

Terms and Conditions

DISCLAIMER

THE TERMS AND CONDITIONS (“TERMS AND CONDITIONS”) AS SET FORTH BELOW REGULATE THE USE OF ALLPINKSLIPS.COM WEBSITE (“WEBSITE”) PROVIDED BY EXPEDIENT STAFFING SOLUTIONS. LLP AND ALLPINKSLIPS.COM AND ITS SUBSIDIARIES, AFFILIATES AND ASSIGNS (“THE COMPANY”) USE OF THE WEBSITE, ITS INFORMATION (PROPRIETARY AND OTHERWISE), SERVICES, SERVICE PROVIDERS, ETC. MEANS THAT YOU ACCEPT, WITHOUT RESTRICTION OR COMPROMISE, THE TERMS AND CONDITIONS AS DETAILED BELOW.

The following terminology applies to these Terms and Conditions: "Client", "You" and "Your" refers to you, the person accessing this website and accepting the Company's Terms and Conditions. "The Company", "Ourselves", "We" and "Us", refers to our Company, ALLPINKSLIPS.COM/EXPEDIENT STAFFING SOLUTIONS, LLC and its affiliates, subsidiaries and assigns. "Party" or "Parties", refers to both the Client and Ourselves. Any use of the above terminology or other words in the singular, plural, capitalisation and/or he/she or they, are taken as interchangeable and therefore as referring to same.

Privacy/Confidentiality Statement

We are committed to protecting your privacy. We respect the privacy of every visitor to our website and do our best to protect and safeguard information to the fullest extent. Several sections of the website collect personal and professional information and utilize this information for marketing and sales purposes and may collect a fee or payment to display that information

Any individual or individuals may visit our website without identification and without providing any information to the Company. However we do use tracking software to monitor the amount of traffic to our website, along with gathering statistical information and other web analytic tools and information to monitor our website and information.

The Company does however gather personal and business information in various sections of the website and inbound from users. This is to include but not be limited to emails sent to the organization for any reason, creating a resume, posting a job, advertising with us, blog entries, usernames, passwords, etc. If you agree to engage in any of these activities you are granting ALLPINKSLIPS.COM/EXPEDIENT STAFFING SOLUTIONS, LLC and any of its affiliates, subsidiaries and assigns to use this information as they see fit. We do not mass market, email, spam or use web bots or any other tools to distribute this information in mass quantities, however we may use this information to sell the data to a third party vendor or business partner. We will always use the greatest available method of distribution and protect your security and confidentiality to the best of our abilities.

ALLPINKSLIPS.COM/EXPEDIENT STAFFING SOLUTIONS, LLC may use cookies to measure website activities and store preferences of our users to improve their overall website experience. We will not collect specific information in utilizing cookies and rather will only utilize this technology when necessary. In each website browser you may control the level of security and the acceptance of cookies and you may disable this function if you so desire. However disabling cookies may limit the functionality of ALLPINKSLIPS.com and its offerings.

We constantly review our systems, security and data storage to ensure the best possible service to our customers. We will maintain at all costs and at all times the privacy of our customers and users, and are committed to ensuring complete professionalism in disseminating information. Further, we limit the amount of individuals that have access to stored information that we collect. You agree to hold ALLPINKSLIPS.COM/EXPEDIENT STAFFING SOLUTIONS, LLC harmless for breach of security and attacks that could not be prevented or managed with normal preventative operations and measures to include Denial of Service attacks, hacking, data security breach and more. The United States Data and Intellectual Property Policies as set forth by the Federal Government and each individual state will serve as the level of recourse that ALLPINKSLIPS.COM/EXPEDIENT STAFFING SOLUTIONS, LLC possesses and will be utilized to the maximum should attacks on our website abound.

If you provide the Company with information you maintain the right at any time to remove, delete, or edit the information to include changing passwords, email addresses, etc. Should there be any issues you may also email us at support@allpinkslips.com.

If there are any questions or concerns regarding the privacy and security practices of ALLPINKSLIPS.COM you may also email us at feedback@allpinkslips.com.

Exclusions and Limitations

The information on this web site is provided on an "as is" basis. To the fullest extent permitted by law, this Company:

- excludes all representations and warranties relating to this website and its contents or which is or may be provided by any affiliates or any other third party, including in relation to any inaccuracies or omissions in this website and/or Company's literature; and
- Excludes all liability from damages arising out of or in connection with your use of this website. This includes, without limitation, direct loss, loss of business or profits (whether or not the loss of such profits were foreseeable, arose in the normal course of things or you have advised the Company of the possibility of such potential loss), damage caused to your computer, computer software, systems and programs and the data thereon or any other direct or indirect, consequential and incidental damages.

ALLPINKSLIPS.COM contains many links to other sites, organizations, third party vendors and services, and we do not monitor or review the content of other party's websites which are linked to from our website. Opinions expressed or material appearing on such websites are not necessarily shared or endorsed by us and we are not to be considered the creator of this information, nor shall we be held accountable or libel in any way, shape or form. We also do not guarantee, warranty or represent that any of their services, links or information will be absolutely true and without error, omission, fault or harm. We will however do our best to investigate and assess all links, services, vendors, etc. that we offer. We are not responsible for breaches of security or confidentiality on our partner sites, member organizations or third party vendors. We are also not responsible for links to other sites from those sites. We encourage our users to be aware that when they leave our site, they should read the privacy statements of these respective sites. You should evaluate the security and trustworthiness of any other site connected to our website or accessed through our website yourself, before disclosing any personal information to those companies, services or individuals. The Company will not accept any responsibility (implied or otherwise) for any loss or damage in whatever manner caused, resulting from your disclosure of personal information to a third party. User agrees this to be the case in viewing our website.

The Company does not guarantee that the information posted or collected on our website, and/or created by us is without error, omission, fault or harm. While we make all attempts to patrol our website and are mindful of the information that we offer, being the constant updating nature of the content provided, we cannot certify every piece of information represented. We will however do our best to monitor and validate the information that we collect from our sources, third party vendors, partners and users. Also based on the features of our website there are many areas that are completely created and managed by users of our site. There may be content that is seen on this website that you find of questionable nature, offensive, indecent or take exception with. While ALLPINKSLIPS.COM will make every attempt to maintain a fun, safe, useful and informative environment for everyone there may be information that falls into the above distinctions. You the user, agree to hold the Company harmless with regard to this information and assume all risk associated with viewing this information and the damage it may cause. If you do not agree immediately cease use of the website.

CONTENT

The services, information and content featured on ALLPINKSLIPS.COM are intended for use only within the 50 United States of America and the District of Columbia. Also all advertising is intended solely for the 50 United States of America, District of Columbia and respective Job Markets. The user is responsible for evaluating the content listed on the website and reading all content, clicking links to other websites, posting information, etc at their own risk. Redistribution or republication of any part of this site or its content is prohibited, without the express written consent of the Company. The Company does not warrant that the service from this site will be uninterrupted, without error or be 100% up to moment, although it is provided to the best of our ability. By using this website you hereby indemnify this Company, its employees, agents and affiliates against any loss or damage, in whatever manner it may be caused.

Payment

A few sections of the website will collect credit card information for payment. We accept all major forms of credit cards and use a third party processor for credit card transactions. Payment is due in full at the time of utilizing the services that require credit card payment. Payment is final and non refundable unless special circumstances exist and have been discussed and agreed upon between the Customer and Company verbally and in writing.

Since we use a third party vendor for credit card billing, Customer agrees to hold the Company harmless for credit card issues to include inaccurate or double billing, identity theft or fraud as a result of the third party processor. We have however selected a credit card processor that uses many encryption and security measures to insure issues will be non existent or minimized. We will however assist in all possible ways to help the customer resolve the issues should they exist.

Should funds not be available or a credit card is found to be invalid, stolen, rejected or cancelled, the Company will seek and utilize all methods at its disposal to recover monies rightfully due. This may include collection agencies, credit reporting outlets, attorneys, and proper authorities. Also a payment source found to be in violation (stolen, rejected or invalid) may result in an account being immediately suspended and/or put on hold or cancelled until the matter can be resolved. In such circumstances, you shall be liable for any and all additional administrative and/or legal costs.

Copyright Notice

Copyright and other relevant intellectual property rights exist on all text relating to the Company's services and the full content of this website. The Company information (proprietary and otherwise) including text, photographs, logos, images and graphics, sound or video clips, etc is the property of the Company and may not be used without express written consent. The information available on this site is available for general consumption and may be used to assist in job searching, as a resource and any other uses as intended. This website may not be copied, duplicated, quoted, published, or disseminated without the express written consent of the Company. This site may also contain information on loan from advertisers, recruiting agencies, companies, vendors, etc. and may require additional written permission from those entities for its use.

Communication

We have several different e-mail addresses available for different inquires. These email addresses and other contact information, can be found on our **Contact Us/Advertise** page on our website.

This website and company are a fully owned subsidiary of EXPEDIENT STAFFING SOLUTIONS, LLC with Corporate Headquarters at 1515 N. Federal Highway, Suite 300 Boca Raton, FL 33432.

Waiver/Severability

Failure of either Party to insist upon strict performance of any provision of this Agreement or the failure of either Party to exercise any right or remedy to which they are entitled hereunder shall not constitute a waiver thereof and shall not cause an attenuation of the obligations under this Agreement. No waiver of any of the provisions of this Agreement shall be considered valid unless it is expressly stated as such and signed and agreed upon by both Parties.

This website is governed under the laws of the State of Florida and the United States of America. By accessing this website and using our services, vendors, or advertisers you consent to these Terms and Conditions. Further both parties consent to bring any action to enforce these Terms and Conditions through a process of mediation before a court or persons licensed with the appropriate jurisdiction in Palm Beach County, FL or if such jurisdiction is unavailable then a court or persons licensed with the appropriate jurisdiction with the Federal Court in the Southern District of Florida.

If any of these terms are deemed invalid or unenforceable for any reason (including, but not limited to the exclusions and limitations set out above), then the invalid or unenforceable provision will be severed from these terms and the remaining terms will continue to apply. Failure of the Company to enforce any of the provisions set out in these Terms and Conditions, or failure to exercise any option to terminate, shall not be construed as waiver of such provisions and shall not affect the validity of the Terms and Conditions or any part thereof, or the right thereafter to enforce each and every provision. These Terms and Conditions shall not be amended, modified, varied or supplemented except in writing and signed by authorized representatives of the Company.

Notification of Changes

The Company reserves the right to change these conditions as it sees fit and the continued use of the site will serve as acceptance of any changes to these Terms and Conditions. Any substantial changes will be signified in this section and an attempt will be made to make the users aware of said changes. However changes may be made at any time for any reason and as such you should reread these Terms and Conditions on a reasonably frequent basis.

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