

A. Terms of Service for Job Seekers

For purposes of this Section A of the Lazy Resumes General Terms of Service, all references to “you” or “your” shall mean you, the individual or organization accessing this Site in your capacity as a Job Seeker. As a Job Seeker, you are permitted to use Lazy Resumes’s Site and its content solely for non-commercial purposes. In all cases, regardless of the stipulations that follow, by using Lazy Resumes service, you are permitting Lazy Resumes to share your personal information, resume, and other career details with any of Lazy Resumes partners or 3rd parties.

1. Job Ads or Job Listings

Lazy Resumes may make available Job Ads advertising employment opportunities and other job-related content, including links to third-party websites (“Job Listings” or “Job Ads”), through Lazy Resumes’s search results or otherwise through the Site. Searching for Job Ads on Lazy Resumes is free for Job Seekers. Lazy Resumes displays Job Ads based on a combination of compensation paid by employers to Lazy Resumes and relevance, such as search terms, and other information provided and activities conducted on Lazy Resumes. While Lazy Resumes may in some circumstances be compensated by employers who post Job Ads, helping keep Lazy Resumes job search free for Job Seekers, all Job Ads are considered advertising.

Job Ads are created and provided by third parties over whom Lazy Resumes exercises no control; you acknowledge and understand that Lazy Resumes has no control over the content of Job Ads, links to or from Job Ads, or any conditions third parties might impose once a Job Seeker has submitted an application or left the Site. For example, some of these third parties may attempt to charge Job Seekers a fee to apply to a particular job, although Lazy Resumes endeavors not to make such Job Ads available on the Site. If you leave the Lazy Resumes Site and choose to enter a third-party website, you accept any terms and conditions imposed by that third-party. Except for sponsored, featured or paid placements, the Job Ads contained on, or linked from, the Site are indexed or posted in an automated manner. Lazy Resumes has no obligation to

screen any Job Ads, or to include any Job Ads, in its search results or other listings, and may exclude or remove any Job Ads from the Site or your search result without any obligation to provide reasoning for removal or exclusion. You understand and agree that Lazy Resumes has no obligation to present you with any or all Job Ads. We cannot confirm the accuracy or completeness of any Job Ad or other information submitted by any Employer or other user, including the identity of such Employer or other user. Lazy Resumes assumes no responsibility, and disclaims all liability for the content, accuracy, completeness, legality, reliability, or availability of any Job Ads, or other information submitted by any Employer or other user.

When you initiate a job application on a website operated by an Employer or its applicant tracking system, Lazy Resumes may collect certain information about you and any actions taken by you during your visit using automated means, such as via Application Programming Interfaces (API), cookies and web beacons. The information collected includes, for example, information about job listings you viewed and job applications you started and completed. An Employer who uses tracker functionality is required under this Agreement to provide any notice, and obtain any prior consent, that may be required by applicable law. However, you acknowledge and agree that Lazy Resumes has no control over such an Employer or its website. You agree to Lazy Resumes's use of, and receipt of information from, any such tracker functionality.

Lazy Resumes may provide independent functionality to assist you. For example, Lazy Resumes may provide search options to help you narrow down Job Ads search results by job type categories (i.e. full-time, part-time, etc.), and such categories are created independently and entirely by Lazy Resumes, and may not directly or accurately reflect the content of the Job Ads. Lazy Resumes may reformat Job Listings so that you may read them more clearly on a mobile phone. Lazy Resumes may also promote Job Ads by select Employers on certain pages or websites dedicated to a specific topic, such as inclusive hiring, or military-friendly job posts. The placement of a Job Ad on a dedicated page or website is not a representation regarding the nature of the role for legal purposes (for example gig economy postings are not necessarily limited to contractor

status jobs and may also include engagements for employment relationships) or a representation regarding the attributes of an Employer. Lazy Resumes does not guarantee that applying to jobs through a dedicated page or website will lead to a better job application experience, a job interview, or a job offer. The dedicated pages or website do not contain an exhaustive list of Job Ads, and no inferences can be drawn with respect to Job Ads or Employers that are not displayed on dedicated pages. Lazy Resumes may also provide functionality to call a telephone number contained in a Job Ad using the phone app on a mobile device. Lazy Resumes cannot guarantee that the extracted phone number is the correct phone number for the Employer or for the Job Ad you are viewing.

2. Resume and Profile

By creating a searchable resume through the Site (“Lazy Resumes Resume”) or uploading a file resume on the Site (collectively, “Your Resume” or “Job Seeker Resume”), you are requesting and authorizing Lazy Resumes to make available Your Resume to anyone accessing our Site, such as Employers that Lazy Resumes believes may have an interest in Your Resume, users of Lazy Resumes’s Resume Search Program, or anyone with access to the URL associated with your searchable resume. We offer you the option to make Your Resume searchable on Lazy Resumes to help you find a job. You are responsible for keeping Your Resume accurate and up-to-date.

When you provide Your Resume on Lazy Resumes, Your Resume is set to searchable on Lazy Resumes (“Searchable”) by default. If you do not want Lazy Resumes to make available Your Resume to third parties or if you do not want Employers to contact you, Do not use the service. In all cases, regardless of the stipulations that follow, by using Lazy Resumes service, you are permitting Lazy Resumes to share your personal information, resume, and other career details with any of Lazy Resumes partners or 3rd parties. Resumes that are not searchable on Lazy Resumes are only made available to those to whom the Job Seeker has submitted an application or provided their resume. Applying to jobs or otherwise sharing Your Resume with Employers may result in Your Resume being copied and published even if it is set to Not Searchable. While you may

change Your Resume privacy settings at any time, setting Your Resume to Not Searchable will not affect your previous applications or prevent employers you responded to from contacting you. Resumes set to Searchable, including yours, can be copied by search engines and other third parties accessing the Site, who can then make those Resumes publicly available elsewhere. Lazy Resumes does not control such third parties. If Your Resume is copied in this manner, then setting it to Not Searchable on Lazy Resumes will not affect those third parties or the copies they have made of Your Resume. Changes to Your Resume on the Site may or may not be reflected on copies made by third parties. If you do not want Your Resume to ever be publicly visible or copyable, you must keep it set to Not Searchable. Lazy Resumes assumes no responsibility and disclaims all liability for Your Resume or application information that you share with Employers or otherwise make public.

By creating or uploading Your Resume, you are requesting and authorizing Lazy Resumes, or an Lazy Resumes vendor, to review or scan Your Resume and provide you feedback (in Lazy Resumes's discretion), including suggested changes, other jobs you may consider applying to because your qualifications may match their requirements, and suggestions for additional information you may want to include with your application to a particular job. We may also provide you with feedback through additional resume review services, such as helping you understand how your resume may be parsed by applicant tracking system software, feedback on ways to build a more effective resume, or a personalized resume review video. We provide this feedback directly to you, and may give you the ability to access it within your account. It is not made available to Employers. You agree that your use of any feedback or other information provided through resume review services is at your sole discretion. You are the only one responsible for deciding which jobs to apply to and what to include in your applications. Lazy Resumes assumes no responsibility and disclaims all liability for any actions you take based on any provided feedback. Lazy Resumes does not guarantee that any recommended jobs are suited for you.

By creating a Lazy Resumes Resume or uploading a file resume on Lazy Resumes, Lazy Resumes may share with you Job Ads that match the contents of Your Resume. Lazy Resumes may also highlight to you items in Your Resume that may match qualifications from the Job Ad, or highlight to you items that appear in the Job Ad and may be missing from Your Resume. These highlights do not mean you are or are not qualified for the job or that you should or should not apply for it. Applying for such Job Ads does not guarantee job interviews or hiring. Even where Lazy Resumes highlights items or a Job Ad is shared with you, Lazy Resumes assumes no responsibility, and disclaims all liability for the content, accuracy, completeness, legality, reliability, or availability of Job Ads or highlights. By uploading a file resume on the Site, you agree that Lazy Resumes may convert your file resume to a different file type. It is your responsibility to review Your Resume to ensure that the content appears as you intend, and that it contains the right information or any information you intend to include or update. If you see any inaccuracy in any such material, it is your responsibility to correct such information or to contact Lazy Resumes to do so. It may take a few days for updates to your account or Your Resume to be reflected. Lazy Resumes assumes no responsibility and disclaims all liability for Your Resume or other application information you post, send or receive through the Site.

If you have a Lazy Resumes account, a Lazy Resumes Resume, or an uploaded file resume, you agree that Lazy Resumes may associate Your Resume data with your profile on Lazy Resumes (“Lazy Resumes Profile”). Your Lazy Resumes Profile consists of information you provide on the Site in the “Profile” section of your account. This includes your Lazy Resumes Resume, your scores on any Lazy Resumes Assessments you may have taken, and any information that you choose to include, such as your desired job title, job types, work schedule, whether you are ready to work, or pay. Information in your Lazy Resumes Profile, except as otherwise indicated on the Site, may be available to third parties, such as Employers. If you do not want Lazy Resumes to make your Lazy Resumes Profile available to third parties or if you do not want Employers to contact you, set your Lazy Resumes Resume and uploaded file resume to Not Searchable or remove Your Resume. Your response to an Lazy Resumes

Assessment will be associated with your Lazy Resumes Profile. You may choose whether your Lazy Resumes Assessment response is available to Employers viewing your Lazy Resumes Profile. You can enable the ready to work feature on your profile to let Employers know that you can start work immediately. Lazy Resumes may disable that feature from your profile after a certain time, but you can manually enable it again.

To mitigate fraud, Lazy Resumes may mask or hide your contact information, for example, we may mask or hide your email address and/or phone number, from Your Lazy Resumes Profile, Your Resume, or application, and may substitute it with an alias. Lazy Resumes makes no promise to you about whether all or part of your contact info will be masked or hidden, and the decision to mask or hide such info is in Lazy Resumes's sole discretion. Lazy Resumes may also mask some or all of the Employer's contact information, or an Employer may choose to mask their contact information when they contact you. In either case, you agree to an Employer contacting you from a masked phone number or email, and that you may not be able to return their call unless they provide their real number to you. Lazy Resumes reserves the right to limit your ability to set Your Resume to Searchable, and may toggle a public resume to Not Searchable, at any time, to prevent illegal conduct, for fraud mitigation, or for any other reason in Lazy Resumes's discretion. Lazy Resumes makes no guarantee that Your Resume will be shown to any particular Employer or that any portion of the Lazy Resumes Resume database will be available to an Employer at any particular time.

3. Applying to Jobs Through Lazy Resumes

Any resume or application information that you submit through the Site, including Personal Data included in a resume, application or responses to screener questions and assessments ("Lazy Resumes Apply"), is subject to this Agreement (including Section D.3.) and to Lazy Resumes's Privacy Policy (all references on the Site to "Apply Now", "Easily Apply", "Simple Apply", "Apply from your phone", "Apply with Lazy Resumes", "RSVP to hiring event" or any similar references mean "Lazy Resumes Apply."). To maintain the quality of the Site and Services, Lazy Resumes in its sole

discretion may impose limits on your ability to apply to Job Listings or to other Lazy Resumes services.

You acknowledge that prior to submitting an application through Lazy Resumes Apply, you are responsible for reviewing and confirming that you are applying to your desired Employer. Once you provide information to an Employer (whether in the form of a job application, resume, email, interview material or otherwise), Lazy Resumes does not have control over the Employer's use or disclosure of that information. If you want to request the Employer delete, modify, or maintain confidence over any such information, you must make such a request directly to the Employer. Unsubscribing from calls from Employers through Lazy Resumes does not apply to interviews you have already scheduled. If you require alternative methods for applying, you must approach the Employer directly to request such alternative method, as Lazy Resumes is not responsible for the Employer application process.

When you ask Lazy Resumes to submit your application or other information through Lazy Resumes Apply, you are sending Your Resume and application information to Lazy Resumes, and you are requesting and authorizing Lazy Resumes to make available such application information to the applicable Employer(s) for the indicated Job Listing(s). You further agree to Lazy Resumes's performance of automated processing in relation to your application, as such processing is an essential part of this Agreement. When you ask Lazy Resumes to transmit an application or a message, including, but not limited to, a signed offer letter, to an Employer via Lazy Resumes Apply or Lazy Resumes's relay system, or store such application, you understand that this is without warranty, and that Lazy Resumes reserves the right to reformat such application or message. Additionally, you consent to your application and any responses sent to you by the Employer (including offer letters) through Lazy Resumes being processed and analyzed by Lazy Resumes according to this Agreement and Lazy Resumes's Privacy Policy.

You acknowledge and agree that Employers may request that Lazy Resumes assemble your application materials, resume, answers to screener questions, assessment

responses and other information you provide to Lazy Resumes into one document, and you agree that in doing so, Lazy Resumes assembles these application materials on your behalf. When you apply to a job using Lazy Resumes Apply, Lazy Resumes will attempt to send your application to the contact information provided to us by an Employer or their Agent, which may include sending your application to an Applicant Tracking System (ATS) or other service provider selected by the Employer. You agree that Employers can enable such service providers to access and manage their Lazy Resumes accounts, including by connecting to and integrating with APIs provided or used by Lazy Resumes. By applying for a job through Lazy Resumes, you agree to Employer's use of such service providers, and acknowledge that such use may involve an intermediary's access to job applications sent to its Employer client. We cannot guarantee that such messages and applications will be delivered, received, accessed, read or acted upon. Lazy Resumes also does not guarantee that any Employer will receive, be notified about, access, read or respond to any such resume or other application material, or that there will be no mistakes in the transmission or storage of the data. Lazy Resumes depends on the Employer or the Employer's agent to provide Lazy Resumes with the correct destination for all applications, and we cannot vouch for the validity of the contact information provided to us by Employers. If the electronic destination provided to Lazy Resumes is incorrect, your application materials will not be sent to the intended recipient of the application. Further, Lazy Resumes does not guarantee that the interface will be error-free. However, Lazy Resumes may alert you when any of the above events occur.

Please note that Job Ads may expire between the time you submit your application and from the time it is received. Lazy Resumes has no responsibility for expired Job Ads or for delivering applications prior to a Job Ad's expiration, and Lazy Resumes and its third party providers may store your application and related information regardless of whether a Job Listing has been closed or is no longer available on the Site. We also cannot vouch for the technical capabilities of any third party sites, including but not limited to ATSs. Third party sites, including ATSs used by Employers, may disclaim liability for technical malfunctions, including the failure in the delivery of applications. We are not

responsible if an ATS rejects or fails to deliver an application to an Employer for any reason. If you do not feel comfortable sending an application or messages in this manner, or having your application or messages stored by Lazy Resumes on Lazy Resumes's or third party providers' servers, do not use the Lazy Resumes Apply or Lazy Resumes relay functions and please send your application or messages directly to the Employer by whatever other method you so choose, including the public mail system. You may contact the Employer directly to find alternative methods of application if you do not wish to apply through Lazy Resumes. By using the Lazy Resumes Apply system, you fully consent to the above.

By using Lazy Resumes, you agree that Lazy Resumes is not responsible for the content of the Employer's job application, requirements, messages, screener questions, skills assessments or their format or method of delivery, and that Lazy Resumes does not guarantee receipt of your application by the Employer, or your receipt of messages from the Employer. Please note that Lazy Resumes does not choose the questions asked by Employers or decide the job qualification criteria of Employers. Employers are solely responsible for compliance with all applicable laws, including the Fair Credit Reporting Act and similar laws, anti-discrimination laws such as Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and any applicable data protection or privacy laws. Employers are responsible for offering alternative methods of screening, if so required by the Americans with Disabilities Act or any similar law. You must contact the Employer if you require alternative methods of screening. Some questions may be labeled as Optional, indicating only that the application may be submitted to the Employer without providing an answer. Lazy Resumes cannot guarantee that the Employer will consider such an application or make a particular determination with regard to such an application. Employers may ask applicants to voluntarily self-identify certain demographic information such as race, ethnicity, sex, disability and/or veteran status along with their job applications. Some Employers are required by law to ask these questions and you may see these questions when applying to jobs on Lazy Resumes. That is a separate process from Lazy Resumes's collection of demographic data (see

section 11, “Your Job Seeker Data,” below). Lazy Resumes is not responsible for these questions. If you have questions or concerns about an Employer’s application materials, please contact the Employer directly or refer to their privacy policy. Lazy Resumes does not guarantee the identity of an Employer or any individuals working for any Employers, and cautions Job Seekers when applying to jobs. Lazy Resumes cannot make any guarantee regarding health and safety measures in an Employer’s hiring or interviewing process. Lazy Resumes recommends Job Seekers follow personal health and safety best practices as recommended by the World Health Organization or similar institution. Lazy Resumes does not guarantee the validity of a job offer and cautions Job Seekers to verify the validity of a job offer before taking an adverse action regarding their current employment situations. Job Seekers are solely responsible for verifying the accuracy of any Employer or job offer.

By using Lazy Resumes Apply and answering screener questions, you acknowledge that Employers may have instructed Lazy Resumes to send out rejection notices if your answers do not match the answers sought by the Employer, and you acknowledge that Lazy Resumes has no discretion in the transmission of these rejections. Lazy Resumes may offer Employers the ability to activate a feature on their account called Employer Assist. Activating Employer Assist means the Employer is instructing Lazy Resumes to send a message on the Employer’s behalf to the Job Seeker informing them that the Employer has determined not to move forward with their application. These notices are automatically sent after a period of time selected by the Employer, unless the Employer indicates to Lazy Resumes their interest in your application. You acknowledge and agree that Lazy Resumes has no discretion in the sending of these messages, and that any such messages are solely a result of the Employer’s decision to activate Employer Assist and to not take an action on your application on Lazy Resumes within the time period selected by the Employer. Any interactions the Employer has directly with you and not through a tool provided by Lazy Resumes (for example, calling or emailing you directly instead of through an Lazy Resumes Relay Service) are not visible to Lazy Resumes, and would not by themselves prevent an Employer Assist rejection notice from being sent. Lazy Resumes assumes no responsibility, and disclaims all liability, for

the content, accuracy, validity, completeness, legality, reliability, or availability of any Employer Assist notices.

By using Lazy Resumes Apply and answering screener questions, you acknowledge that Employers may have instructed Lazy Resumes to schedule interviews with Job Seekers who meet criteria (based on information the Job Seeker has provided to Lazy Resumes, such as answers to screener questions, resume, and Lazy Resumes Assessment Responses) that the Employers have selected, and based on the Employers' availability. You agree that Lazy Resumes has no discretion in the transmission or storage of these interview invitations (which are purely mechanical), that transmission or storage is not guaranteed, and that the availability or criteria the Employer provided to Lazy Resumes may not be accurate. Lazy Resumes may request that Job Seekers confirm their interest in the position before scheduling an interview. It is ultimately your and the Employer's responsibility to confirm whether any interviews were scheduled, or to reschedule or cancel interviews if necessary. The decision of who to interview is decided solely by the Employer, who can choose to interview any Job Seeker at any time.

When you search for jobs on the Lazy Resumes Job Search app and proceed to apply for a job, including jobs on third party sites, Lazy Resumes may suggest information from your Lazy Resumes profile to include in your application. It is your responsibility to review suggestions before accepting them and including them on your application.

For Job Seekers located in Japan, you acknowledge that when Lazy Resumes is presented as Lazy Resumes Agent (hereinafter referred to as "Lazy Resumes Agent Japan"), Lazy Resumes is acting as an employment placement business provider (as defined under applicable law). Lazy Resumes Agent Japan offers the services in accordance with these terms and the rules set forth in [its website](#). Lazy Resumes Agent Japan will only send you Job Listings that Lazy Resumes Agent Japan determines may be of interest to you. You may also end your relationship with Lazy Resumes Agent Japan at any time.

You acknowledge that as part of its efforts to combat fraud and spam, Lazy Resumes may require that users verify their email address. When you apply to a job through Lazy Resumes, you agree that you may be required to verify your email address, and that failure to verify may lead to your application being rejected.

4. Job Matching and Recommended Jobs

Job matches are recommendations which may be presented to both you as a Job Seeker and to Employers in various formats on the Site. For example, Lazy Resumes may recommend Job Ads which are similar to jobs to which you recently applied, or recommend Resumes to Employers which match Job Ads they post. Job matching is provided to you on a beta basis and is subject to our Beta Program (see section 9 of the Terms of Service for All Users).

To generate matches, Lazy Resumes uses data collected through our Site from both Employers and Job Seekers. This includes Job Ads, Your Resume, your application materials (including responses to screener questions), Lazy Resumes Assessments, and your activity on Lazy Resumes (such as searches you run and Job Ads you click on and apply to). You agree and consent that Lazy Resumes may use this information to present potential matches to you and to potential Employers.

Lazy Resumes may automatically send you recommended jobs via the email address you use to apply to a job or the email that is associated with your Lazy Resumes account.

5. Communications and Other Actions on the Site

When you view, send, store or receive communications or materials (including Job Listings, resumes, messages, text messages, applications, questions and responses in applications, and any other information) on or through the Site, you agree to your communication and materials being processed, analyzed, reviewed, and stored, including via automated means, for data analysis, quality control, enforcement of the Sites' rules and other Lazy Resumes policies, content moderation, and to improve the

Site or any other Lazy Resumes product or service whether via automated means or otherwise. If you disagree with any part of these terms, do not use the Site.

When an Employer views, sends, stores or receives communications or materials through or using the Site, Lazy Resumes may inform you about such actions.

Additionally, we may also inform you that an Employer has taken other actions with regards to a Job Ad, your Resume, or your application, such as pausing or closing a Job Ad, opening your Resume or application, viewing your Resume or application, responding to your Resume or application, and making a decision with regards to your application or Job Ad. Lazy Resumes may inform the Employer about activities you take on the Site or your use of the Site, for example, whether you are online, recently active, or active on Lazy Resumes, and you hereby consent to Lazy Resumes taking such actions. As part of this functionality, you may receive messages, including but not limited to text messages, emails or email notifications corresponding with your or an Employer's (in the event you applied for a job) activity on or use of the Site, Lazy Resumes Apply, Lazy Resumes Chat, or any other communications service, product, or feature provided on or through the Site. In all cases, such messages or notifications are provided solely as a courtesy, and you should not rely on them. For example, if you accept an interview request, it is your responsibility to follow up with the employer separately to ensure they know your response, do not rely on notifications through Lazy Resumes. Lazy Resumes disclaims all warranties with regards to the transmission or storage of such courtesy notices, does not guarantee their delivery or receipt, and does not guarantee the date or time at which they may be sent. In the event a message being sent is intended for a closed account, these messages will not be deliverable.

Lazy Resumes may offer you the opportunity to receive a text message interview reminder from Lazy Resumes when an Employer has scheduled interviews with you. In such an event you will enter your phone number on the Lazy Resumes consent form and by entering your phone number you are representing and confirming it is your phone number and that you have the right to accept text messages at the number. Lazy Resumes will only send you text message reminders for your interviews, and you agree

to accept such text message reminders on your cell phone, including messages sent by automated telephone dialing system. You acknowledge that if the words “automated,” “automatic,” or similar words are used on the Site in connection with calls or text messages, these words do not refer to the generation or storage of a phone number. Lazy Resumes only calls the number that you generated and stored when you provided your number to Lazy Resumes. In the event you change your phone number, you agree to promptly update your Lazy Resumes account with the new number. You agree that by providing your phone number or using the Site, you are establishing a business relationship with Lazy Resumes and that Lazy Resumes may send you text messages in connection with that relationship.

Lazy Resumes may enable text messaging relay and/or call relay services through our Site to help facilitate contact between Employers and Job Seekers about a Job Listing. You understand that communicating through such relay services on or through the Site shall be limited to the purpose of applying for a Job Listing. Lazy Resumes may, in its sole discretion, turn off or disable text messaging relay and/or call relay services for any Employer or Job Seeker at any time without prior notice and for any or no reason. Please note that since these text messaging relay and call relay services depend on the functionality of third-party providers, there may be technical delays on the part of those providers. We also cannot vouch for the technical capabilities of any third parties to send or receive such text messages or calls. You agree that Lazy Resumes is not responsible or liable for the content of any text message and/or call from you or Employers. You further agree that Lazy Resumes is not responsible or liable for the manner in which you or Employers use text messaging relay and/or call relay services.

Lazy Resumes may offer you the ability to utilize a text messaging relay service to facilitate contact for the purpose of submitting applications and for other communications related to Job Listings (“Text to Apply”). Lazy Resumes may also offer you the ability to utilize a QR scanning service to facilitate contact for the purpose of submitting applications and for other communications related to Job Listings (“Scan to Apply”). To use Text to Apply, a Job Seeker must text an Employer’s preset keyword

("Keyword") to a telephone number which may be included in the Employer's advertising materials, such as a sign, flyer or other materials or items that Employers display which contain a Keyword and phone number or QR code ("Sign"). To use Scan to Apply, a Job Seeker must scan the QR code displayed on a Sign. You agree that Lazy Resumes is not responsible for the content or placement of any Sign. By texting Keyword to the telephone number, you are consenting to receive text messages about the Employer's Job Listings. You understand that a Keyword or QR code may be inactive or unavailable when you text the phone number or scan the QR code. You also understand and agree that messages and data rates may apply as a part of your use of Text to Apply. Please note that since these text message services depend on the functionality of third-party providers, there may be technical delays on the part of those providers. We also cannot vouch for the technical capabilities of any third parties to send or receive such text messages. You represent and warrant that you are the subscriber and primary user of the telephone number from which you use Text to Apply. You acknowledge and agree that when you text the assigned Keyword to the phone number provided, Lazy Resumes shall respond with a text message containing a link showing the sponsored Job Ads that the Employer has associated with Text to Apply, as applicable.

Lazy Resumes may also insert functionality into messages relating to your application allowing you to place calls directly to third parties. Please note this functionality is provided solely as a courtesy. Your standard calling rates with your phone provider will apply.

Lazy Resumes may use your email address to create an alias email address for your communication, in lieu of displaying your actual email address to the Employer. Once an Employer has your contact info, you agree that Lazy Resumes is not responsible or liable for the manner in which the Employer uses the info. Lazy Resumes may group messages together as part of a conversation on Lazy Resumes Messages. This is done as a courtesy, and some messages related to the same conversation may not be grouped together. When communicating with an Employer through Lazy Resumes, the Employer sender's information may be displayed in different ways, for example, you

may see the Employer's company name or the name of the specific person sending the message, but you may not see all that info in all circumstances. Lazy Resumes's messaging system is not intended for sending one message to multiple people. You agree to not use Lazy Resumes's messaging services to send bulk messages, unless specifically authorized in the Lazy Resumes interface. You agree to not circumvent this limitation through using your email client for this purpose, for example by sending email messages through your email client (e.g. your Gmail or third party email provider) to multiple Lazy Resumes aliased e-mail addresses. If a user, such as an Employer, sends an email to multiple recipients (e.g. by adding additional aliased email addresses to the cc field in a third party email client), this may affect the way messages on Lazy Resumes are displayed. In this case, it is best to view the email conversation in the third party email client. Should you choose to send an email from a third party email client, the person with whom you are communicating may be able to see your email address, rather than the alias.

Lazy Resumes may enable chatbots, which allows you to take certain actions on the Site, such as apply to a job, schedule an interview, or otherwise interact with the Site, Employers, or Job Listings on our Site ("Chatbot"). You understand that the Chatbot is an automated service that does not involve human interaction. It is your responsibility to ensure the accuracy and completeness of information submitted through the Chatbot. Lazy Resumes is not responsible for any loss, damage or inconvenience arising as a consequence of the use (or inability to use) the Chatbot or from the information you submit via the Chatbot.

Lazy Resumes reserves the right to turn on or enable chat or other communication options for select Employers or Job Listings, in its sole discretion, and to notify you that chat or other communication options are available for a particular job or Employer. For example, you may see an option to chat with an Employer before applying to certain jobs. Whether or not you see that option depends on many factors, including whether the Employer turned on that functionality and the Employer and/ or Job Listing meet

certain requirements. Lazy Resumes may, in its sole discretion, turn off or disable chat for any Employer or Job Seeker at any time without prior notice.

If you have turned on browser push notifications and wish to turn them off, you may do so by visiting the settings on your browser. If you have turned on mobile push notifications and wish to turn them off, you may do so through your mobile device.

It is possible to create an Lazy Resumes account with a phone number only and no email address (“PNO Accounts”) in certain countries. If you create a PNO Account, you understand and agree that there are limitations to using such an account. Such limitations include the following: (i) if you forget your password, you may not be able to recover it or regain access to your PNO Account and the data contained in your PNO Account, (ii) if you change your phone number, you will lose access to your PNO Account if you do not change the phone number on your PNO Account before you lose access to your old number and (iii) you can only create a PNO Account if you have a WhatsApp account.

To unsubscribe at any time from non-transactional WhatsApp messages connected to your PNO Account, reply STOP by WhatsApp to the relevant message. DUE TO THE UNSTRUCTURED CONVERSATIONAL FORMAT OF THIS SERVICE, WE MAY NOT RECOGNIZE OTHER UNSUBSCRIBE ATTEMPTS. Please note that since PNO Accounts depend on the functionality of third-party providers, there may be technical issues on the part of those providers. We cannot vouch for the technical capabilities of any third parties to send or receive WhatsApp messages. You represent and warrant that you are the subscriber and primary user of the telephone number registered on your PNO Account. Lazy Resumes accepts no liability regarding phone numbers in PNO accounts being recycled or Job Seekers losing access to such phone numbers.

Lazy Resumes Interview Updates and Recruiter Invitations

If you have consented to receiving text messages with updates (i) about upcoming interviews scheduled on Lazy Resumes (“Lazy Resumes Interview Updates”) or (ii) from

Employers interested in Your Resume (“Recruiter Invitations Messages”), the terms in this paragraph apply to you. Lazy Resumes Interview Updates may include confirmation messages, messages reminding you about Lazy Resumes Interviews and messages regarding cancellations. You can cancel the Lazy Resumes Interview Updates and Recruiter Invitations Messages at any time by texting “STOP” to the relevant short code. If you want to unsubscribe from both categories of messages you must text “STOP” to both short codes. After you send the text message “STOP”, we will send you a text message to confirm that you have been unsubscribed. After this, you will no longer receive Lazy Resumes Interview Updates or Recruiter Invitations Messages (as applicable). If you want to join again, sign up as you did the first time and we will start sending the relevant messages. If you are experiencing issues with the messaging program you can reply with the keyword “HELP” for more assistance, or you can get help [here](#). Carriers are not liable for delayed or undelivered messages. Message and data rates may apply for any messages sent by you to Lazy Resumes, and by Lazy Resumes to you. Message frequency varies. If you have any questions about your text plan or data plan, it is best to contact your wireless provider.

6. Virtual Communications

Employers may offer you the opportunity to participate in virtual, pre-recorded, and remote communications using Lazy Resumes products, including but not limited to, Lazy Resumes Interview, Lazy Resumes Hiring Platform, Virtual Evaluations, phone interviews, virtual meetings, and video interviews (“Virtual Interviews”). You understand that Lazy Resumes is not a telecommunications service provider and that Lazy Resumes is only providing the option for you to communicate with Employers via services that may be offered by third-party providers. Please note that since these telecommunication services may depend on the functionality of third-party providers, there may be technical delays or malfunctions on the part of those providers. We cannot vouch for the technical capabilities of any third parties to receive, transmit, or support such phone or video communications. Lazy Resumes does not guarantee any aspect of your Virtual Interview experience including transmission of phone or video communications, quality of audio/visual content, data security, or data usage and

restrictions. Lazy Resumes is not liable for any claims arising out of your use of Virtual Interviews and you release Lazy Resumes from any such claims.

You understand that Lazy Resumes does not guarantee the Employer's schedule or availability for conducting Virtual Interviews and cannot vouch for the validity of the contact information provided to us. You also understand that the Employer is responsible for any and all questions, comments, or hiring decisions made. Further, Employers are responsible for any accommodations you need during Virtual Interviews.

NOTICE – Virtual Interviews May be Recorded: You understand that an Employer may enable the recording of a Virtual Interview or you may be given the option to pre-record an interview to provide to the Employer. You agree to respect any notification (visual, audio, or otherwise) which may indicate that recording is enabled by or on behalf of an Employer on Virtual Interview. If you do not agree to be recorded, you must refrain from pre-recording an interview or you must immediately leave the Virtual Interview. By using Virtual Interviews, you agree that the Virtual Interview may be recorded and that Lazy Resumes and third party providers can store, access and analyze the recording. Also, you agree that an Employer that receives pre-recorded interviews or activates the recording function, can access, store, use, analyze, and share the recording, and that this activity is outside of Lazy Resumes's control. YOU FURTHER AGREE THAT Lazy Resumes IS NOT LIABLE FOR ANY CLAIMS ARISING OUT OF THE RECORDING OF VIRTUAL INTERVIEWS, AND YOU RELEASE Lazy Resumes FROM ANY SUCH CLAIMS.

YOU UNDERSTAND AND AGREE THAT, TO THE MAXIMUM EXTENT PERMITTED BY LAW, THERE IS NO PROTECTION FOR ANY INFORMATION YOU SHARE OR DATA THAT YOU TRANSMIT WHILE PARTICIPATING IN VIRTUAL INTERVIEWS INCLUDING, BUT NOT LIMITED TO, AUDIO/VISUAL CONTENT, INTERVIEW QUESTIONS AND ANSWERS, OR YOUR IMAGE OR LIKENESS. YOU ACKNOWLEDGE AND AGREE THAT, TO THE MAXIMUM EXTENT PERMITTED BY LAW, Lazy Resumes IS NOT RESPONSIBLE FOR SECURING OR PROTECTING ANY DATA OR INFORMATION THAT YOU SHARE OR TRANSMIT DURING YOUR

USE OF VIRTUAL INTERVIEWS. Lazy Resumes ASSUMES NO LIABILITY FOR THE MISUSE OF ANY DATA YOU SHARE OR TRANSMIT THROUGH USE OF VIRTUAL INTERVIEWS. YOU FURTHER ACKNOWLEDGE AND AGREE THAT Lazy Resumes DOES NOT ASSUME ANY RESPONSIBILITY FOR AVAILABILITY OR RETENTION OF ANY RECORDINGS OF VIRTUAL INTERVIEWS. YOU UNDERSTAND AND AGREE THAT YOU ACCESS AND USE VIRTUAL INTERVIEWS AT YOUR OWN DISCRETION AND RISK AND THAT Lazy Resumes DISCLAIMS ALL LIABILITY ARISING OUT OF YOUR USE OF VIRTUAL INTERVIEWS.

7. Screening Tools

Lazy Resumes may make screening tools available to Employers for Employer use in the application process, including screener questions, phone screen tools and assessments. Lazy Resumes is licensing these tools for Employers' use as determined by Employers. As a Job Seeker you agree that the Employer has made the determination to use these tools as part of its application process, and the questions asked are solely determined by the Employer, and are not being asked by Lazy Resumes. The Employer is the sole party to determine which answers will qualify a candidate and is solely responsible for the use of the screening tool including any results which are considered to have a "disparate impact".

Lazy Resumes does not act as an employment agency by offering screening tools. By using screening tools, you acknowledge and agree that Lazy Resumes is not procuring employees for Employers or procuring opportunities to work for Job Seekers. Lazy Resumes merely provides a tool enabling Employers and Job Seekers to exchange information as they determine. The sole responsibility for the content of any screening tools, any requests for interviews or offers made, any issues arising from an acceptance or denial of employment, and any other issues arising from the use of screening tools, is solely with Employers or Job Seekers as applicable.

You further acknowledge that only the Employer is responsible for offering alternative methods of screening, if so required by the Americans with Disabilities Act or any other

equivalent or similar law. While Lazy Resumes is guided by WCAG 2.1, Level AA in our efforts to design and develop accessible offerings, as outlined in the accessibility statement, each disability is unique and Lazy Resumes does not warrant that the method of delivery of these questions is compliant with the Americans with Disabilities Act or any equivalent or similar law.

8. Lazy Resumes Assessments

Lazy Resumes Assessments is an online tool for the provision and review of skills assessments selected by Employers (“Assessments”) and responses from Job Seekers (“Responses”) through the Site. Employers may use the Lazy Resumes Assessments tool to send you Assessments, to which you may provide Responses. After you provide a Response, the Employer will be able to use the Lazy Resumes Assessments platform to review the Response.

An Assessment only evaluates a particular skill. It does not evaluate a Job Seeker’s qualification for any job. Whether a particular skill is relevant to a job, or whether a Job Seeker is qualified or appropriate for a job, is decided solely by the Employer sending the Assessment and reviewing your Response. Receiving or responding to an Assessment does not guarantee a job or job offer, or a job offer at any particular salary, or any further communication or action by any Employer. An Employer is the sole party to determine whether a Response indicates a qualified Job Seeker. Employers may have instructed Lazy Resumes to send out rejection notices if you have not responded to Assessments in a manner acceptable to the Employer, and you acknowledge that Lazy Resumes has no discretion in the transmission of these rejections. The Employer is the sole party to determine whether to consider any retaken Assessments as part of their hiring process.

You acknowledge and understand that Employers (or their employment agencies) select which Assessments to associate with their job openings, and that Lazy Resumes does not choose the Assessments sent by Employers and has no control over Employers’ selection or use of Assessments. You agree that the questions in any Assessment are

solely being asked by the Employer sending the Assessment. Lazy Resumes may provide a means by which you may request and receive additional time on Assessments. Lazy Resumes may provide a means by which you may request such an alternative method or other accommodation from the Employer; Lazy Resumes does not guarantee the Employer's receipt of, or response to, any such request. While Lazy Resumes is guided by WCAG 2.1, Level AA in our efforts to design and develop accessible offerings, as outlined in the accessibility statement, each disability is unique and Lazy Resumes does not warrant that the method of delivery of any Assessment question is compliant with the Americans with Disabilities Act or any equivalent or similar law. You agree that Lazy Resumes is not responsible for offering alternative methods of screening, if so required by the Americans with Disabilities Act or any other equivalent or similar law, and that the responsibility for offering any such alternative method lies solely with Employers. If you require an accommodation, or any alternative method(s) of Assessment, screening or application, you must indicate it to the Employer.

You agree and acknowledge that the usefulness and value of Assessments and Responses depend on their contents being kept confidential. You therefore agree to keep the content of Assessments and Responses confidential and to not reproduce or discuss them with anyone, except that you may communicate with an Employer about an Assessment they have sent to you and your Response.

Lazy Resumes does not have any obligation to screen any Assessment or Response, or to include any Assessment or Response on the Site, and may exclude or remove any Assessment or Response from the Site for any or no reason without liability or notice. Assessment links sent to you may continue to be active after an Employer has paused or closed their job campaign on Lazy Resumes. Once an Employer pauses or closes their Job Ad (for example, after the Employer has made a hire), Lazy Resumes cannot guarantee that the Employer will view any related notices or updates, including Assessments, Responses, and accommodation requests. You may still choose to take

the Assessment for the purpose of adding its results to your Lazy Resumes Profile or for another job application.

Lazy Resumes may also offer you the option to select an Assessment to complete independent of a particular job, and your Response will be associated with your Lazy Resumes Profile. You may choose whether the Response is available to Employers viewing your Lazy Resumes Profile, though Lazy Resumes will count the Response for purposes of generating aggregate Response statistics even if Your Response is hidden.

You may be invited to choose to automatically share your Responses to specific Assessments with other employers who request the same skills test from you in the future as part of the job application process. Note that this is a completely separate preference from sharing settings on your Lazy Resumes Profile, which only controls whether your results are available on your Lazy Resumes Resume. If you choose to automatically share your Responses to specific Assessments with other employers who request the same skills test from you as part of the job application process, you acknowledge that Lazy Resumes has no discretion in the transmission or storage of the Assessments Responses you choose to share automatically, and that transmission or storage is not guaranteed.

As a Job Seeker, you consent to your Responses, applications, and any other communications sent through Lazy Resumes Assessments being processed and analyzed by Lazy Resumes according to this Agreement and Lazy Resumes's [Privacy Policy](#). You are requesting and authorizing Lazy Resumes to make your Response available to the Employer providing the Assessment, or (in the case of Assessments selected by you) to any Employer viewing Your Lazy Resumes Profile. You understand that this is without warranty, and that Lazy Resumes reserves the right to display or reformat Responses in a manner to permit Employers to review your Response together with Responses from other Job Seekers. Lazy Resumes may aggregate the results of all Job Seeker-selected Assessments for the purpose of displaying the percentile for Your Response. If there are multiple versions of the same Assessment, the Response percentile for any Job Seeker will be determined only in relation to other Responses to

the same version of that Assessment. You also acknowledge that once you have requested that Lazy Resumes transmit your Response to an Employer, that request cannot be canceled. Lazy Resumes does not guarantee that any Employer will receive, access, read or respond to any Response, or that there will be no mistakes in the transmission of the data. However, Lazy Resumes may alert you when any of the above events occur.

As a Job Seeker, you shall not create or send any Response which: (i) contains any highly confidential personal information, such as bank account or credit card information, online account information, social security numbers (or similar counterparts outside the United States of America), health information, or other categories of data subject to special breach notification requirements in any country; (ii) contains proprietary information, trade secrets, confidential information, advertisements, solicitations, chain letters, pyramid schemes, investment opportunities, or other unsolicited commercial communication (except as otherwise expressly permitted by us in writing); or (iii) directly or indirectly violates the Site Rules.

Lazy Resumes does not act as an employment agency by offering the Lazy Resumes Assessments tool. By using Lazy Resumes Assessments, you acknowledge and agree that Lazy Resumes is not procuring employees for Employers or procuring opportunities to work for Job Seekers. Lazy Resumes merely provides a tool enabling Employers and Job Seekers to exchange Assessments and Responses as they determine. The sole responsibility for the content of any Assessment or Response, any requests for interviews or offers made, any issues arising from an acceptance or denial of employment, and any other issues arising from the use of Lazy Resumes Assessments, is solely with Employers or Job Seekers as applicable.

As a Job Seeker, you agree that any rights you have under any applicable employment, equality or discrimination laws, the US Fair Credit Reporting Act, any corresponding state laws, or any similar laws regulating consumer or credit reporting agencies in other countries, may only be asserted against the Employer.

Lazy Resumes is not a third party beneficiary of or liable for any agreements between an Employer and Job Seeker, regardless of whether or not Lazy Resumes receives a fee from the Employer in connection with the transaction. Lazy Resumes will not be liable for any costs or damages arising out of or related to such transaction.

Lazy Resumes assumes no responsibility, and disclaims all liability, for the content, accuracy, validity, completeness, legality, reliability, or availability of the Site, the Lazy Resumes Assessments tool, and any Assessment or Response.

If you are Job Seeker resident in Germany, the limitation of liability as set out above shall be replaced in its entirety by the following:

Lazy Resumes's obligation to pay damages shall be limited as follows:

- (a) For damages caused by a breach of a material contractual obligation, Lazy Resumes shall only be liable up to the amount of the typically foreseeable damage at the time of entering into the contract; Lazy Resumes shall not be liable for damages caused by a breach of a non-material contractual obligation.
- (b) The limitation of liability as set out above under (a) shall not apply to damages caused intentionally or by gross negligence, culpably caused personal injuries nor to any liability under the German Product Liability Act and in case of any further mandatory liability. Furthermore, it shall not apply if and to the extent Lazy Resumes has assumed a guarantee

9. Career Services

Lazy Resumes may offer you resume review, resume scan, offer coaching, live video consulting sessions, writing services, general career guidance, or other consultation services (collectively, "Career Services"). By using Career Services, you request and consent that Lazy Resumes, or an Lazy Resumes vendor, provide you with the service you select. You may only use Career Services for advice concerning your own resume, offer, or employment situation and not another person's. As a user of the Site, Lazy Resumes may also, from time to time, provide you career or hiring guides via blog posts, email, or other channels as part of its services to you. For example, Lazy Resumes may provide tips on improving your resume or how to use your resume

effectively in the job application process, commonly asked interview questions, next steps after you have submitted an application, and how to prepare for a new job after you have been hired. Lazy Resumes offers these Career Services as optional guidelines for its users and all liability with respect to actions taken or not taken based on the contents of such Career Services are hereby expressly disclaimed.

When filling out forms associated with Career Services, you agree to provide complete and accurate information. Any information you upload through the forms, including a resume, constitutes User Content and shall be treated in accordance with any User Content sections herein. Any career-related or hiring-related information, feedback, guides or other content provided by Lazy Resumes, or Lazy Resumes's vendor, through Career Services or otherwise, is for informational purposes only, and is in no way to be construed as professional career counseling or staffing services (unless otherwise expressly noted by Lazy Resumes in services such as Lazy Resumes Agent in Japan). You understand that Lazy Resumes may give suggestions or information regarding best-practices, however, you understand that it is ultimately your responsibility to determine how to pursue your job search or candidate search. You further understand that in providing any such career or hiring guides, Lazy Resumes is not acting as a job placement agency or staffing firm (unless otherwise expressly noted by Lazy Resumes in services such as Lazy Resumes Agent in Japan). You are responsible for reviewing any career or hiring-related information provided to you, for example, for accuracy and completeness. You are also responsible for editing the information before you use it, for example, for an employment application. Lazy Resumes is not responsible for the accuracy or completeness of any information that Lazy Resumes or its vendor provides you. You understand that by using Career Services or referring to or using any career or hiring information, you are not guaranteed job interviews, job placement, assurance of being hired, or a higher salary or increased benefit, and you take full responsibility for use of these services or information.

Lazy Resumes owns all rights in Career Services and other career and hiring-related material that Lazy Resumes provides you, such as video feedback and hiring tips. By

using Career Services, Lazy Resumes grants you an express, non-exclusive, non-assignable, and non-sublicensable right and license to use materials developed by Lazy Resumes or Lazy Resumes vendors for you. This license is limited to personal and non-commercial use and any further use is prohibited.

Lazy Resumes may offer, as part of Career Services, the opportunity for you to engage with third parties, sometimes referred to as career coaches or professional writers, to discuss job search, resume writing, or career strategies, either through the Site or in person. Regardless of how you interact with them, you acknowledge that these third parties are not employees of Lazy Resumes and that Lazy Resumes is not responsible for the content of any such discussion or any actions taken or not taken based on the contents of such discussion. Do not share any information you consider confidential or personally sensitive with these third parties. Lazy Resumes does not guarantee the quality or effectiveness of any advice, recommendations, or guidance you may receive from these third parties. You agree that, to the maximum extent permitted by law, Lazy Resumes will have no liability arising from any discussion you have with such a third party. Further, the live video service functionality in Career Services utilizes a video platform created by the third party, Whereby. By using any feature of Career Services that involves live video services, you agree to Whereby's [privacy policy](#).

Career Services Payment, Cancellation, and Termination. To the extent that you use a paid Career Services offering, you shall be charged as indicated on the Site. Subject to the limited cancellation rights described below, refunds (if any) are at the absolute discretion of Lazy Resumes and only in the form Lazy Resumes finds appropriate in its sole discretion. You acknowledge and agree that any credit card, bank account, and related billing and payment information that you provide to Lazy Resumes may be shared by Lazy Resumes with companies who work on Lazy Resumes's behalf, such as payment processors.

Consumer's Right to Cancel

The following cancellation provision is applicable only to Job Seekers who are residents of British Columbia and Newfoundland and Labrador, Canada and who have purchased a Career Services offering: You may cancel your purchase of Career Services from the day you enter into the contract until ten (10) days after you receive the services. You do not need a reason to cancel. If you do not receive the services within thirty (30) days of the date stated in the contract, you may cancel the contract within one (1) year of the contract date. Any acceptance of delivery beyond the thirty (30) day threshold forfeits such rights. You lose that right if you accept delivery after the 30 days. There are other grounds for extended cancellation. For more information, you may contact your provincial consumer affairs office. If you cancel your purchase of Career Services, Lazy Resumes shall have fifteen (15) days to refund your money. To cancel, please contact Lazy Resumes, Inc. at career-services@Lazy Resumes.com.

Termination

Lazy Resumes may cancel all or part of Career Services or we may suspend your access to Career Services at our sole discretion, at any time, with or without prior notice. If you wish to terminate your use of Career Services, you may do so at any time. Lazy Resumes may also, in its sole discretion, refuse to offer Career Services to anyone, without providing a reason.

10. Salary and Other Information Provided by Lazy Resumes

Lazy Resumes may provide salary and other information and content to users for informational purposes only. For example, Lazy Resumes may provide you with data regarding estimated salaries for a given Job Listing, number of applies to a Job Listing, responses to certain screener questions for a Job Listing, or the likelihood that a particular event will occur such as being selected for an interview. This information provided by Lazy Resumes is based on estimates given for informational purposes only and without warranty, and is subject to change or varying levels of accuracy. Please note that all salary figures displayed on Lazy Resumes are approximations based upon multiple third party submissions to Lazy Resumes, including from Lazy Resumes

affiliates. These figures are given to Lazy Resumes users for the purpose of generalized comparison only. Minimum wage may differ by jurisdiction and you should consult the employer for actual salary figures.

Lazy Resumes, in its sole discretion, may add labels or badges to Employer names or Job Ads, such as, “Responsive Employer” or “Active Employer” or “Hired on Lazy Resumes”. Employers may also request that Lazy Resumes add such labels. Lazy Resumes shall determine the method by which such labels or badges are determined or which Employers qualify. The lack of a label or badge may indicate that Lazy Resumes does not have sufficient data to determine if an Employer qualifies. Some of the data may be provided by the Employer and Lazy Resumes does not guarantee the accuracy of such data. Lazy Resumes may add labels or badges to Job Ads – such as pay types, specialties, benefits, or union associations – based on data contained within the job description for informational purposes only. Lazy Resumes does not guarantee the accuracy of any label or badge that is added to Employer names or Job Ads, including data on Job Ads.

Lazy Resumes may also display publicly available information about employers on Company Pages. Information on Company Pages is presented for informational and promotional purposes only, is subject to change, and may be gathered from or generated by third parties. Lazy Resumes assumes no responsibility, and disclaims all liability for the content, accuracy including the translation of any user generated content which is translated using Google Translate API, completeness, legality, reliability, or availability of any Company Page. Please contact the Employer for the most accurate and up-to-date company information.

11. Your Job Seeker Data

As a Job Seeker, you take a variety of actions on our Site and you provide various information. For example, you search for jobs, and Lazy Resumes knows and stores the titles of jobs you search for and click on, where those jobs are located, the general salary range or experience level of the jobs you view (if indicated on the Job Listings),

the Job Listings you apply to, your amount of activity or time of most recent activity on Lazy Resumes, and any other information you provide directly to Lazy Resumes including desired salary, past experience, any information in your Lazy Resumes Profile, and any of your other behavior on the Site. You know exactly what this data is because you are the person who provided the information or undertook the activity and the data pertains only to your activity. By using Lazy Resumes, you acknowledge and agree that Lazy Resumes collects, records, processes, analyzes, and stores any and all information you provide and activities you take on the Site, and any and all interactions and communications you have with, on, or through the Site.

When you initiate a job application on a website operated by an Employer or its applicant tracking system, Lazy Resumes may collect certain information about you and any actions taken by you during your visit using automated means, such as via API, cookies and web beacons. The information collected includes, for example, information about Job Listings you viewed and job applications you started and completed. An Employer who provides tracker functionality is required under this Agreement to provide any notice, and obtain any prior consent, that may be required by applicable law. However, you acknowledge and agree that Lazy Resumes has no control over such an Employer or its website. You agree to Lazy Resumes's use of, and receipt of information from, any such tracker functionality.

If you have an Lazy Resumes account or a Job Seeker Resume, you agree that Lazy Resumes may associate this data with your Lazy Resumes Profile and use this observed factual data to suggest jobs to you and to suggest you or your Searchable resume to Employers that might be interested in a person who matches your behavior on Lazy Resumes. You also agree that Lazy Resumes may contact you based on this observed behavior or provided info on behalf of Employers or Lazy Resumes itself. Please note, the aforementioned actions do not include information sent to you by a third party, however, Lazy Resumes may publicly display the fact that you have recently used the Lazy Resumes Site to correspond with a third party. In addition, if you set Your Resume to Searchable, this means that Lazy Resumes may share all of the

aforementioned information about yourself with third-party Employers. If you do not wish to share such information, you may set Your Resume to Not Searchable. When you make changes to your Lazy Resumes Profile, including, but not limited to, updating, deleting, or changing settings on Your Resume, it may take a few days for the changes to be reflected.

You may have the opportunity to provide Lazy Resumes with certain demographic information about yourself, such as your race and ethnicity, gender, age, LGBTQ+ community membership, and disability status, as well as whether you have an arrest or conviction record (“demographic data”). By choosing to provide your demographic data you agree that Lazy Resumes may use it to evaluate and improve our products, and share aggregate summaries of job seeker information with employers. If you do not want your demographic data to be used in this way, do not provide it to Lazy Resumes (or, if you have already provided your demographic data to Lazy Resumes, you can request it be removed). You further acknowledge and agree that another Job Seeker’s demographic data is personal information, and to the extent permitted by law you waive any right to request or view demographic data pertaining to any other Job Seeker.

Please note that Lazy Resumes may be required to comply with legal obligations or governmental requests or to establish or exercise its legal rights or defend against legal claims. This means, for example, that Lazy Resumes may receive legal process from courts or law enforcement to reveal user data, including demographic data.

Please also note that some Employers may ask applicants to voluntarily self-identify certain demographic information such as race, ethnicity, sex, disability and/or veteran status along with their job applications. Some Employers are required by law to ask these questions and you may see these questions when applying to jobs on Lazy Resumes. That is a separate process from Lazy Resumes’s collection of demographic data, and Lazy Resumes is not responsible for these questions. If you have questions or concerns about an Employer’s application materials, please contact the Employer directly or refer to their privacy policy.

12. Lazy Resumes Hiring Platform

Lazy Resumes Hiring Platform is a platform designed to streamline Employer hiring and employment decision-making processes by allowing users access to various products such as Lazy Resumes Interview and related services ("Lazy Resumes Hiring Platform"). Employers may offer you the opportunity to participate in hiring activities that might be supported by Lazy Resumes Hiring Platform. You acknowledge and understand that Employers select the method and manner that Lazy Resumes Hiring Platform will be used for its job openings and that the Employer determines the job requirements and specific needs of its hiring efforts. YOU UNDERSTAND AND AGREE THAT EMPLOYER IS RESPONSIBLE FOR COMPLYING WITH APPLICABLE LAW REGARDING ITS EMPLOYMENT AND HIRING PRACTICES, INCLUDING TITLE VII, AND THAT EMPLOYER INDEMNIFIES Lazy Resumes AGAINST ANY AND ALL CLAIMS ARISING FROM EMPLOYER'S USE OF Lazy Resumes HIRING PLATFORM OR SIMILAR PRODUCTS. Lazy Resumes DISCLAIMS ALL LIABILITY AND MAKES NO WARRANTY THAT EMPLOYER'S USE OF THE SERVICES COMPLIES WITH TITLE VII OR ANY SIMILAR LAW. Lazy Resumes has no control nor participates in the hiring or decision-making process regarding Employer hiring efforts. Further, you understand that Lazy Resumes is not an employment agency by offering Lazy Resumes Hiring Platform and related tools. By using Lazy Resumes Hiring Platform, you understand that Lazy Resumes is not procuring employees for Employer or opportunities for Job Seekers. Lazy Resumes merely provides Lazy Resumes Hiring platform as a tool that enables Employers and Job Seekers to exchange information as they determine.

13. Governing Law and Dispute Resolution

This Agreement and any dispute arising out of or in connection with this Agreement or related in any way to the Site ("Dispute") will be governed as to all matters, including, but not limited to the validity, construction, and performance of this Agreement, by and under the laws of the State of Arizona, United States of America, if you are located in the United States, or the laws of the Republic of Ireland, if you are located elsewhere, without giving effect to conflicts of law principles thereof. Any and all actions, lawsuits,

or other legal proceedings related to such Dispute shall be filed only in courts located in Maricopa County, Arizona, U.S.A., if you are located in the United States, or Dublin, Ireland, if you are located elsewhere. Each of the Parties hereby consents to the exclusive personal jurisdiction of the federal or state courts located in Maricopa County, Arizona, U.S.A, if you are located in the United States of America, or Dublin, Ireland, if you are located elsewhere. Despite the application of Irish law, if you are a consumer resident in the EU, you also enjoy the protection of the mandatory provisions of the law of the country in which you have your habitual residence. The application of mandatory provisions limiting the choice of law and in particular the application of mandatory laws of the country in which you have your habitual residence, such as consumer protection laws, shall remain unaffected.

You also hereby waive any right to a jury trial in connection with any action or litigation in any way arising out of or related to your use of the Site or these terms of service, if you are located in the United States.

14. Class Action Waiver

By using the Site or any Program Elements (defined below) and in return for the services offered by Lazy Resumes, you acknowledge that Lazy Resumes can only offer you these services under the terms and conditions as presented herein. As partial consideration for your use of the Site and the Publisher Program, you agree not to sue Lazy Resumes as a class plaintiff or class representative, join as a class member, or participate as an adverse party in any way in a class-action lawsuit against Lazy Resumes regarding your use of the Site. Additionally, as a Job Seeker, you acknowledge that your use of job search, Lazy Resumes Apply, and other free services on the Site is not purchased. Your acceptance of this Agreement, including this Class Action Waiver, is an essential part of the bargain allowing your free use of the Site. If you do not agree to any part of these terms, do not continue your use of the Site. Nothing in this paragraph, however, limits your rights to bring a lawsuit as an individual plaintiff, including in small claims court, subject to Section 12 above.

