

Terms & Conditions

Understanding your rights and responsibilities as a Logistics Careers user

Privacy Reminder

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

Terms of Use

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

These Terms constitute a binding agreement between You and Logistics, and are deemed accepted by You each time that You use or access Logistics Careers Site. If You do not accept the Terms stated here, do not use the Logistics Careers Site and Services.

The Logistics Careers Services are defined as the applications and services offered, 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, "Logistics Careers Services"). The Logistics Careers Site also allow users ("Users") to create individual profiles, which may include personal information ("Profiles"), and to make these Profiles, or aspects thereof, public.

Users who violate these Terms may have their access and use of Logistics Careers Site suspended or terminated.

1. Use of Logistics Careers Content.

Logistics Careers authorizes You, subject to these Terms, to access and use the Logistics Careers Site and the Logistics Careers Content and to download and print a single copy of the content available on or from the Site solely for Your personal, non-commercial use. The contents of the Logistics Careers Site, such as designs, text, graphics, images, video, information, logos, button icons, software, audio files and other content (collectively, "Logistics Careers Content"), are protected under copyright, and trademark. All Logistics Careers Content is the property of Logistics Careers or its licensors. The compilation (meaning the collection, arrangement and assembly) of all content on the Logistics Career Site is the exclusive property of Logistics Careers and is protected by copyright, and trademark. Unauthorized use of the Logistics Careers Content may violate the 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 Logistics Careers Content on any authorized copy You make of the Logistics Careers Content.

2. Use of the Logistics Careers Services.

The job ad, resume database, including but not limited (a) to the Logistics Careers diversity and veteran databases if applicable, and (b) any information obtained from the resume database ("Resume Database") and other features of the Logistics Careers Site may be used only by individuals seeking employment and/or career information and by employers seeking employees. In addition, Logistics Careers Networking and Profiles may be used by individuals for permitted professional and personal networking purposes. The term "post" as used herein shall mean information that You submit, publish or display on a Logistics Careers 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 Logistics Careers Site registrations and passwords, whether or not authorized by You. You agree to immediately notify Logistics Careers of any unauthorized use of Your account, Profile, or passwords.

All Logistics Careers Users agree to not:

- (a) transmit, post, distribute, store or destroy material, including without limitation Logistics Careers 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 Logistics Careers' terms;
- (b) take any action that imposes an unreasonable or disproportionately large load on any Logistics Careers Site's infrastructure;
- (c) frame or link to any Logistics Careers Content or information available from any Logistics Careers Site, unless permitted by these Terms;
- (d) 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;

- (e) post any resume or Profile or apply for any job on behalf of another party;
- (f) defer any contact from an employer to any agent, agency, or other third party;
- (g) access data not intended for You or logging into a server or account which You are not authorized to access;
- (h) post or submit to any Logistics Careers Site any incomplete, false or inaccurate biographical information or information which is not Your own;
- (i) post content that contains restricted or password-only access pages, or hidden pages or images;
- (j) solicit passwords or personally identifiable information from other Users;
- (k) delete or alter any material posted by any other person or entity;
- (l) harass, incite harassment or advocate harassment of any group, company, or individual;
- (m) 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;
- (n) attempt to interfere with service to any User, host or network, including, without limitation, via means of submitting a virus to any Logistics Careers Site, overloading, "flooding", "spamming", or "crashing";
- (o) 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
- (p) use the Logistics Careers 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 Logistics Careers' discretion.
- (q) Violations of system or network security may result in civil and/or criminal liability. Logistics Careers 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 Logistics Careers Sites. Logistics Careers is not to be considered to be an employer with respect to Your use of any Logistics Careers Site and Logistics Careers shall not be responsible for any employment decisions, for whatever reason, made by any entity posting jobs on any Logistics Careers Site.

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

Job ads

A Job ad may not contain:

- (a) any hyperlinks, other than those specifically authorized by Logistics Careers;
- (b) misleading, unreadable, or "hidden" keywords, repeated keywords or keywords that are irrelevant to the job opportunity being presented, as determined in Logistics Careers' reasonable discretion;
- (c) the names, logos or trademarks of unaffiliated companies other than those of your customer save where expressly agreed by Logistics Careers;
- (d) more than one job or job description;
- (e) more than one location, or more than one job category, unless the product so allows;
- (f) inaccurate, false, or misleading information.

You may not use Your Logistics Careers 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 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;
- (c) post jobs or other advertisements for competitors of Logistics Careers or post jobs or other content that contains links to any site competitive with Logistics Careers;
- (d) sell, promote or advertise products or services;
- (e) post any franchise, pyramid scheme, "club membership", distributorship, multi-level marketing opportunity, or sales representative agency arrangement;
- (f) post any business opportunity that requires an upfront or periodic payment or requires recruitment of other members, sub-distributors or sub-agents;
- (g) 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;
- (h) advertise sexual services or seek employees for jobs of a sexual nature;
- (i) request the use of human body parts or the donation of human parts, including, without limitation, reproductive services;
- (j) endorse a political party, political agenda, political position or issue;
- (k) promote a religion;
- (l) 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.

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 Logistics Careers Sites.

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

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

Resume Database

Use of the Resume Database by Employers

You shall use the Resume Database as provided in these Terms You have with Logistics Careers. 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 Logistics Careers' sole discretion, adversely affects Logistics Careers' 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 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 Logistics Careers' 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.

4. Policy Regarding Termination of Users Who Invade the Copyright or Other Intellectual Property Rights of Others.

Logistics Careers 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 Logistics Careers Sites, You agree not to use any Logistics Careers Site to infringe the intellectual property rights of others in any way. Logistics Careers reserves the right to terminate the accounts of any Users, and block access to the Logistics Careers Sites of any Users who are repeat infringers of the copyrights, or other intellectual property rights, of others. Logistics Careers 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.

5. Logistics Careers' Liability.

The Logistics Careers Sites act as, among other things, venues for:

- (i) employers to post job opportunities and search for and evaluate job candidates
- (ii) candidates to post resumes and Profiles and search for and evaluate job opportunities. Logistics Careers does not screen or censor the listings, including Profiles offered. Logistics Careers is not involved in, and does not control, the actual transaction between employers and candidates. As a result, Logistics Careers 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 Logistics Careers makes no representations about any jobs, resumes or User Content on the Logistics Careers Sites. While Logistics Careers reserves the right in its sole discretion to remove User Content, job ads, resumes or other material from the Logistics Careers Sites from time to time, Logistics Careers 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.

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

Because User authentication on the Internet is difficult, Logistics Careers 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 Logistics Careers Site, in the event that You have a dispute with one or more Users, You release Logistics Careers (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 Logistics Careers Sites and the Logistics Careers Content may contain inaccuracies or typographical errors. Logistics Careers makes no representations about the accuracy, reliability, completeness, or timeliness of any Logistics Careers Site or the Logistics Careers Content. Logistics Careers cannot guarantee and does not promise any specific results from use of any Logistics Careers Site. No advice or information, whether oral or written, obtained by a User from Logistics Careers or through or from any Logistics Careers Site shall create any warranty not expressly stated herein.

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

6. Term and Termination.

These Terms will remain in full force and effect while You are a User of Logistics Careers Site. Logistics Careers reserves the right, at its sole discretion, to pursue all of its legal remedies, including but not limited to removal of Your User Content from the Logistics Careers Site and immediate termination of Your account upon any breach by You of these Terms.