

Plabonic User Agreement

Last updated: 16/12/2025

1. Introduction & Acceptance

Welcome to Plabonic, an online job search and recruitment platform designed to facilitate connections between employers seeking talent and individuals seeking employment opportunities.

By accessing, registering for, or using Plabonic's website, applications, or related services (collectively, the "Services"), you confirm that you have read, understood, and agree to be legally bound by this User Agreement (the "Agreement"). If you do not agree to these terms, you must not access or use the Services.

This Agreement constitutes a legally binding contract between you and Plabonic, governing your access to and use of the Services, including all features, tools, and functionalities offered through the platform.

This Agreement applies to:

- Job Seekers who create accounts, build profiles, upload resumes, and apply for job listings
- Employers who create accounts, post job opportunities, and review candidate applications
- Visitors who access publicly available content without registering

Plabonic operates solely as a technology platform. We do not act as an employer, recruitment agency, staffing firm, or agent for any user. We do not participate in hiring decisions, employment negotiations, or employment relationships formed through the Services.

Your use of the Services is also subject to our Privacy Policy, which explains how we collect, process, store, and protect your personal data. By using Plabonic, you acknowledge that you have reviewed and understood the Privacy Policy and consent to the collection and use of your data in accordance with it.

We reserve the right to update or modify this Agreement at any time. Continued use of the Services after changes are published constitutes your acceptance of the revised terms.

2. Eligibility & Account Responsibilities

2.1 Eligibility

To access or use Plabonic, you represent and warrant that:

- You are at least 18 years of age
- You have the legal capacity to enter into this Agreement
- All information you provide is accurate, complete, and up to date
- You are using the Services for lawful purposes only

Plabonic does not permit the use of its Services by minors. Any account found to be created by a person under the age of 18 may be terminated immediately.

2.2 Account Registration

To access certain features of the Services, you must create an account.

You agree that:

- You will create only one account unless explicitly permitted by Plabonic
- You will not impersonate any person or entity
- You will not create an account on behalf of another person without authorization

- You will not use false, misleading, or incomplete information

Plabonic reserves the right to verify account information and to suspend or terminate accounts that violate this Agreement.

2.3 Account Security

You are solely responsible for:

- Maintaining the confidentiality of your login credentials
- All activities that occur under your account

You agree to notify Plabonic immediately of any unauthorized access or suspected security breach. Plabonic is not liable for any loss or damage arising from your failure to secure your account.

2.4 Account Ownership

Your Plabonic account is personal to you and may not be transferred, sold, or shared.

Employers who provide access to team members remain fully responsible for all actions performed through those accounts.

2.5 Account Suspension or Termination

Plabonic reserves the right, at its sole discretion, to:

- Suspend or terminate your account
- Restrict access to the Services
- Remove content associated with your account

This may occur if we determine that you have:

- Violated this Agreement or applicable laws
- Engaged in fraudulent, misleading, or abusive conduct
- Misused the platform or harmed other users

Account termination may occur without prior notice where legally permitted.

3. User Conduct & Prohibited Activities

You agree to use Plabonic in a lawful, honest, and professional manner. You are solely responsible for all activity conducted through your account.

3.1 Acceptable Use

You agree that you will:

- Use the Services only for legitimate job searching or recruitment purposes
- Provide accurate, truthful, and non-misleading information
- Comply with all applicable local, national, and international laws
- Respect the rights, privacy, and safety of other users

3.2 Prohibited Activities

You agree not to engage in any of the following activities:

- Posting false, misleading, fraudulent, or deceptive job listings
- Creating fake profiles, impersonating individuals or organizations, or misrepresenting your identity
- Requesting money, fees, personal financial information, or sensitive documents from users outside legitimate hiring processes
- Using the platform for scams, phishing, or fraudulent schemes
- Harvesting, scraping, copying, or collecting user data without consent
- Using bots, scripts, crawlers, or automated tools to access or manipulate the Services
- Circumventing security features or access controls
- Uploading viruses, malware, or harmful code
- Harassing, threatening, abusing, or discriminating against other users
- Posting content that is illegal, offensive, defamatory, or violates third-party rights
- Using Plabonic for marketing, solicitation, or advertising unrelated to job opportunities
- Reverse engineering or attempting to extract source code or platform logic

3.3 Enforcement

Plabonic reserves the right to:

- Investigate suspected violations
- Remove content without notice
- Suspend or permanently terminate accounts
- Restrict access to features or services

These actions may be taken at Plabonic's sole discretion and without liability.

4. Job Seekers' Responsibilities

As a job seeker using Plabonic, you agree to the following obligations:

4.1 Profile and Application Accuracy

You are solely responsible for the accuracy, completeness, and truthfulness of:

- Your profile information
- Resumes, qualifications, experience, and certifications
- Job applications and communications with employers

Plabonic does not verify the accuracy of candidate information and is not responsible for inaccuracies or misrepresentations made by job seekers.

4.2 Job Applications

By applying for a job through Plabonic, you acknowledge that:

- Your application information will be shared directly with the employer
- Employers may contact you outside the platform
- Application outcomes are solely determined by employers

Plabonic does not guarantee interviews, job offers, or employment outcomes.

4.3 Independent Judgment

You agree to exercise independent judgment when interacting with employers. Plabonic is not responsible for:

- Employer conduct
- Interview processes
- Job offers, rejections, or employment terms

You are responsible for verifying the legitimacy of job postings before engaging further.

4.4 Prohibited Conduct for Job Seekers

Job seekers must not:

- Apply to jobs using false or misleading information
- Misrepresent qualifications or identity
- Engage in spam applications or automated submissions
- Solicit money or benefits from employers
- Use Plabonic for purposes unrelated to job searching

Violation may result in account suspension or termination.

5. Employers' Responsibilities

If you use Plabonic as an employer or recruiter, you agree to the following obligations:

5.1 Job Posting Accuracy

You are solely responsible for the content of job postings, including:

- Job descriptions
- Eligibility criteria
- Compensation details (if provided)
- Location and employment type

All job listings must be accurate, lawful, and made in good faith. Posting misleading, fake, or deceptive job opportunities is strictly prohibited.

Plabonic does not verify job postings and is not responsible for inaccuracies or misrepresentations made by employers.

5.2 Compliance with Laws

Employers agree to comply with all applicable laws, including but not limited to:

- Employment and labor laws
- Anti-discrimination laws
- Data protection and privacy laws

Employers must not post content or make hiring decisions that are discriminatory, unlawful, or unethical.

5.3 Use of Candidate Information

Candidate data obtained through Plabonic:

- May be used only for recruitment purposes
- Must not be sold, shared, or misused
- Must be handled in compliance with applicable data protection laws

Plabonic is not responsible for how employers handle candidate data outside the platform.

5.4 Recruitment Process

Plabonic does not:

- Participate in interviews
- Negotiate employment terms
- Verify candidate qualifications
- Guarantee candidate suitability

All recruitment decisions and communications are solely between employers and job seekers.

5.5 Employer Misconduct

Employers must not:

- Request payment, deposits, or fees from candidates
- Engage in harassment, intimidation, or misleading conduct
- Use the platform for marketing unrelated to job recruitment

Plabonic reserves the right to remove job postings or suspend employer accounts for violations.

6.1 User Content Ownership

You retain ownership of any content you submit, post, upload, or display on Plabonic, including but not limited to:

- Profiles
- Resumes
- Job postings
- Messages and communications

Plabonic does not claim ownership over user-generated content.

6.2 License Granted to Plabonic

By submitting content to Plabonic, you grant us a non-exclusive, royalty-free, limited license to:

- Host, store, process, display, and transmit your content
- Use the content solely for operating, maintaining, and improving the Services

This license exists only for as long as your content remains on the platform or as required for legal or operational purposes.

6.3 Content Removal

You may remove or update your content at any time through your account settings. Upon account deletion, we will remove your content within a reasonable timeframe, except where:

- Retention is required by law
- Content has already been shared with other users (e.g., submitted applications)

Plabonic is not responsible for content copied or retained by other users prior to deletion.

6.4 Content Standards

You represent and warrant that:

- You have the legal right to submit the content
- Your content does not violate any laws or third-party rights
- Your content is not misleading, fraudulent, or harmful

Plabonic reserves the right to remove content that violates this Agreement without notice.

7. Third-Party Interactions & No Employment Relationship

7.1 Platform Role

Plabonic operates solely as an online platform that enables employers and job seekers to connect. Plabonic:

- Is not an employer, recruiter, staffing agency, or agent
- Does not participate in hiring decisions
- Does not guarantee employment, interviews, or job offers

Any employment relationship formed through the Services is strictly between the employer and the job seeker.

7.2 User Interactions

All communications, interviews, negotiations, and agreements occur directly between users.

Plabonic is not responsible or liable for:

- User conduct
- Employment terms or conditions
- Disputes between employers and job seekers
- Misrepresentation by either party

Users interact at their own risk.

7.3 No Background Checks

Plabonic does not conduct background checks, credential verification, or identity verification unless explicitly stated.

Users are responsible for:

- Verifying the authenticity of job postings
- Exercising due diligence during recruitment interactions

7.4 Off-Platform Activity

Plabonic is not responsible for interactions that occur:

- Outside the platform
- Through external communication channels (email, phone, messaging apps)

Once users leave the platform, Plabonic has no control or liability over such interactions.

8. Service Availability & Modifications

8.1 Availability of Services

Plabonic strives to provide reliable access to its Services but does not guarantee that:

- The Services will be available at all times
- Access will be uninterrupted, timely, secure, or error-free

Temporary interruptions may occur due to maintenance, system upgrades, technical issues, or factors beyond our control.

8.2 Modifications to Services

Plabonic reserves the right to:

- Modify, update, or discontinue any feature or functionality
- Add or remove services
- Change platform structure or offerings

Such changes may be made at any time, with or without notice, and without liability.

8.3 No Data Storage Obligation

Plabonic is not a data storage service. While we take reasonable measures to protect user data:

- We do not guarantee long-term storage of content
- Users are responsible for maintaining copies of their resumes, job postings, and other information

9. Disclaimer of Warranties & Limitation of Liability

9.1 Disclaimer of Warranties

Plabonic provides the Services on an “**as is**” and “**as available**” basis.

To the fullest extent permitted by law, Plabonic **disclaims all warranties**, express or implied, including but not limited to:

- Accuracy or reliability of job listings or candidate information
- Availability, continuity, or performance of the Services

- Employment outcomes, hiring decisions, or job suitability

Plabonic does **not guarantee** that the Services will meet your expectations or requirements.

You acknowledge that any reliance on information obtained through the Services is **at your own risk**.

9.2 Limitation of Liability

To the maximum extent permitted by applicable law, Plabonic shall **not be liable** for:

- Any indirect, incidental, special, consequential, or punitive damages
- Loss of employment opportunities
- Loss of data, business, revenue, reputation, or profits
- Disputes between users

Plabonic's total liability, if any, arising out of or related to the Services shall **not exceed the amount paid by you to Plabonic in the preceding 12 months, or ₹5,000 INR, whichever is lower**.

9.3 Basis of the Bargain

You acknowledge that the limitations of liability set forth in this section are a **fundamental basis** of the agreement between you and Plabonic. Without these limitations, Plabonic would not be able to provide the Services.

10. Termination, Governing Law & Contact Information

10.1 Termination

You may terminate this Agreement at any time by closing your Plabonic account and discontinuing use of the Services.

Plabonic reserves the right, at its sole discretion, to suspend or terminate your access to the Services, with or without notice, if:

- You violate this Agreement
- You engage in unlawful, fraudulent, or abusive conduct
- Your actions harm other users or the integrity of the platform

Upon termination:

- Your right to access or use the Services immediately ceases
- Plabonic may delete or restrict access to your account and content

Sections relating to disclaimers, limitation of liability, and governing law shall survive termination.

10.2 Governing Law & Jurisdiction

This Agreement shall be governed by and construed in accordance with the **laws of India**, without regard to conflict of law principles.

Any dispute arising out of or relating to this Agreement or the Services shall be subject to the **exclusive jurisdiction of the competent courts in India**.

10.3 Contact Information

If you have any questions, complaints, or legal notices regarding this Agreement, you may contact us at:

Plabonic

 Email: [support@plabonic.com]

 Website: [<https://www.plabonic.com>]

Plabonic Privacy Policy

Last updated: [Add Date]

Plabonic (“we”, “our”, “us”) respects your privacy and is committed to protecting the personal information of users who access or use our platform (“Services”). This Privacy Policy explains how we collect, use, store, share, and protect your information when you use Plabonic.

By accessing or using the Services, you consent to the practices described in this Privacy Policy.

1. Information We Collect

1.1 Information You Provide Directly

We collect personal information that you voluntarily provide, including but not limited to:

For Job Seekers:

- Full name
- Email address and phone number
- Resume/CV, education, experience, skills
- Profile information and job applications

For Employers:

- Company name
- Contact details
- Job postings and recruitment-related information

For All Users:

- Account login credentials
- Communications sent through the platform

1.2 Information Collected Automatically

When you use Plabonic, we may automatically collect:

- IP address
- Device type and browser information
- Log files and usage data
- Pages visited and interactions with the platform

This data is used to improve performance, security, and user experience.

2. How We Use Your Information

We use collected information to:

- Create and manage user accounts
- Enable job applications and recruitment processes
- Facilitate communication between employers and job seekers
- Improve platform functionality and security

- Respond to inquiries and provide support
- Comply with legal and regulatory obligations

We do **not** sell personal data.

3. Sharing of Information

We may share information in the following circumstances:

3.1 Between Users

- Job seeker profiles and applications are shared with employers when applying for jobs
- Employers may contact job seekers directly

3.2 Service Providers

We may share data with trusted third-party service providers who assist in:

- Hosting and infrastructure
- Email or notification services
- Analytics and security

These providers are contractually obligated to protect your information.

3.3 Legal Requirements

We may disclose information if required to:

- Comply with legal obligations
- Respond to lawful requests by authorities
- Protect the rights, safety, and security of Plabonic or users

4. Data Retention

We retain personal information only for as long as:

- Necessary to provide the Services
- Required to comply with legal obligations
- Legitimate business purposes exist

You may request deletion of your account and associated data, subject to legal or operational retention requirements.

5. Data Security

We implement reasonable technical and organizational measures to protect personal data from:

- Unauthorized access
- Loss or misuse
- Disclosure or alteration

However, no system is completely secure. You acknowledge and accept this risk.

6. Your Rights and Choices

Depending on applicable law, you may have the right to:

- Access your personal data
- Update or correct information
- Delete your account and personal data
- Withdraw consent where applicable

Requests can be made by contacting us using the details below.

7. Cookies and Tracking Technologies

Plabonic may use cookies and similar technologies to:

- Maintain user sessions
- Improve performance and analytics
- Enhance user experience

You may control cookie preferences through your browser settings.

8. Third-Party Links

Plabonic may contain links to third-party websites or services. We are **not responsible** for the privacy practices or content of such third parties. Users are encouraged to review their privacy policies independently.

9. Children's Privacy

Plabonic is not intended for individuals under the age of 18. We do not knowingly collect personal data from minors. If such data is identified, it will be deleted.

10. Changes to This Privacy Policy

We may update this Privacy Policy from time to time. Changes will be effective upon posting. Continued use of the Services constitutes acceptance of the revised policy.

11. Contact Information

For questions, concerns, or requests related to this Privacy Policy, contact:

Plabonic

Email: [privacy@plabonic.com]

Website: [https://www.plabonic.com]