

Terms and Conditions  
of Neighbors Link Hiring Site and Job Bank

These Terms and Conditions govern your use of Neighbors Link Hiring Site, Job Bank and Neighbors Link (jointly, "NLHS"). They also provide notice of some of its policies. Please read carefully.

If you do not accept the Terms and Conditions stated here, do not use this service. By using this service, you are indicating your acceptance to be bound by these Terms and Conditions. The terms "you" and "user" as used herein refer to all individuals and/or entities accessing this service for any reason whatsoever.

Neighbors Link Hiring Site is a program of Neighbors Link, a non-profit organization, charging no fee for its hiring site and job referral services. NLHS acts solely as an information exchange venue facilitating the matching of prospective employees and prospective employers. NLHS assumes no responsibility for job applicants' qualifications for a job. It is recommended that employers request references from employees working in their homes or businesses. Any assistance provided by NLHS in making known prospective employees' purported skills is facilitation only and such information is not verified or guaranteed by NLHS.

In connection with your use of this service, NLHS has not undertaken to act as a representative of either prospective employees or prospective employers. Such parties are responsible for negotiating all financial and other arrangements directly with each other, and to seek any remedies and/or redress directly from the other party in the event of any dispute. NLHS is not responsible for any state or federal taxes, which shall be the sole responsibility of the prospective employer and/or the prospective employee.

NLHS is not involved in the actual transaction between prospective employers and prospective employees. As a result, NLHS has no control over the quality, safety or legality of the jobs. In addition, note that your use of NLHS involves risks, including but not limited to the risk of physical harm, of dealing with strangers, foreign nationals, underage persons or people acting under false pretenses, for which NLHS assumes no responsibility. You assume all risks associated with dealing with other users with whom you come in contact through NLHS.

In the event that you have a dispute with one or more users of NLHS, you release NLHS (and our agents, officers, directors, representatives and employees) from claims, demands and damages (actual and consequential, 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. NLHS is not to be considered to be an employer with respect to your use of this service and NLHS shall not be responsible for any employment decisions, for whatever reason made, made by any entity using NLHS.

You agree to defend, indemnify and hold harmless NLHS, its agents, officers, directors, representatives and employees, from and against any claims, actions or demands, including without limitation reasonable legal and accounting fees, alleging, arising or resulting from your use of the service or your breach of the terms of these Terms and Conditions. NLHS shall provide notice to you promptly of any such claim, suit, or proceeding and shall assist you, at your expense, in defending any such claim, suit or proceeding.

These Terms and Conditions are governed by the internal substantive laws of the State of New York without respect to its conflict of laws principles. Jurisdiction for any claims arising under this agreement shall lie exclusively with the state or federal courts within Westchester County, New York. If any provision of these Terms and Conditions are found to be invalid by any court having competent jurisdiction, the invalidity of

such provision shall not affect the validity of the remaining provisions of these Terms and Conditions, which shall remain in full force and effect. No waiver of any term of these Terms and Conditions (which must be in writing signed by an authorized representative of NLHS) shall be deemed a further or continuing waiver of such term or any other term. These Terms and Conditions constitute the entire agreement between you and NLHS with respect to the use of NLHS.

Release:

I hereby confirm that I have received a copy of the Terms and Conditions of Neighbors Link Hiring Site and Job Bank. I will not use the services of NLHS unless I accept these Terms and Conditions.

Company Name: \_\_\_\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_