

AskMEO.com Terms of Use

Last Updated July 20, 2020

1. Acceptance of Terms

These “Terms of Use” relate to the ASKMEO.com website (the “Website”). The Website along with all services, products, related Internet domains, applications, and endeavors related to the Website together constitute the “ASK MEO Platform.” The Website and the Platform are both owned and operated by, and constitute the property of, Employment Options, Inc. (hereafter, along with its owners, officers, directors, employees and agents, “ASK MEO”).

These “Terms of Use” constitute a legally binding contract between you and/or your entity (hereafter referred to collectively as “User,” “You,” “Your,” or “Yourself”) and ASK MEO on the other.

PLEASE MAKE SURE TO REVIEW THESE TERMS OF USE IN THEIR ENTIRETY BEFORE UTILIZING THE WEBSITE. BY UTILIZING THE WEBSITE, WHETHER AS A REGISTERED USER OR AS AN UNREGISTERED GUEST, YOU ACKNOWLEDGE THAT YOU HAVE REVIEWED AND AGREED TO BE BOUND BY THESE TERMS OF USE.

2. Use By Organization

If you use the Platform on behalf of any company, organization or other entity, you represent and warrant that you: (1) are an authorized representative of that entity with the authority to bind such entity to these Terms of Use; and (2) agree to be bound by the Terms of Use personally and on behalf of such entity.

3. Users Must Be At Least 18 Years Old and in the United States

You must be at least 18 years of age to access and use the Website and Platform. By utilizing the Platform, you attest that you meet this age requirement. In addition, you must reside within the United States to access and use the Website and Platform. By utilizing the Platform, you attest that you reside in the United States.

4. Privacy

You acknowledge that any personal information you provide through the Platform will be used by ASK MEO in accordance with ASK MEO’s Privacy Policy (available at <https://www.askmeo.com/privacy-policy/> which ASK MEO may update at any time and from time to time. To utilize the Platform, User will need to provide personal information (including Personally Identifiable Information (“PII”)) and employment-related information (hereafter collectively “Personal Information”) sufficient to match willing employers with willing employees. By using the Website, User agrees that User’s Personal Information may be stored on a web server, transmitted over the Internet, or sent via fax. User agrees that ASK MEO may share such Personal Information with alliances, affiliates, potential employers and their employees for purposes of job placement and/or referral services and that such entities may share your Personal Information with others for purposes of assisting with job placement and/or other services offered on the Platform.

5. Information Provided by Third Parties

Parties other than ASK MEO may provide information, products or services on the ASK MEO Platform. ASK MEO CANNOT AND DOES NOT GUARANTEE THE ACCURACY OR VERACITY OF ANY OF THIS INFORMATION.

By utilizing the ASK MEO Platform, User agrees that its use of and/or reliance on any information, material or content provided on or through the ASK MEO Platform by a party other than ASK MEO is entirely at User's own risk. ASK MEO expressly disclaims any and all responsibility for or related to the information, products or services provided by or advertised by these third parties or the transactions you conduct or enter into with these third parties. USER AGREES TO HOLD ASK MEO HARMLESS FOR ANY ISSUE THAT MAY ARISE AS A RESULT OF USER'S USE OF OR RELIANCE ON ANY THIRD PARTY'S INFORMATION, PRODUCTS OR SERVICES THAT MAY APPEAR on the ASK MEO Platform.

Similarly, the Website may, from time to time, contain links to other Internet Web sites owned by third parties for the convenience of users in locating information, material, content, products, and services that may be of interest. ASK MEO CANNOT AND DOES NOT GUARANTEE THE ACCURACY, SAFETY, APPROPRIATENESS OR ANYTHING ELSE REGARDING ANY INFORMATION, PRODUCTS OR SERVICES THAT MAY APPEAR IN SUCH LINKS. By utilizing the ASK MEO Platform, User agrees that its use of and/or reliance on any information, material, content, products or services provided on or through such links by a party other than ASK MEO is entirely at User's own risk. ASK MEO expressly disclaims any and all responsibility for or related to the information, material, content, products or services provided by or advertised by these third parties or the transactions User conducts or enter into with these third parties. USER AGREES TO HOLD ASK MEO HARMLESS FOR ANY ISSUE THAT MAY ARISE AS A RESULT OF USER'S USE OF OR RELIANCE ON ANY THIRD PARTY'S INFORMATION, MATERIAL, CONTENT, PRODUCTS OR SERVICES appearing in or provided by such third-party links.

ASK MEO reserves the right, in its sole discretion at any time, to deny any request, or rescind any permission granted, to include a link to a third-party's Internet website through the Website. Nevertheless, as stated above, ASK MEO shall not be responsible for any content at any such third-party Internet website. Moreover, the availability of links from the ASK MEO site to third party sites are not meant to be, and should not be construed as, an endorsement of or association with any third-party site(s).

6. Use Solely for Lawful Purposes/Prohibited Activities

User acknowledges and agrees that the Website and Platform may be utilized solely for lawful purposes and that User will not utilize the Website or Platform in any way or for any purpose that violates any applicable local, state, national or international laws.

User further acknowledges that the following activities are prohibited and promises not to engage in any of these activities when accessing or utilizing the Website or Platform:

1. Impersonating another person;
2. Uploading or transmitting unsolicited advertisements or commercial communications;
3. Disrupting ASK MEO servers or network, interfering with the operation of ASK MEO, the Website or the Platform, or altering or changing any part of the Website or Platform;
4. Copying, displaying or distributing any part of the Website or Platform without ASK MEO's prior written approval;

5. Using the Website or Platform in any manner that would infringe on the legal rights of others (including ASK MEO), including trademark and copyright rights and other intellectual property rights;
6. Accessing other user's data;
7. Disparaging anyone else's race, ethnicity, ancestry, religion, sexual preference, sexual orientation, age, appearance, medical condition, physical attributes, disability or marital status; and
8. Using the site for purposes other than personal use.
9. Furthering any criminal purpose.
10. Violating the law of any jurisdiction from which the User interacts with the Website/Platform.

7. Right to Exclude From Website/Platform

ASK MEO retains the right, solely within its own discretion and without limit, to suspend or terminate access to the Website and Platform to anyone that ASK MEO believes subjectively: (1) has violated any part of these Terms of Use; or (2) for any reason poses a danger or risk to the Website or Platform or those using the Website or Platform. ASK MEO also reserves the right, solely within its own discretion and without limit, to remove any information or account from the Website or Platform for any reason. User acknowledges and agrees that User will have no cause of action against ASK MEO if ASK MEO exercises these rights.

8. Intellectual Property

The Website and Platform and all copyrights, trademarks, trade dress, and other intellectual property rights therein (collectively, the "IP") are owned or controlled by or licensed to ASK MEO, and are protected by U.S. trademark, copyright, and other intellectual property laws. Subject to your compliance with these Terms of Use, and only for the time you are permitted by ASK MEO to use the Website and/or Platform you may access, view, download, and print information on the Website/Platform only for your personal, non-commercial use. At no time, however, shall you: (1) acquire any ownership rights in any copyright, trademark, or other proprietary designations relating to content on the Website/Platform; (2) modify or alter any content from the Website in any way; or (3) provide or make available any content on the Website/Platform to any third party in a commercial manner.

ASK MEO and all graphics in or made available through any of the Website or Platform relating to ASK MEO are trademarks or trade dress of ASK MEO. All other marks are the property of their respective companies.

9. No Warranties or Guarantees/Limitation of Liability

User acknowledges and understands that ASK MEO cannot guarantee or warrant any specific result from the use of the Website or Platform. The Platform and all services and products offered through the Platform are provided and made available for use on an "as is," "as available," "with all faults" basis, without warranty of merchantability, fitness for a particular purpose, title, or any other warranty, express or implied. In no event shall ASK MEO be liable for any incidental, special, or consequential damages resulting from your use of the Website or Platform. User acknowledges that any collection and

compilation of data entails the likelihood of some human and machine errors, omissions, delays, interruptions, and losses, including inadvertent loss or unauthorized disclosure of data or damage to media that may give rise to loss or damage. ASK MEO will not be liable for any errors, omissions, delays, interruptions in service, losses or damages of any kind, including your computer, storage media, or other electronic devices whatsoever.

10. Not Providing Legal or Medical Advice

The Platform may contain information relating to employment in the legal or medical field or information that might be considered general legal or medical information. User acknowledges that ASK MEO is not licensed to provide legal or medical advice, is not providing any legal or medical advice through the Platform, and that such information appears solely for purposes of general information. User understands and acknowledges that User is directed to consult with a legal and/or medical professional for advice regarding any and all legal and/or medical issues.

11. Modification

ASK MEO reserves the right to modify these Terms of Use at its discretion without notice at any time. The Terms of Use will indicate the date of last revision. It remains User's sole obligation and responsibility to review the Terms of Use periodically for changes. If you disagree with any changes to the Terms of Use, you acknowledge and agree that your sole remedy is to cease using the Platform.

12. Applicable Law

This Terms of Use shall be deemed entered into in Florida and shall be governed by Florida law. User agrees they are subject to the jurisdiction of the State of Florida and waive any claim of improper personal jurisdiction or venue. Venue for any and all disputes between a User and ASK MEO regarding the Website or Platform, including, but not limited to, any claims for violation of any statute, contract, tort or common law, shall lie exclusively in Hillsborough County, Florida and/or the United States District Court for the Middle District of Florida, Tampa Division. User waives all rights to trial by jury in any such action and waives further any right to initiate or be part of any class action relating thereto.

13. Entire Agreement

User acknowledges that these Terms of Use constitute the entire agreement between the parties relating to the subject matter herein and supersedes any actual or alleged prior communications or agreements, whether oral or written. The Terms of Use shall not be modified except in a writing signed by an authorized representative of ASK MEO stating expressly that the Terms of Use are being modified. No oral statements or electronic mail messages shall constitute a modification of the Terms of Use. In the event you enter into any subsequent agreement with ASK MEO for any particular services, the provisions of such subsequent agreement shall govern only to the extent they are inconsistent with the these Terms of Use. In all other instances the provisions of the Terms of Use shall govern.