



**POSTERO**  
**TECHNOLOGIES**  
Leveraging Next Generation  
Digital Technologies Today

## Master Subscription Agreement

THIS AGREEMENT GOVERNS YOUR ACQUISITION AND USE OF



SERVICES.

IF YOU REGISTER FOR A FREE TRIAL FOR OUR SERVICES, THE APPLICABLE PROVISIONS OF THIS AGREEMENT WILL ALSO GOVERN THAT FREE TRIAL.

BY ACCEPTING THIS AGREEMENT, EITHER BY CLICKING A BOX INDICATING YOUR ACCEPTANCE OR BY EXECUTING AN ORDER FORM THAT REFERENCES THIS AGREEMENT, YOU AGREE TO THE TERMS OF THIS AGREEMENT. IF YOU ARE ENTERING INTO THIS AGREEMENT ON BEHALF OF A COMPANY OR OTHER LEGAL ENTITY, YOU REPRESENT THAT YOU HAVE THE AUTHORITY TO BIND SUCH ENTITY AND ITS AFFILIATES TO THESE TERMS AND CONDITIONS, IN WHICH CASE THE TERMS "YOU" OR "YOUR" SHALL REFER TO SUCH ENTITY AND ITS AFFILIATES. IF YOU DO NOT HAVE SUCH AUTHORITY, OR IF YOU DO NOT AGREE WITH THESE TERMS AND CONDITIONS, YOU MUST NOT ACCEPT THIS AGREEMENT AND MAY NOT USE THE SERVICES.

You may not access the Services if You are Our direct competitor, except with Our prior written consent. In addition, you may not access the Services for purposes of monitoring their availability, performance or functionality, or for any other benchmarking or competitive purposes.

This Agreement was last updated on Sept 25th, 2016. It is effective between You and Us as of the date of You accepting this Agreement.

# Contents

1. DEFINITIONS .....	4
2. FREE TRIAL .....	5
3. OUR RESPONSIBILITIES .....	5
3.1. Provision of Purchased Services .....	5
3.2. Protection of Your Data .....	6
3.3. Our Personnel .....	6
3.4. Beta Services .....	6
4. USE OF SERVICES AND CONTENT .....	6
4.1. Subscriptions .....	6
4.2 Usage Limits .....	7
4.3 Your Responsibilities .....	7
4.4 Usage Restrictions .....	7
5. NON-HIREASSURE PROVIDERS .....	8
5.1. Connected Non HireAssure Applications .....	8
5.2. Non-HireAssure Applications and Your Data .....	8
5.3. Integration with Non-SFDC Applications .....	8
6. FEES AND PAYMENT FOR PURCHASED SERVICES .....	9
6.1. Fees .....	9
6.2. Invoicing and Payment .....	9
6.3. Overdue Charges .....	9
6.4. Suspension of Service and Acceleration .....	9
6.5. Payment Disputes .....	9
6.6. Taxes .....	9
6.7. Future Functionality .....	10
7. PROPRIETARY RIGHTS AND LICENSES .....	10
7.1. Reservation of Rights .....	10
7.2. Access to and Use of Content .....	10
7.3. License to Host Your Data and Applications .....	10
7.4. License to Use Feedback .....	10
8. CONFIDENTIALITY .....	11
8.1. Definition of Confidential Information .....	11

8.2.	The Receiving Party Obligations .....	11
8.3.	Compelled Disclosure .....	11
9.	REPRESENTATIONS, WARRANTIES, EXCLUSIVE REMEDIES AND DISCLAIMERS.....	12
9.1.	Representations.....	12
9.2.	Our Warranties .....	12
9.3.	Disclaimers.....	12
10.	MUTUAL INDEMNIFICATION .....	13
10.1.	Indemnification by Us.....	13
10.2.	Indemnification by You.....	13
10.3.	Exclusive Remedy .....	13
11.	LIMITATION OF LIABILITY.....	14
11.1.	Limitation of Liability .....	14
11.2.	Exclusion of Consequential and Related Damages.....	14
12.	TERM AND TERMINATION.....	14
12.1	Term of Agreement .....	14
12.2.	Term of Purchased Subscriptions .....	14
12.3.	Termination .....	14
12.4.	Refund or Payment upon Termination.....	15
12.5.	Your Data Portability and Deletion.....	15
12.6.	Surviving Provisions .....	15
13.	WHO YOU ARE CONTRACTING WITH, NOTICES, GOVERNING LAW AND JURISDICTION .....	15
13.1.	General .....	15
13.2.	Manner of Giving Notice .....	16
13.3.	Agreement to Governing Law and Jurisdiction .....	16
13.4.	No Agency.....	16
14.	GENERAL PROVISIONS .....	16
14.1.	Export Compliance .....	16
14.2.	Anti-Corruption .....	16
14.3	Entire Agreement and Order of Precedence.....	16
14.4.	Assignment .....	17
14.5.	Relationship of the Parties .....	17
14.6.	Third-Party Beneficiaries .....	17
14.7.	Waiver .....	17

## 1. DEFINITIONS

"**Affiliate**" means any entity that directly or indirectly controls, is controlled by, or is under common control with the subject entity. "Control," for purposes of this definition, means direct or indirect ownership or control of more than 50% of the voting interests of the subject entity.

"**Agreement**" means this Master Subscription Agreement.

"**Beta Services**" means **HireAssure** services or functionality that may be made available to Customer(s) to try at its option at no additional charge which is clearly designated as one of beta, pilot, limited release, developer preview, non-production, evaluation, or by a similar description.

"**Content**" means information obtained by **POSTERO TECHNOLOGIES** from publicly available sources or third party content providers and made available to Customer(s) through the **HireAssure** Services, Beta Services or pursuant to an Order Form, as more fully described in the Documentation.

"**Documentation**" means the applicable Service's Trust and Compliance documentation, and its usage guides and policies, as updated from time to time, accessible via [www.posterotech.com](http://www.posterotech.com) or documentation posted on [www.hireassure.com](http://www.hireassure.com).

"**Malicious Code**" means code, files, scripts, agents or programs intended to do harm, including, for example, viruses, worms, time bombs and Trojan horses.

"**Order Form**" means an ordering document or online order specifying the Services to be provided here under that is entered into between You and Us or any of Our Affiliates / Channel Partners, including any addenda and supplements thereto. By entering into an Order Form hereunder, an Affiliate agrees to be bound by the terms of this Agreement as if it were an original party hereto.

"**Purchased Services**" means Services that You or Your Affiliate purchase under an Order Form, as distinguished from those provided pursuant to a free trial.

"**Services**" means the products and services that are ordered by You under an Order Form or provided to You under a free trial, and made available online by Us, including associated SFDC offline or mobile components, as described in the Documentation. "Services" exclude Content and Non-HireAssure.com Applications.

"**User**" means an individual who is authorized by You to use a Service, for whom You have purchased a subscription (or in the case of any Services provided by Us without charge, for whom a Service has been provisioned), and to whom You (or, when applicable, Us at Your request) have supplied a user identification and password (for Services utilizing authentication). Users may include, for example, Your employees, consultants and contractors who work from your office premises.

"**We,**" "**Us**" or "**Our**" means **POSTERO TECHNOLOGIES** described in Section 13 (Who You Are Contracting With, Notices, Governing Law and Jurisdiction).

“You” or “Your” means the company or other legal entity for which you are accepting this Agreement, and Affiliates of that company or entity which have signed Order Forms.

“Your Data” means electronic data and information submitted by or for Customer to the Services, excluding Content and Non-HireAssure Applications.

[Top of the Document](#)

## 2. FREE TRIAL

If You register on HireAssure website for a free trial, We will make one or more Services available to You on a trial basis free of charge until the earlier of (a) the end of the free trial period for which You registered to use the applicable Service(s), or (b) the start date of any Purchased Service subscriptions ordered by You for such Service(s), or (c) due to consumption limit under free trial subscription being reached, or (d) termination by Us in our sole discretion. Additional trial terms and conditions may appear on the trial registration web page. Any such additional terms and conditions are incorporated into this Agreement by reference and are legally binding.

**ANY DATA YOU ENTER INTO THE HIREASSURE PLATFORM, AND ANY CUSTOMIZATIONS MADE TO THE PLATFORM FOR YOU, DURING YOUR FREE TRIAL OR A SUBSCRIPTION PERIOD WILL BE PERMANENTLY LOST UNLESS YOU PURCHASE A SUBSCRIPTION FOR ONE OF THE SUBSCRIPTION PACKS OR PURCHASE AN APPLICABLE TOP-UP PACK. AN UPGRADE OR DOWNGRADE FROM A CHOSEN SUBSCRIPTION WILL BE PERMISSIBLE ONLY AT THE TIME OF RENEWAL OF THE SUBSCRIPTION (E.G., FROM PLATINUM TO SILVER SUBSCRIPTION).**

NOTWITHSTANDING SECTION 9 (REPRESENTATIONS, WARRANTIES, EXCLUSIVE REMEDIES AND DISCLAIMERS), DURING THE FREE TRIAL THE SERVICES ARE PROVIDED “AS-IS” WITHOUT ANY WARRANTY.

Please review the applicable Service’s Documentation during the trial period so that You become familiar with the features and functions of the Services before You make Your purchase.

[Top of the Document](#)

## 3. OUR RESPONSIBILITIES

### 3.1. Provision of Purchased Services

We will (a) make the Services and Content available to You pursuant to this Agreement and the applicable Order Forms, (b) provide applicable HireAssure standard support for the Services to You at no additional charge, and/or upgraded support if purchased, (c) use commercially reasonable efforts to make the online

Services available 24 hours a day, 7 days a week, except for: (i) planned downtime (of which We shall give advance electronic notice as provided in the Documentation), and (ii) any unavailability caused by circumstances beyond Our reasonable control, including, for example, an act of God, act of government, flood, fire, earthquake, civil unrest, act of terror, strike or other labor problem (other than one involving Our employees), Internet service provider failure or delay, Non-HireAssure Application, or denial of service attack.

### 3.2. Protection of Your Data

We will maintain administrative, physical, and technical safeguards for protection of the security, confidentiality and integrity of Your Data, as described in the Documentation. Those safeguards will include, but will not be limited to, measures for preventing access, use, modification or disclosure of Your Data by our personnel except (a) to provide the Purchased Services and prevent or address service or technical problems, (b) as compelled by law in accordance with Section 8.3 (Compelled Disclosure) below, or (c) as You expressly permit in writing.

### 3.3. Our Personnel

We will be responsible for the performance of Our personnel (including Our employees and contractors) and their compliance with Our obligations under this Agreement, except as otherwise specified herein.

### 3.4. Beta Services

From time to time, We may make Beta Services available to You at no charge. You may choose to try such Beta Services or not in Your sole discretion. Beta Services are intended for evaluation purposes and not for production use, are not supported, and may be subject to additional terms. Beta Services are not considered “Services” under this Agreement, however, all restrictions, Our reservation of rights and Your obligations concerning the Services, and use of any related Non-HireAssure Applications and Content, shall apply equally to Your use of Beta Services. Unless otherwise stated, any Beta Services trial period will expire upon the earlier of two months from the trial start date or the date that a version of the Beta Services becomes generally available without the applicable Beta Services designation. We may discontinue Beta Services at any time on Our sole discretion and may never make them generally available. We will have no liability for any harm or damage arising out of or in connection with a Beta Service.

[Top of the Document](#)

## 4. USE OF SERVICES AND CONTENT

### 4.1. Subscriptions

Unless otherwise provided in the applicable Order Form or Documentation, (a) Services and access to Content are purchased as subscriptions, (b) subscriptions may be added during a subscription term at the same pricing as the underlying subscription pricing, prorated for the portion of that subscription term

remaining at the time the subscriptions are added, and (c) any added subscriptions will terminate on the same date as the underlying subscriptions.

## 4.2 Usage Limits

Services and Content are subject to usage limits, including, for example, the quantities specified in Subscription Order Forms and Documentation. Unless otherwise specified, (a) a quantity in a Subscription Order Form refers to Users, Number of Predictions and Validity period in months, and the Service or Content may not be accessed by more than the indicated numbers therein, (b) a User's password may not be shared with any other individual, and (c) except as set forth in a Subscription Order Form, a User identification may only be reassigned to a new individual replacing one who will no longer use the Service or Content. If You exceed a contractual usage limit, We may work with You to seek to reduce Your usage so that it conforms to that limit. If, notwithstanding Our efforts, You are unable or unwilling to abide by a contractual usage limit, You will execute an Order Form for additional quantities of the applicable Services or Content promptly upon Our request, and/or pay any invoice for excess usage in accordance with Section 6.2 (Invoicing and Payment).

## 4.3 Your Responsibilities

You will (a) be responsible for Users' compliance with this Agreement, Documentation and Subscription Order Forms, (b) be responsible for the accuracy, quality and legality of Your Data and the means by which You acquired Your Data, (c) use commercially reasonable efforts to prevent unauthorized access to or use of Services and Content, and notify Us promptly of any such unauthorized access or use, (d) use Services and Content only in accordance with this Agreement, Documentation, Subscription Order Forms and applicable laws and government regulations, and (e) comply with terms of service of any Non-HireAssure Applications with which You use Services or Content.

## 4.4 Usage Restrictions

You will not (a) make any Service or Content available to, or use any Service or Content for the benefit of, anyone other than You or Users, unless expressly stated otherwise in a Subscription Order Form or the Documentation, (b) sell, resell, license, sublicense, distribute, make available, rent or lease any Service or Content, or include any Service or Content in a service bureau or outsourcing offering, (c) use a Service or Non-HireAssure Application to store or transmit infringing, libelous, or otherwise unlawful or tortious material, or to store or transmit material in violation of third-party privacy rights, (d) use a Service or Non-HireAssure Application to store or transmit Malicious Code, (e) interfere with or disrupt the integrity or performance of any Service or third-party data contained therein, (f) attempt to gain unauthorized access to any Service or Content or its related systems or networks, (g) permit direct or indirect access to or use of any Service or Content in a way that circumvents a contractual usage limit, or use any of Our Services to access or use any of Our intellectual property except as permitted under this Agreement, an Order Form, or the Documentation, (h) copy a Service or any part, feature, function or user interface thereof, (i) copy Content except as permitted herein or in an Order Form or the Documentation, (j) frame or mirror any part of any Service or Content, other than framing on Your own intranets or otherwise for Your own internal business purposes or as permitted in the Documentation, (k) access any Service or Content in order to build a competitive product or service or to benchmark with a Non-HireAssure product or service, or (l) reverse engineer any Service (to the extent such restriction is permitted by law). Any use of the

Services in breach of this Agreement, Documentation or Order Forms, by You or Users that in Our judgment threatens the security, integrity or availability of Our services, may result in Our immediate suspension of the Services, however We will use commercially reasonable efforts under the circumstances to provide You with notice and an opportunity to remedy such violation or threat prior to such suspension.

[Top of the Document](#)

## 5. NON-HIREASSURE PROVIDERS

### 5.1. Connected Non HireAssure Applications

We or third parties may make available third-party products or services, including, for example, Non-HireAssure Applications and implementation and other consulting services for integrating with HireAssure. Any acquisition by You of such products or services, and any exchange of data between Your HireAssure instance and any Non-HireAssure provider, product or service is solely between You and the applicable Non-HireAssure provider. We do not warrant or support Non-HireAssure Applications or other Non-HireAssure products or services, whether or not they are designated by Us as “certified” or otherwise, unless expressly provided otherwise in a Subscription Order Form.

### 5.2. Non-HireAssure Applications and Your Data

If You choose to integrate a Non-HireAssure Application with your HireAssure instance, You grant Us permission to allow the Non-HireAssure Application and its provider to access Your Data as required for the interoperation of that Non-HireAssure Application with Our Service. We are not responsible for any disclosure, modification or deletion of Your Data resulting from access by such Non-HireAssure Application or its provider.

### 5.3. Integration with Non-SFDC Applications

If you engage POSTERO TECHNOLOGIES to integrate HireAssure with a non-HireAssure Product or Service, it is understood that such Services may contain features designed to interoperate with the Non-HireAssure Applications. To use such features, You may be required to obtain access to such Non-HireAssure Applications from their providers, and may be required to grant Us access to Your account(s) on such Non-HireAssure Applications. We cannot guarantee the continued availability of such Service features, and may cease providing them without entitling You to any refund, credit, or other compensation, if for example and without limitation, the provider of a Non-HireAssure Application ceases to make the Non-HireAssure Application available for interoperation with the corresponding Service features in a manner acceptable to Us.

[Top of the Document](#)



## 6. FEES AND PAYMENT FOR PURCHASED SERVICES

### 6.1. Fees.

You will pay all fees specified in the Subscription Order Forms. Except as otherwise specified herein or in an Order Form, (i) fees are based on subscriptions purchased and actual usage, (ii) payment obligations are non-cancelable and fees paid are non-refundable, and (iii) quantities purchased cannot be decreased during the relevant subscription term.

### 6.2. Invoicing and Payment

You will provide Us with valid purchase order or alternative document reasonably acceptable to Us. Through this purchase order or alternative document, You authorize Us to charge You for all Purchased Services listed in the Subscription Order Form for the initial subscription term and any renewal subscription term(s) as set forth in Section 12.2 (Term of Purchased Subscriptions). Such charges shall be made in advance, either bi-annually or in accordance with any different billing frequency stated in the applicable Order Form. Unless otherwise stated in the Order Form, invoiced charges are due net 7 days from the invoice date. You are responsible for providing complete and accurate billing and contact information to Us and notifying Us of any changes to such information.

### 6.3. Overdue Charges

If any invoiced amount is not received by Us by the due date, then without limiting Our rights or remedies, (a) those charges may accrue late interest at the rate of 1.5% of the outstanding balance per Month and/or (b) We may condition future subscription renewals and Order Forms on payment terms shorter than those specified in Section 6.2 (Invoicing and Payment).

### 6.4. Suspension of Service and Acceleration

If any amount owing by You under this or any other agreement for Our services is 15 or more days overdue, We may, without limiting Our other rights and remedies, accelerate Your unpaid fee obligations under such agreements so that all such obligations become immediately due and payable, and suspend Our services to You until such amounts are paid in full. Other than for customers paying by credit card or direct debit whose payment has been declined, We will give You at least 10 days' prior notice that Your account is overdue, in accordance with Section 13.2 (Manner of Giving Notice) for billing notices, before suspending services to You.

### 6.5. Payment Disputes

We will not exercise Our rights under Section 6.3 (Overdue Charges) or 6.4 (Suspension of Service and Acceleration) above if You are disputing the applicable charges reasonably and in good faith and are cooperating diligently to resolve the dispute.

### 6.6. Taxes

Our fees do not include any taxes, levies, duties or similar governmental assessments of any nature, including, for example, value-added, sales, use or withholding taxes, assessable by any jurisdiction

whatsoever (collectively, “Taxes”). You are responsible for paying all Taxes associated with Your purchases hereunder. If We have the legal obligation to pay or collect Taxes for which You are responsible under this Section 6.6, We will invoice You and You will pay that amount unless You provide Us with a valid tax exemption certificate authorized by the appropriate taxing authority. For clarity, We are solely responsible for taxes assessable against Us based on Our income, property and employees.

### 6.7. Future Functionality

You agree that Your purchases are not contingent on the delivery of any future functionality or features, or dependent on any oral or written public comments made by Us regarding future functionality or features.

[Top of the Document](#)

## 7. PROPRIETARY RIGHTS AND LICENSES

### 7.1. Reservation of Rights

Subject to the limited rights expressly granted hereunder, We and Our licensors and Content Providers reserve all of Our/their right, title and interest in and to the Services and Content, including all of Our/their related intellectual property rights. No rights are granted to You hereunder other than as expressly set forth herein.

### 7.2. Access to and Use of Content

You have the right to access and use applicable HireAssure Services and Content subject to the terms of applicable Order Forms, this Agreement and the Documentation.

### 7.3. License to Host Your Data and Applications

You grant Us and Our Affiliates limited-term license to host, copy, transmit and display Your Data, and any integrated Non-HireAssure Applications created by or for You, as reasonably necessary for Us to provide the HireAssure Services in accordance with this Agreement. Subject to the limited licenses granted herein, We acquire no right, title or interest from You or Your licensors under this Agreement in or to any of Your Data, Non-HireAssure Application or such program code.

### 7.4. License to Use Feedback

You grant to Us and Our Affiliates, perpetual, irrevocable, royalty-free license to use and incorporate into Our HireAssure Platform, any suggestion, enhancement request, recommendation, correction or other feedback provided by You or Users relating to the operation of HireAssure services.

[Top of the Document](#)

## 8. CONFIDENTIALITY

### 8.1. Definition of Confidential Information

“Confidential Information” means all information disclosed by a party (“Disclosing Party”) to the other party (“Receiving Party”), whether orally or in writing, that is designated as confidential or that reasonably should be understood to be confidential given the nature of the information and the circumstances of disclosure. Your Confidential Information includes Your Data; Our Confidential Information includes the Services and Content; and Confidential Information of each party includes the terms and conditions of this Agreement and all Order Forms (including pricing), as well as business and marketing plans, technology and technical information, product plans and designs, and business processes disclosed by such party. However, Confidential Information does not include any information that (i) is or becomes generally known to the public without breach of any obligation owed to the Disclosing Party, (ii) was known to the Receiving Party prior to its disclosure by the Disclosing Party without breach of any obligation owed to the Disclosing Party, (iii) is received from a third party without breach of any obligation owed to the Disclosing Party, or (iv) was independently developed by the Receiving Party.

### 8.2. The Receiving Party Obligations

The receiving party will use the same degree of care that it uses to protect the confidentiality of its own confidential information of like kind (but not less than reasonable care) to (i) not use any Confidential information of the Disclosing Party for any purpose outside the scope of this Agreement and (ii) except as otherwise authorized by the Disclosing Party in writing, limit access to Confidential Information of the Disclosing Party to those of its and its Affiliates’ employees and contractors who need that access for purposes consistent with this Agreement and who have signed confidentiality agreements with the Receiving Party containing protections not materially less protective of the Confidential Information than those herein. Neither party will disclose the terms of this Agreement or any Order Form to any third party other than its Affiliates, legal counsel and accountants without the other party’s prior written consent, provided that a party that makes any such disclosure to its Affiliate, legal counsel or accountants will remain responsible for such Affiliate’s, legal counsel’s or accountant’s compliance with this “Confidentiality” section. Notwithstanding the foregoing, We may disclose the terms of this Agreement and any applicable Order Form to a subcontractor or Non-SFDC Application Provider to the extent necessary to perform Our obligations to You under this Agreement, under terms of confidentiality materially as protective as set forth herein.

### 8.3. Compelled Disclosure

The Receiving Party may disclose Confidential Information of the Disclosing Party to the extent compelled by law to do so, provided the Receiving Party gives the Disclosing Party prior notice of the compelled disclosure (to the extent legally permitted) and reasonable assistance, at the Disclosing Party’s cost, if the Disclosing Party wishes to contest the disclosure. If the Receiving Party is compelled by law to disclose the Disclosing Party’s Confidential Information as part of a civil proceeding to which the Disclosing Party is a party, and the Disclosing Party is not contesting the disclosure, the Disclosing Party will reimburse the

Receiving Party for its reasonable cost of compiling and providing secure access to that Confidential Information.

[Top of the Document](#)

## 9. REPRESENTATIONS, WARRANTIES, EXCLUSIVE REMEDIES AND DISCLAIMERS

### 9.1. Representations

Each party represents that it has validly entered into this Agreement and has the legal power to do so.

### 9.2. Our Warranties

We warrant that during an applicable subscription term (a) this Agreement, the Order Forms and the Documentation will accurately describe the applicable administrative, physical, and technical safeguards for protection of the security, confidentiality and integrity of Your Data, (b) We will not materially decrease the overall security of the Services, (c) the Services will perform materially in accordance with the applicable Documentation, and (d) subject to the “Integration with Non-HireAssure Applications” section above, We will not materially decrease the overall functionality of the Services. For any breach of a warranty above, Your exclusive remedies are those described in the “Termination” and “Refund or Payment upon Termination” sections below.

### 9.3. Disclaimers

**EXCEPT AS EXPRESSLY PROVIDED HEREIN, NEITHER PARTY MAKES ANY WARRANTY OF ANY KIND, WHETHER EXPRESS, IMPLIED, STATUTORY OR OTHERWISE, AND EACH PARTY SPECIFICALLY DISCLAIMS ALL IMPLIED WARRANTIES, INCLUDING ANY IMPLIED WARRANTY OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE OR NON-INFRINGEMENT, TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW. CONTENT AND BETA SERVICES ARE PROVIDED “AS IS,” EXCLUSIVE OF ANY WARRANTY WHATSOEVER. EACH PARTY DISCLAIMS ALL LIABILITY AND INDEMNIFICATION OBLIGATIONS FOR ANY HARM OR DAMAGES CAUSED BY ANY THIRD-PARTY HOSTING PROVIDERS.**

[Top of the Document](#)

## 10. MUTUAL INDEMNIFICATION

### 10.1. Indemnification by Us

We will defend You against any claim, demand, suit or proceeding made or brought against You by a third party alleging that any HireAssure Service infringes or misappropriates such third party's intellectual property rights (a "Claim Against You"), and will indemnify You from any damages, attorney fees and costs finally awarded against You as a result of, or for amounts paid by You under a settlement approved by Us in writing of, a Claim Against You, provided You (a) promptly give Us written notice of the Claim Against You, (b) give Us sole control of the defense and settlement of the Claim Against You (except that We may not settle any Claim Against You unless it unconditionally releases You of all liability), and (c) give Us all reasonable assistance. If We receive information about an infringement or misappropriation claim related to a HireAssure Service, We may in Our discretion and at no cost to You (i) modify the Services so that they are no longer claimed to infringe or misappropriate, without breaching Our warranties under "HireAssure Warranties" above, (ii) obtain a license for Your continued use of that Service in accordance with this Agreement, or (iii) terminate Your subscriptions for that Service upon 30 days' written notice and refund You any prepaid fees covering the remainder of the term of the terminated subscriptions. The above defense and indemnification obligations do not apply to the extent a Claim Against You arises from Content or Services from a Non-HireAssure Application or Your use of the Services in violation of this Agreement, the Documentation or applicable Order Forms.

### 10.2. Indemnification by You

You will defend Us against any claim, demand, suit or proceeding made or brought against Us by a third party alleging that any of Your Data infringes or misappropriates such third party's intellectual property rights, or arising from Your use of the Services or Content in violation of the Agreement, the Documentation, Order Form or applicable law (each a "Claim Against Us"), and You will indemnify Us from any damages, attorney fees and costs finally awarded against Us as a result of, or for any amounts paid by Us under a settlement approved by You in writing of, a Claim Against Us, provided We (a) promptly give You written notice of the Claim Against Us, (b) give You sole control of the defense and settlement of the Claim Against Us (except that You may not settle any Claim Against Us unless it unconditionally releases Us of all liability), and (c) give You all reasonable assistance.

### 10.3. Exclusive Remedy

This Section 10 states the indemnifying party's sole liability to, and the indemnified party's exclusive remedy against, the other party for any type of claim described in this Section 10.

[Top of the Document](#)

## 11. LIMITATION OF LIABILITY

### 11.1. Limitation of Liability

IN NO EVENT SHALL THE AGGREGATE LIABILITY OF EACH PARTY TOGETHER WITH ALL OF ITS AFFILIATES ARISING OUT OF OR RELATED TO THIS AGREEMENT EXCEED THE TOTAL AMOUNT PAID BY YOU AND YOUR AFFILIATES HEREUNDER FOR THE SERVICES GIVING RISE TO THE LIABILITY IN THE TWELVE MONTHS PRECEDING THE FIRST INCIDENT OUT OF WHICH THE LIABILITY AROSE. THE FOREGOING LIMITATION WILL APPLY WHETHER AN ACTION IS IN CONTRACT OR TORT AND REGARDLESS OF THE THEORY OF LIABILITY, BUT WILL NOT LIMIT YOUR AND YOUR AFFILIATES' PAYMENT OBLIGATIONS UNDER THE "FEES AND PAYMENT" SECTION ABOVE.

### 11.2. Exclusion of Consequential and Related Damages

IN NO EVENT WILL EITHER PARTY OR ITS AFFILIATES HAVE ANY LIABILITY ARISING OUT OF OR RELATED TO THIS AGREEMENT FOR ANY LOST PROFITS, REVENUES, GOODWILL, OR INDIRECT, SPECIAL, INCIDENTAL, CONSEQUENTIAL, COVER, BUSINESS INTERRUPTION OR PUNITIVE DAMAGES, WHETHER AN ACTION IS IN CONTRACT OR TORT AND REGARDLESS OF THE THEORY OF LIABILITY, EVEN IF A PARTY OR ITS AFFILIATES HAVE BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES OR IF A PARTY'S OR ITS AFFILIATES' REMEDY OTHERWISE FAILS OF ITS ESSENTIAL PURPOSE. THE FOREGOING DISCLAIMER WILL NOT APPLY TO THE EXTENT PROHIBITED BY LAW.

[Top of the Document](#)

## 12. TERM AND TERMINATION

### 12.1 Term of Agreement

This Agreement commences on the date You first accept it and continues until all subscriptions hereunder have expired or have been terminated.

### 12.2. Term of Purchased Subscriptions

The term of each subscription shall be as specified in the applicable Subscription Order Form. Except as otherwise specified in an Order Form, subscriptions will expire at the end of the relevant subscription term. Except as expressly provided in the applicable Order Form, renewal of promotional or one-time priced subscriptions will be at Our applicable list price in effect at the time of the applicable renewal.

### 12.3. Termination

A party may terminate this Agreement for cause (i) upon 30 days written notice to the other party of a material breach if such breach remains uncured at the expiration of such period, or (ii) if the other party

becomes the subject of a petition in bankruptcy or any other proceeding relating to insolvency, receivership, liquidation or assignment for the benefit of creditors.

#### 12.4. Refund or Payment upon Termination

If this Agreement is terminated by You in accordance with Section 12.3 (Termination) OR by Us in accordance with Section 12.3, NO REFUNDS will apply. In no event will termination relieve You of Your obligation to pay any fees payable to Us for the period prior to the effective date of termination.

#### 12.5. Your Data Portability and Deletion

Upon request by You made within 30 days after the effective date of termination or expiration of this Agreement, We will delete or destroy all copies of Your Data in Our systems or otherwise in Our possession or control, unless legally prohibited. After such 30-day period, We will have no obligation to address any Data related request from You.

#### 12.6. Surviving Provisions

The sections titled “Fees and Payment,” “Proprietary Rights and Licenses,” “Confidentiality,” “Disclaimers,” “Mutual Indemnification,” “Limitation of Liability,” “Refund or Payment upon Termination,” “Customer Data Portability and Deletion,” “Removal of Content and Non-HireAssure Applications,” “Surviving Provisions” and “General Provisions” will survive any termination or expiration of this Agreement.

[Top of the Document](#)

## 13. WHO YOU ARE CONTRACTING WITH, NOTICES, GOVERNING LAW AND JURISDICTION

### 13.1. General

This section defines Who You are contracting with under this Agreement, who You should direct notices to under this Agreement, what law will apply in any dispute or lawsuit arising out of or in connection with this Agreement, and which courts have jurisdiction over any such dispute or lawsuit.

Notices should be addressed to:

Director, Postero Technologies Pvt. Ltd., #363, 19th Main, Rajajinagar 1st Block, Bangalore - 560 010, INDIA

with a copy to

Postero Technologies Pvt. Ltd., #6, 2<sup>nd</sup> Floor, 80 Ft. Road, Koramangla 4<sup>th</sup> Block, Bangalore - 560 034, INDIA

The governing law is: INDIAN

The courts having exclusive jurisdiction are: Bangalore, Karnataka, India

### 13.2. Manner of Giving Notice

Except as otherwise specified in this Agreement, all notices related to this Agreement will be in writing and will be effective upon (a) couriered delivery, (b) the second business day after receipt, or (c), except for notices of termination or an indemnifiable claim (“Legal Notices”), which shall clearly be identifiable as Legal Notices, the day of sending by email.

Billing-related notices to You will be addressed to the relevant billing contact designated by You. All other notices to You will be addressed to the relevant Services system administrator designated by You.

### 13.3. Agreement to Governing Law and Jurisdiction

Each party agrees to the applicable governing law above without regard to choice or conflicts of law rules, and to the exclusive jurisdiction of the applicable courts above.

### 13.4. No Agency

For the avoidance of doubt, We are entering into this Agreement as principal and not as agent for any other company. Subject to any permitted Assignment under Section 14.4, the obligations owed by Us under this Agreement shall be owed to You solely by Us and the obligations owed by You under this Agreement shall be owed solely to Us.

[Top of the Document](#)

## 14. GENERAL PROVISIONS

### 14.1. Export Compliance

The Services, Content, other technology We make available, and derivatives thereof may be subject to export laws and regulations of India. Each party represents that it is not named on any India government denied-party list. You shall not permit Users to access or use any Service or Content in violation of any India export law or regulation.

### 14.2. Anti-Corruption

You agree that You have not received or been offered any illegal or improper bribe, kickback, payment, gift, or thing of value from any of Our employees or agents in connection with this Agreement. Reasonable gifts and entertainment provided in the ordinary course of business do not violate the above restriction.

If You learn of any violation of the above restriction, You will use reasonable efforts to promptly notify Our Legal Department at [reach-us@posterotech.com](mailto:reach-us@posterotech.com)

### 14.3 Entire Agreement and Order of Precedence



This Agreement is the entire agreement between You and Us regarding Your use of HireAssure Services and Content and supersedes all prior and contemporaneous agreements, proposals or representations, written or oral, concerning its subject matter. Except as otherwise provided herein, no modification, amendment, or waiver of any provision of this Agreement will be effective unless in writing and signed by the party against whom the modification, amendment or waiver is to be asserted. The parties agree that any term or condition stated in Your purchase order or in any other of Your order documentation (excluding Subscription Order Forms) is void. In the event of any conflict or inconsistency among the following documents, the order of precedence shall be: (1) the applicable Subscription Order Form, (2) this Agreement, and (3) the HireAssure Documentation.

#### 14.4. Assignment

Neither party may assign any of its rights or obligations hereunder, whether by operation of law or otherwise, without the other party's prior written consent (not to be unreasonably withheld); provided, however, either party may assign this Agreement in its entirety (together with all Subscription Order Forms), without the other party's consent to its Affiliate or in connection with a merger, acquisition, corporate reorganization, or sale of all or substantially all of its assets. Notwithstanding the foregoing, if a party is acquired by, sells substantially all of its assets to, or undergoes a change of control in favor of, a direct competitor of the other party, then such other party may terminate this Agreement upon written notice. In the event of such a termination, We will refund to You any prepaid fees allocable to the remainder of the term of all subscriptions for the period after the effective date of such termination. Subject to the foregoing, this Agreement will bind and inure to the benefit of the parties, their respective successors and permitted assigns.

#### 14.5. Relationship of the Parties

The parties are independent contractors. This Agreement does not create a partnership, franchise, joint venture, agency, fiduciary or employment relationship between the parties.

#### 14.6. Third-Party Beneficiaries

There are no third-party beneficiaries under this Agreement.

#### 14.7. Waiver

No failure or delay by either party in exercising any right under this Agreement will constitute a waiver of that right.

#### 14.8. Severability

If any provision of this Agreement is held by a court of competent jurisdiction to be contrary to law, the provision will be deemed null and void, and the remaining provisions of this Agreement will remain in effect.

## END OF AGREEMENT