None of the Submission shall be subject to any obligation of confidentiality on our part and we shall not be liable for any use or disclosure of any Submission. VettedIT shall own exclusively all now known or later discovered rights to the Submission and shall be entitled to unrestricted use of the Submission for any purpose whatsoever, commercial or otherwise, without compensation to You or any other person.

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

If You believe that Your copyrighted work or trademark has been uploaded, posted or copied to any VettedIT Site and is accessible on such VettedIT Site in a way that constitutes copyright or trademark infringement, please contact VettedIT by email at hello@shippington.dev or by regular mail at:

VettedIT LLC
100 E 23rd St
Suite 3A
Baltimore, Maryland 21218-5807
USA

Email: hello@shippington.dev

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

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

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

8. VettedIT's Liability.

The VettedIT Sites act as, among other things, venues for (i) employers to post job opportunities and search for and evaluate job candidates and (ii) candidates to post resumes and Profiles and search for and evaluate job opportunities. VettedIT does not screen or censor the listings, including Profiles offered. VettedIT is not involved in, and does not control, the actual

transaction between employers and candidates. As a result, VettedIT is not responsible for User Content, the quality, safety or legality of the jobs or resumes posted, the truth or accuracy of the listings, the ability of employers to offer job opportunities to candidates or the ability of candidates to fill job openings and VettedIT makes no representations about any jobs, resumes or User Content on the VettedIT Sites. While VettedIT reserves the right in its sole discretion to remove User Content, job ads, resumes or other material from the VettedIT Sites from time to time, VettedIT does not assume any obligation to do so and to the extent permitted by law, disclaims any liability for failing to take any such action.

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

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

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

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

If You are a California resident, You waive California Civil Code Section 1542, which says: "A general release does not extend to claims which the creditor does not know or suspect to exist

in his or her favor at the time of executing the release, which if known by him or her must have materially affected his or her settlement with the debtor."

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

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

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

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

9. Disclaimer of Warranty.

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