

RECRUITERHUB

TERMS AND CONDITIONS FOR RECRUITERS AND EMPLOYERS

Last Updated: 07 May 2026

AGREEMENT TO OUR LEGAL TERMS

We are RecruiterHub – Infenox Technologies Inc. ("Company," "we," "us," "our"), a company registered in Ontario, Canada. We operate the website RecruiterHub.ai (the "Site") and provide AI-powered job application automation and career services (the "Services").

These Legal Terms constitute a legally binding agreement made between you, whether personally or on behalf of an entity ("you," "Recruiter," "Employer"), and RecruiterHub, concerning your access to and use of the Services as a recipient of candidate applications and communications. By accessing candidate profiles, communicating with candidates, or otherwise using our platform for recruitment purposes, you acknowledge that you have read, understood, and agreed to be bound by all of these Legal Terms.

IF YOU DO NOT AGREE WITH ALL OF THESE LEGAL TERMS, YOU ARE EXPRESSLY PROHIBITED FROM USING THE SERVICES AND MUST DISCONTINUE USE IMMEDIATELY.

1. DEFINITIONS

- Candidate(s): Individuals who are registered users of RecruiterHub's Services and whose profiles, resumes, and information are submitted to you via our platform.
- Recruiter Data: Information you provide to us, including company details, job postings, contact information, and communication logs.
- Candidate Data: Information pertaining to Candidates that is disclosed to you through our Services, including but not limited to resumes, cover letters, profiles, contact details, and assessment results.
- Unauthorized Use: Any use of the Services or Candidate Data not expressly permitted under these Legal Terms.

2. ELIGIBILITY AND REGISTRATION

You represent and warrant that:



- You are authorized to represent the company or entity on whose behalf you are using the Services.
- All information you provide during registration is accurate, current, and complete.
- You will maintain the confidentiality of your account credentials and are responsible for all activities under your account.
- You will notify us immediately of any unauthorized use of your account.

3. LICENSE TO USE SERVICES

Subject to your compliance with these Legal Terms, we grant you a limited, non-exclusive, non-transferable, revocable license to access and use the Services solely for your internal recruitment purposes.

4. DATA PROTECTION AND CONFIDENTIALITY

4.1. Lawful Use of Candidate Data:

You agree to use Candidate Data only for the purpose of evaluating Candidates for legitimate job opportunities within your organization or as expressly authorized by the Candidate. You shall not:

- Sell, rent, lease, or commercially exploit Candidate Data.
- Use Candidate Data for marketing purposes unrelated to recruitment.
- Disclose Candidate Data to any third party without the Candidate's prior consent, except as required by law.
- Use Candidate Data to create a competing database, service, or product.

4.2. Data Security:

You shall implement and maintain appropriate technical and organizational measures to protect Candidate Data against unauthorized access, disclosure, alteration, or destruction.

4.3. Compliance with Privacy Laws:

You agree to comply with all applicable data protection and privacy laws, including but not limited to Canada's Personal Information Protection and Electronic Documents Act (PIPEDA), the General Data Protection Regulation (GDPR) where applicable, and any other relevant provincial, federal, or international legislation.

4.4. Candidate Consent and Communication:

By using our Services, you acknowledge that Candidates have consented to



RecruiterHub sharing their information with potential employers. However, you are solely responsible for obtaining any additional consents required for your recruitment processes, including for interviews, background checks, or employment offers.

4.5. Data Retention and Deletion:

Upon filling a position or deciding not to proceed with a Candidate, you shall securely dispose of or anonymize Candidate Data in accordance with your internal data retention policies and applicable law. You shall not retain Candidate Data longer than necessary for the purpose for which it was collected.

5. PROHIBITED ACTIVITIES

You agree not to:

- Use the Services or Candidate Data for any unlawful, fraudulent, or abusive purpose.
- Misrepresent your identity, company, or job opportunities.
- Harass, discriminate against, or harm any Candidate.
- Reverse engineer, decompile, or disassemble any aspect of the Services.
- Use automated systems, bots, or scrapers to extract Candidate Data.
- Circumvent any security or access controls of the Services.
- Use Candidate contact information for unsolicited communications unrelated to a specific, bona fide job opportunity.

6. INTELLECTUAL PROPERTY

All content, software, and materials provided through the Services, including our logos, trademarks, and platform technology, are owned by or licensed to RecruiterHub and are protected by intellectual property laws. You are granted no right, title, or interest in any such materials except as expressly stated herein.

7. DISCLAIMER OF WARRANTIES & LIMITATION OF LIABILITY

7.1. No Guarantee of Candidate Suitability:

We do not screen, vet, or verify the accuracy of information provided by Candidates. You are solely responsible for evaluating Candidates' qualifications, conducting due diligence, and making hiring decisions.



7.2. Service "As Is":

THE SERVICES ARE PROVIDED ON AN "AS-IS" AND "AS-AVAILABLE" BASIS. WE DISCLAIM ALL WARRANTIES, EXPRESS OR IMPLIED, INCLUDING WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, AND NON-INFRINGEMENT.

7.3. Limitation of Liability:

TO THE FULLEST EXTENT PERMITTED BY LAW, IN NO EVENT SHALL RECRUITERHUB, ITS DIRECTORS, EMPLOYEES, OR AGENTS BE LIABLE FOR ANY INDIRECT, INCIDENTAL, SPECIAL, CONSEQUENTIAL, OR PUNITIVE DAMAGES ARISING FROM YOUR USE OF THE SERVICES OR CANDIDATE DATA, INCLUDING BUT NOT LIMITED TO LOSS OF PROFITS, DATA, OR BUSINESS OPPORTUNITIES, EVEN IF ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

8. INDEMNIFICATION

You agree to indemnify, defend, and hold harmless RecruiterHub, its affiliates, officers, agents, and employees from and against any claims, liabilities, damages, losses, and expenses (including reasonable legal fees) arising out of or relating to:

- Your use of the Services or Candidate Data.
- Your violation of these Legal Terms.
- Your violation of any third-party right, including a Candidate's privacy or intellectual property rights.
- Your recruitment or hiring practices.

9. TERM AND TERMINATION

We reserve the right to suspend or terminate your access to the Services at any time, without notice, for conduct that we believe violates these Legal Terms or is harmful to our interests, our Candidates, or other users.

10. GOVERNING LAW AND DISPUTE RESOLUTION

These Legal Terms shall be governed by and construed in accordance with the laws of the Province of Ontario and the federal laws of Canada applicable therein. Any dispute arising under these Legal Terms shall be resolved through binding arbitration in Ontario, Canada, in accordance with the rules of the International Commercial Arbitration Court



(ICAC). You agree to submit to the personal jurisdiction of Ontario courts for any ancillary relief.

11. CHANGES TO TERMS

We reserve the right to modify these Legal Terms at any time. We will notify you of changes by updating the "Last Updated" date. Your continued use of the Services after such changes constitutes acceptance of the revised terms.

12. CONTACT US

For questions regarding these Terms and Conditions, please contact us at:

- Email: support@recruiterhub.ai
 - Phone: +1 437 216 2171
 - Website: <https://recruiterhub.ai/>
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By accessing or using the Services as a Recruiter or Employer, you acknowledge that you have read, understood, and agree to be bound by these Terms and Conditions.

