

Terms Of Service

TERMS OF SERVICE AGREEMENT FOR CARGUYS INC.

Welcome to CarGuys Inc. By using our website or services, you agree to comply with and be bound by the following Terms of Service Agreement (the "Agreement"), which together with our Privacy Policy govern CarGuys Inc.'s relationship with you in relation to our website and services. If you disagree with any part of these terms and conditions, please do not use our website or services.

DEFINITIONS

- "CarGuys Inc." or Company refers to the Michigan corporation providing recruiting services.
- "Client" refers to the entity or individual seeking recruiting services from CarGuys Inc.
- "Employee" refers to any individual referred to the Client by CarGuys Inc. for the purpose of recruitment.

RECRUITING DASHBOARD / PLATFORM TERMS

- **PER DAY PROGRAM**

- **MONTH TO MONTH PROGRAM**

- **3 MONTH PROGRAM**

- **6 MONTH PROGRAM**

- **12 MONTH PROGRAM**

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CarGuys Inc PER DAY RECRUITING DASHBOARD / PLATFORM TERMS:

IF you have selected and purchased the 7-Day or 14-Day subscription.

This agreement constitutes a subscription contract between CarGuys Inc and the subscriber. By subscribing to our services, you agree to the following terms:

1. ****Subscription Duration:**** The subscription period shall commence upon the date of signup and shall continue until cancelled by the subscriber.
2. ****Subscription Fee:**** The subscriber agrees to pay \$525 for a 7-day term or \$630 for a 14-day term, depending on the selected option. These fees are non-refundable, non-negotiable, and must be paid in full at the beginning of each subscription period.
3. ****Payment Schedule:**** The subscription fee is payable in advance for the full 7-day or 14-day term, with the first payment due upon signup. Subsequent payments will automatically process at the start of each renewal period (every 7 or 14 days, respectively) until cancelled.
4. ****Late Payments:**** Failure to make timely payments may result in suspension or termination of services at the discretion of CarGuys Inc, without liability for any resulting losses or damages incurred by the subscriber. In the event of suspension or termination due to late payments, the subscriber remains responsible for payment of the remaining term of the contract. Any outstanding payments must be settled in full before services can be reinstated or the contract terminated.
5. ****Renewal:**** This subscription automatically renews for successive 7-day or 14-day terms (depending on the selected plan) unless cancelled / terminated by either party with prior written notice.

6. ****Termination:**** Early termination of the subscription contract by the subscriber before the completion of the initial term is not allowed. The subscriber is obligated to complete the full term of the contract or pay the remaining balance in full to exit the agreement.

7. ****Modifications:**** CarGuys Inc reserves the right to modify the terms of this subscription contract with prior notice to the subscriber. Continued use of the services after such modifications constitutes acceptance of the revised terms.

8. ****Governing Law:**** This subscription contract shall be governed by and construed in accordance with the laws of Michigan, without regard to its conflict of laws principles.

By subscribing to our services, you acknowledge that you have read, understood, and agreed to abide by these terms and conditions.

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CarGuys Inc MONTH TO MONTH RECRUITING DASHBOARD / PLATFORM TERMS:

IF you have selected and purchased the monthly subscription.

This agreement constitutes a month to month subscription contract between CarGuys Inc and the subscriber. By subscribing to our services, you agree to the following terms:

1. ****Subscription Duration:**** The subscription period shall commence upon the date of signup and shall continue until cancelled by the subscriber.
2. ****Subscription Fee:**** The subscriber agrees to pay a minimum fee of \$1296 per month for the duration of the subscription term. This fee is non-negotiable and must be paid in full and on time.
3. ****Payment Schedule:**** The subscription fee is payable monthly in advance, with the first payment due upon signing this agreement and subsequent payments due on the same day of each successive month thereafter.
4. ****Late Payments:**** Failure to make timely payments may result in suspension or termination of services at the discretion of CarGuys Inc, without liability for any resulting losses or damages incurred by the subscriber. In the event of suspension or termination due to late payments, the subscriber remains responsible for payment of the remaining term of the contract. Any outstanding payments must be settled in full before services can be reinstated or the contract terminated.
5. ****Renewal:**** This subscription contract shall automatically renew for successive 1-month term unless terminated by either party with prior written notice.
6. ****Termination:**** Early termination of the subscription contract by the subscriber before the completion of the initial 1-month term is not allowed. The subscriber is obligated to complete the full term of the contract or pay the remaining balance in full to exit the agreement.

7. ****Modifications:**** CarGuys Inc reserves the right to modify the terms of this subscription contract with prior notice to the subscriber. Continued use of the services after such modifications constitutes acceptance of the revised terms.

8. ****Governing Law:**** This subscription contract shall be governed by and construed in accordance with the laws of Michigan, without regard to its conflict of laws principles.

By subscribing to our services, you acknowledge that you have read, understood, and agreed to abide by these terms and conditions.

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CarGuys Inc 3 MONTH RECRUITING DASHBOARD / PLATFORM TERMS:

IF you have selected and purchased the 3 Month Subscription.

This agreement constitutes a 3-month subscription contract between CarGuys Inc and the subscriber. By subscribing to our services, you agree to the following terms:

1. ****Subscription Duration:**** The subscription period shall commence upon the date of signup and shall continue for a duration of 3 months.

2. ****Subscription Fee:**** The subscriber agrees to pay a minimum fee of \$3,288 every 3 months for the duration of the subscription term. This fee is non-negotiable and must be paid in full and on time.

3. ****Payment Schedule:**** The subscription fee is payable quarterly in advance, with the first payment due upon signing this agreement and subsequent payments due on the same day of each successive month thereafter.

4. ****Late Payments:**** Failure to make timely payments may result in suspension or termination of services at the discretion of CarGuys Inc, without liability for any resulting losses or damages incurred by the subscriber. In the event of suspension or termination due to late payments, the subscriber remains responsible for payment of the remaining term of the contract. Any outstanding payments must be settled in full before services can be reinstated or the contract terminated.

5. ****Renewal:**** At the end of the initial 3-month period, this subscription contract shall automatically renew for successive 3-month terms unless terminated by either party with prior written notice.

6. ****Termination:**** Early termination of the subscription contract by the subscriber before the completion of the initial 3-month term is not allowed. The subscriber is obligated to complete the full term of the contract or pay the remaining balance in full to exit the agreement.

7. ****Modifications:**** CarGuys Inc reserves the right to modify the terms of this subscription contract with prior notice to the subscriber. Continued use of the services after such modifications constitutes acceptance of the revised terms.

8. ****Governing Law:**** This subscription contract shall be governed by and construed in accordance with the laws of Michigan, without regard to its conflict of laws principles.

By subscribing to our services, you acknowledge that you have read, understood, and agreed to abide by these terms and conditions.

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CarGuys Inc 6 MONTH RECRUITING DASHBOARD / PLATFORM TERMS:

IF you have selected and purchased the 6 month subscription.

This agreement constitutes a 6-month subscription contract between CarGuys Inc and the subscriber. By subscribing to our services, you agree to the following terms:

1. ****Subscription Duration:**** The subscription period shall commence upon the date of signup and shall continue for a duration of 6 months.
2. ****Subscription Fee:**** The subscriber agrees to pay a minimum fee of \$996 per month for the duration of the subscription term. This fee is non-negotiable and must be paid in full and on time.
3. ****Payment Schedule:**** The subscription fee is payable monthly in advance, with the first payment due upon signing this agreement and subsequent payments due on the same day of each successive month thereafter.
4. ****Late Payments:**** Failure to make timely payments may result in suspension or termination of services at the discretion of CarGuys Inc, without liability for any resulting losses or damages incurred by the subscriber. In the event of suspension or termination due to late payments, the subscriber remains responsible for payment of the remaining term of the contract. Any outstanding

payments must be settled in full before services can be reinstated or the contract terminated.

5. **Renewal:** At the end of the initial 6-month period, this subscription contract shall automatically renew for successive 6-month terms unless terminated by either party with prior written notice.

6. **Termination:** Early termination of the subscription contract by the subscriber before the completion of the initial 6-month term is not allowed. The subscriber is obligated to complete the full term of the contract or pay the remaining balance in full to exit the agreement.

7. **Modifications:** CarGuys Inc reserves the right to modify the terms of this subscription contract with prior notice to the subscriber. Continued use of the services after such modifications constitutes acceptance of the revised terms.

8. **Governing Law:** This subscription contract shall be governed by and construed in accordance with the laws of Michigan, without regard to its conflict of laws principles.

By subscribing to our services, you acknowledge that you have read, understood, and agreed to abide by these terms and conditions.

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CarGuys Inc 12 MONTH RECRUITING DASHBOARD / PLATFORM TERMS:

IF you have selected and purchased the 12 Month Subscription.

This agreement constitutes a 12-month subscription contract between CarGuys Inc and the subscriber. By subscribing to our services, you agree to the following terms:

1. ****Subscription Duration:**** The subscription period shall commence upon the date of signup and shall continue for a duration of 12 months.
2. ****Subscription Fee:**** The subscriber agrees to pay a minimum fee of \$796 per month for the duration of the subscription term. This fee is non-negotiable and must be paid in full and on time.
3. ****Payment Schedule:**** The subscription fee is payable monthly in advance, with the first payment due upon signing this agreement and subsequent payments due on the same day of each successive month thereafter.
4. ****Late Payments:**** Failure to make timely payments may result in suspension or termination of services at the discretion of CarGuys Inc, without liability for any

resulting losses or damages incurred by the subscriber. In the event of suspension or termination due to late payments, the subscriber remains responsible for payment of the remaining term of the contract. Any outstanding payments must be settled in full before services can be reinstated or the contract terminated.

5. ****Renewal:**** At the end of the initial 12-month period, this subscription contract shall automatically renew for successive 12-month terms unless terminated by either party with prior written notice.

6. ****Termination:**** Early termination of the subscription contract by the subscriber before the completion of the initial 12-month term is not allowed. The subscriber is obligated to complete the full term of the contract or pay the remaining balance in full to exit the agreement.

7. ****Modifications:**** CarGuys Inc reserves the right to modify the terms of this subscription contract with prior notice to the subscriber. Continued use of the services after such modifications constitutes acceptance of the revised terms.

8. **Governing Law:** This subscription contract shall be governed by and construed in accordance with the laws of Michigan, without regard to its conflict of laws principles.

By subscribing to our services, you acknowledge that you have read, understood, and agreed to abide by these terms and conditions.

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SERVICE TERMS AND CLIENT RESPONSIBILITIES

- CarGuys Inc. provides recruiting services to Clients using specially designed processes to recruit Employees for companies.
- All payments for CarGuys Inc. services are set up on a recurring basis, and no refunds will be given once processed.
- If a Client chooses to cancel their service, it is the sole responsibility of the Client to remove their credit card information from the merchant program used when signing up with CarGuys Inc.

- CarGuys Inc. does not guarantee the "hiring" of Employees. The hiring decision is the responsibility of the Client.

- If a Client hires any direct Employee of CarGuys Inc., the Client will be charged a \$50,000 fee to be paid immediately upon hire. Client agrees to allow CarGuys Inc. to charge their credit card on file for this fee. If there is insufficient funds the client will immediately pay overnight payment in the form of Cashier's Check to CarGuys inc. at 8 E Bridge St NE Suite C-1 Rockford, MI 49341

- If an Employee of the Client applies with CarGuys Inc, CarGuys Inc. retains the right to help that person find new employment and will not be held responsible for the client's employees actions or decisions.

- CarGuys Inc retains the right to set up multiple interviews with multiple employers for all candidates presented to the client.

- Client acknowledges and agrees that when they opt for our Anonymous Recruiting Option, Company will provide recruiting services specifically for the single position identified by the Client. The service period for this single position shall be a maximum of 90 days from the date of sign-up ("Service Period").

- If, during or after the Service Period, Client successfully hires a candidate for the specified position who was not identified or presented by Company's recruitment efforts, the Client agrees that this hiring will be considered as services rendered by Company, and the Client shall be liable for the full payment of the fees as outlined in the original Agreement or as per Company's standard fee structure, if applicable.

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LIABILITY

- Client waives their rights to dispute any charges to their credit card for services rendered.
- CarGuys Inc. is not responsible for any actions (either good or bad) of any Applicant referred to as the Client from CarGuys Inc.
- Background checks are to be performed by the Client and are not the responsibility of CarGuys Inc.
- CarGuys Inc. does not take responsibility for the accuracy or truthfulness of any information on an Applicant's resume.
- CarGuys Inc. offers an anonymous hiring option but will not be held accountable if the Candidate goes out of their way to find out who the employer is that is hiring and/or figures out who they are.
- All programs used in accordance with hiring are the sole ownership of CarGuys Inc. and not the Clients.

- CarGuys Inc. is not a representative of the Client and cannot be held liable for any actions of CarGuys Inc. employees.

- Marketing paid for by CarGuys Inc. is the sole property of CarGuys Inc. and is not designed for any specific Client.

- By clicking the box next to "I've read and accept the plan policy," the Client acknowledges and agrees that this action serves as their electronic signature and signifies their explicit acceptance and agreement to the terms and conditions outlined in this Agreement, which is an integral part of the Terms of Service. Checking this box shall be considered legally binding and have the same force and effect as a handwritten signature.

GENERAL PROVISIONS

- This Agreement shall be governed by and construed in accordance with the laws of the State of Michigan.

- Any dispute arising out of or related to this Agreement or the use of CarGuys Inc.'s website or services shall be resolved through binding arbitration in accordance with the rules of the American Arbitration Association.

- In the event of any legal dispute arising out of or related to this Agreement, including but not limited to disputes regarding its interpretation, validity, performance, or breach, the parties agree that any such dispute shall be exclusively filed and conducted in the courts of Kent County, Michigan, United States of America.

- The parties hereby consent to the personal jurisdiction of such courts and waive any objections as to venue or inconvenient forum. This choice of jurisdiction is agreed upon by the parties as the most convenient and appropriate forum for the resolution of any disputes under this Agreement.

- If any provision of this Agreement is held to be invalid or unenforceable, such provision shall be struck and the remaining provisions shall be enforced.

- CarGuys Inc. may modify this Agreement at any time, and such modification shall be effective upon posting of the modified Agreement on CarGuys Inc.'s website.

- The failure of CarGuys Inc. to exercise or enforce any right or provision of this Agreement shall not constitute a waiver of such right or provision.

- Pricing is subject to change as CarGuys Inc. deems it necessary at any time.

These terms and conditions constitute the entire agreement between CarGuys Inc. and the clients and supersede all prior or contemporaneous communications and proposals, whether oral or written, between the parties. Any waiver of any provision of these terms and conditions will be effective only if in writing and signed by an authorized representative of CarGuys Inc.

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Privacy Policy

We welcome you to Car Guys Inc.! We want you to be aware of our privacy policy, because privacy policies are not all alike.

Our company respects your individual privacy. Our privacy policy informs you of how we electronically collect and process your information. This policy will inform you of options that you have to control or restrict the availability and use of your information.

Car Guys Inc. ("CarGuys", "Car Guys Inc.", "CarGuys Nation", "us", "we", or "our") is a limited liability company registered in the state of Indiana in the United States of America with its principal office in Warsaw, Indiana. We provide users, ("user/s", "you", "your") services delivered via Car Guys Inc. website, a mobile application, .mobi site and/or any other platform or media thorough which we make our services available. A "user" may be a member, a visitor, an affiliate, a partner, company, partner site, poster, writer or any other person or company that participates in a Car Guys Inc. service.

Consent

Each time you use this site or provide us with information you represent that you agree to the terms of this policy. When you submit data to this site, you consent to the collection, use and disclosure of that information in accordance with the terms of this policy as outlined and discussed below.

Please review this Privacy Policy periodically as we may update it. You agree that by using these sites you are expressly and affirmatively consenting to our use and disclosure of the information that you provide, and consenting to receive emails, as described herein.

Terms

Important terms in this policy are, "personally identifying information", "non-identifying information" and "server data". This Privacy Policy incorporates by reference the Terms and Conditions for the sites which apply to this privacy policy.

How we get to know our customers

We are in the business of putting people in touch with other people. That requires more than innovative technical services. It requires that we understand you and your needs. We get to know you primarily through information that you provide to us when registering and using our site. The information that you provide ranges from basic contact information to payment information, to technical IP file information.

When you register with our site you agree to provide and maintain accurate, complete and updated information. You further agree to our use of your information consistent with this Privacy Policy and the laws of the United States.

For operational and quality assurance purposes, we keep track of site traffic patterns and maintain log files of user access to site files. The information that we receive from or about you is stored on a system that is designed to prevent loss, misuse, unauthorized access, disclosure, alteration or destruction of that information. We also use an outside provider that encrypts your sensitive information such as credit card numbers to ensure your privacy. We collect information to better understand our market and to better serve you.

We use the above collected information to monitor and improve our internal operations. We also use it to ensure that we bill you correctly, administer your account accurately and that we properly perform the services of this site. We use the collected information to improve the users experience with the site. The data helps us to determine how much our customers use certain parts of the site, allowing us to enhance those parts to fit the needs of the users. You agree the Car Guys Inc. can use your provided information to contact you and to deliver information to you that is targeted to your interests or for administrative or partner driven purposes. By accepting this Privacy Policy, you expressly agree to receive information from our sites and partners. If you do not wish to receive this information you may opt out of any further promotional or job related emails but will remain on the list for administrative purposes. Car Guys Inc. may also use non identifiable information about its users to prepare demographic analysis and reports.

Personally Identifiable Information

When you register with us your name, address, etc. is recorded in our database. This information is not for sale or use by anyone except our company and its

network of job board sites, our partner corporations and our subcontractors. We do contract with other companies to assist us in our abilities to better serve you. Those companies will have access to our database files and must comply with our strict privacy policy.

You may change, update or delete all of your personal information from this site at any time. Information that you have posted may have been recorded by users and then becomes their property. This may result in unsolicited messages from those third parties for which Car Guys Inc. is not liable. In certain circumstances, you may have clicked through to the Car Guys Inc. site through another website, in the event that you provided any information to that linked website prior to arriving onto the Car Guys Inc. site, we are not liable for the use of that information. Wherever you reside or from whichever country you are using the services and/or submit information, you consent to our use of your information consistent with this Privacy Policy, in the United States.

We can make no claim or take any responsibility as to how your posted information is utilized by those that take it from the posting portion of this site. If you choose to post your information to be open to employers or recruiters and to be public on the web sites, those employers or recruiters users may access your information and place it in their own company data file. Once your information has been removed from the Car Guys Inc. website and placed in an employer or recruiter company file, Car Guys Inc. is not able to access or assist in any removal from those outside company files. Car Guys Inc. is also not responsible for any use or sale of such information from that point. Car Guys Inc. does offer users a privacy setting that assures only a limited amount of identifying information can be obtained through the CarGuys site. Please see Posted CV's and/or Positions on additional limitations regarding limiting identifying information.

Registration

In order to post on our site you will be required to complete a registration. This registration will request specific personal information about you, your firm, agency or hospital group. Contact information is required as a part of this registration. This information is used to contact the user of this site about services, changes in services as well as for billing needs. Information you provide that you request to be kept confidential will not show up on a public profile or posting. An option of confidential may limit your ability to post on some areas of the web site.

Posted Resumes and/or Positions

Our subscribers, recruiters and employers view posted resumes and position postings. You may have us disclose as much personal information as you wish. You may want to consider what information you wish to be posted depending on whether your job search is common knowledge to your colleagues, current employer or staff. That is why this site allows you to identify what information you provide that you do not wish to appear in your public posting. It is our intention that only paying customers or prospective customers will have access to the CV or resume database, but we cannot guarantee that other parties will not without our consent gain access to the CV or resume database. Be aware that when you post personal information in an uploaded CV or resume, Car Guys Inc. is not able to keep that information confidential. You may have marked your profile as confidential, but are providing identifying information through your uploaded CV or resume. We are not responsible for the use of any information in an uploaded CV's, resume or job posting taken from this site by a third party. We are also not responsible for the accuracy of any information uploaded or posted to the web site by a user. Any inappropriate information displayed in a CV or resume will be removed and all privileges of site use will be suspended.

Our goal is to provide a service that connects candidates with their desired position and location. It is also to assist employers and/or recruiters in finding the

right candidate. We also provide professional information to users of the site to review, comment and contribute. Users of this site may copy or retain information to their files that you have posted. Although we attempt to hold our users to a high ethical standard, we are not responsible for their use of that information.

By posting on this site you represent to us that you have obtained consent from any third party individuals or business entities to post data regarding their specific job search or position posting. By posting information you also state that you have informed any third party of how they may access to view the information posted and how to contact you to rectify an inappropriate, incorrect or any unconsented to information.

No member or agents of this site/company shall be held responsible for the content or another member's posted information.

Fraudulent Access or Use

No company or user of this site shall provide another person or company with their password or access without our written consent. Any unauthorized access or use is an act of fraud and shall result in removal from the site and an assessment of reasonable charges for such fraudulent use. Reasonable charges shall be assessed based on each individual case. Fraudulent use results in damages and agreement to these terms, reflects your agreement to these terms of damages.

It is agreed that the Database is an asset. Database access is for the purpose of finding candidates that fill your current contracted job openings. Removing data from this database and using it for another purpose is in violation of this policy and you agree is an act of conversion. Conversion and continued use or sale of that information is a direct violation of this agreement and shall result in removal from the site and an assessment of monetary damages and if needed injunctive relief.

Email and online fraud are ongoing concerns for all internet businesses. If you are the recipient of an email that appears to come from Car Guys Inc. and is a phishing email, spam or presents a position that seems too good to be true, please contact us so we can follow up on it immediately. If you are asked for your log in information or any other personal information, please do not provide it and again, contact us immediately. We will take immediate action.

E-Mail

All initial correspondence will be through an e-mail message directed from our site. This allows recruiters and employers to establish direct contact with you without revealing your name or identifying information. Once you have received a request for further interest in your CV or posted position through that initial e-mail message, you may choose to correspond directly with the individual or group. Responding directly to that initial email may result in that recruiter or employer obtaining identifying information directly from your response. Car Guys Inc. is not responsible for any information released directly by you in response to correspondence you receive from the web site. If you do not blind your CV or apply directly to a position via the site, you are responsible for any information provided to that subscriber, recruiter, employer or candidate in any correspondence. We do not have any control regarding the information you provide to third parties you come into contact from our site.

You will also be notified automatically of any job opportunities that match your specialty or geographic preferences. You may choose when and if you want to respond to those opportunities.

Mobile Messaging

Mobile Information We Collect

We collect your mobile phone number when you provide it to us voluntarily through our website, forms, or other communication channels.

How We Use Mobile Information

Your mobile number will be used exclusively to send you recurring marketing messages, updates, and communications related to CarGuys Inc. and its services.

Data Sharing and Disclosure

We do not share, sell, rent, or disclose your mobile number or SMS consent data with third parties, affiliates, or partners for marketing or promotional purposes. Your mobile information is used solely by CarGuys Inc. for the purpose of delivering relevant communications that you have opted in to receive.

Message Frequency and Fees

Message frequency varies. Message and data rates may apply based on your mobile carrier's plan.

Opt-Out and Help Instructions

You may opt out of receiving messages at any time by texting STOP to the number you receive messages from. For assistance, text HELP.

Your Consent

By opting in, you consent to receive text messages from CarGuys Inc. You confirm

that you are the subscriber or customary user of the provided mobile number and that you have the authority to opt in.

Linking to other Sites

You may access other sites through advertisements on this website as well as resource links provided. Once you leave this site, our privacy policy, as well as the other policies in effect on this site, will no longer be in effect. You will become subject to that site's policies. Make sure that you read their policies before proceeding.

Cookies

Cookies are small text files recorded in a user's hard drive. Cookies are used by many sites to help track user information and to assist with password identification and in remembering a user making multiple trips to the Web site. Cookies do not damage user files and they cannot provide information from a user's hard drive. They simply allow us to provide a faster service and more personalized visit to our site. Our third party advertisers may also utilize cookies when you visit their site. This allows them to measure advertising effectiveness. This information is not personally identifiable. Most internet browsers allow you to erase cookies from your computer hard drive, block all cookies or receive a warning prior to a cookie being stored. Please be aware that failure to allow a cookie to be placed on your computer may result in certain features or services failing to function properly.

We may use third party advertising companies which may place or access cookies on your computer. This information is used to provide information about goods and services of interest to you or to tailor demographic or preference information so we can better serve you.

Security

This Site uses a variety of programs to protect user's information. Information such as credit card numbers are encrypted and protected using one of the best encryption programs on the Internet. Information is backed up on a daily basis.

Notification of Changes

Please check back to this privacy policy on a regular basis. We reserve the right to change or modify this policy at any time. In the event that we change our policy, we will post a notification of change on the home page for thirty (30) days. In the event that you do not log into this site during that thirty (30) day period it is the users' responsibility to check the policy page for updated policy. You may opt out of any changes in the policy by notifying us with an e-mail to our contact e-mail address. In the event that you do wish to opt out, the previous privacy policy in effect at the time that you made payment will be in effect for the remainder of the period that has been prepaid. The user at that time can determine whether they wish to discontinue their use of this site's services or if they wish to continue using the site under the changed policy provisions.

Employee Accountability

Only the employees of this site/company, it's contractors or partner corporation employees that have a legitimate business purpose for accessing and handling personal information obtained on this site are given authorization to do so. Our information management system is set up so that all unauthorized employees are blocked from being able to obtain confidential or sensitive information.

U.S.-EU Safe Harbor Framework and the U.S. Swiss Safe Harbor Framework

Car Guys Inc. complies with the U.S.-EU Safe Harbor Framework and the U.S. Swiss Safe Harbor Framework as set forth by the U.S. Department of commerce regarding the collection, use and retention of personal information from European Union member countries and Switzerland. Car Guys Inc. has certified that it adheres to the Safe harbor Privacy Principles of notice, choice, onward transfer, security, data integrity, access and enforcement. Information is located at <http://www.export.gov/safeharbor/>. Please feel free to contact us with any questions.

Compliance with the Us-EU and US-Swiss Safe Harbor Principles, we will resolve complaints about your privacy and our collection and use of your personal information. Any concerns or complaints please [contact us](#). Unresolved privacy issues under the U.S. EU and US-Swiss Safe Harbor Principles will be referred for independent dispute resolution.

Car Guys Inc. cannot ensure that all of your private communications and other personal information will never be disclosed as described in this Privacy Policy. We are committed to protecting your privacy but in some circumstances we are not able to control the actions of others that may result in your information becoming public. As a user of this site, you understand and agree that you are assuming responsibility and risk associated with the placement of personally identifiable information on this web site either directly or by uploading documents to this web site, direct use and actions and conduct on and off of this site.

Do Not Do's

This is a list of things that this site does not do. It is by no means a comprehensive listing but is one that is created to ensure your private information remains private unless you decide otherwise:

1. We enforce a zero Spam policy.
2. We do not intentionally or knowingly collect information from children under the age of 18 that visit this site.
3. Please do not give your social security number to anyone that contacts you.
4. Never give out a credit card or bank account number to a prospective employer/recruiter.
5. Be careful what personal information you provide to people that you do not know.

Responsibility

The user accepts all risks and responsibility.

Contact Us

In the event that you have any questions please feel free to contact us at , or by letter at Car Guys Inc., in 8 E Bridge St NE Suite C-1 Rockford, MI 49341. Please include your name and address in all correspondence.

SIGNATURE FROM BUYER:
