TERMS OF USE

**Important:** The following terms and conditions apply to (a) your use of this site, (b) the job listings you access, review, apply for, or submit an assessment for, and (c) the education programs you enroll in, through the Services.

Please read these Terms of Use ("Terms") carefully before registering on and/or accessing the services and content on this site. These Terms are a binding agreement between Bisk Education, Inc. (“Bisk” or “us” or “our” or “we”) and you, or, if you are representing an employer or education provider, that employer or education provider (“you” or “your”). Bisk provides you access to and information about employment and apprenticeship opportunities offered by our employers (“Job Opportunities”), and education programs offered by our education providers (“Education Programs”) through websites and/or digital platforms operated by Bisk (“Services”). For clarity, Services are limited to those elements which Bisk provides under these Terms, including online access to Job Opportunities and Education Programs and all of the portal functionality including, but not limited to, viewing, sharing, assessment submissions, communication workflows, and information regarding Job Opportunities and Education Programs. These Terms does not apply to the employment (including the selection, hiring or performance thereof) or education programs for which separate terms, policies and rules may apply, as determined by the employers and education providers respectively.

Through the Services, Bisk enables you to browse, select, learn about, apply for, share an assessment, and/or, where offered, access to Job Opportunities (which include full-time, part-time, staff, intern and apprenticeships which are offered by the employer identified in the Featured Job description (“Employer”).

Through the Services, Bisk enables you to browse, select, learn about, register for, and/or, where offered, purchase access to Education Programs (which including courses, degrees, certifications, and/or other similar educational programs which are offered by the education provider(s) identified in the Education Program description (“Education Provider”).

ADDITIONALLY, THE SERVICES ENABLE EMPLOYER TO ACCESS AND VIEW YOUR COMPLETION DATA (E.G. APPLICATION STATUS AND ASSESSMENT SUBMISSION) FOR THE PURPOSES OF ASSESSING YOUR ELIGIBILITY FOR AND PROGRESS IN THE APPLICATION FOR A JOB OPPORTUNITY.

BY ACCESSING, USING THE SERVICES, AND/OR CLICKING A BOX THAT INDICATES YOU ACCEPT OR AGREE TO THESE TERMS, YOU HAVE READ, UNDERSTOOD, AND AGREE TO BE BOUND BY THESE TERMS. IF YOU DO NOT WISH TO BE BOUND BY THESE TERMS OF USE, YOU MAY NOT USE THE SERVICES. IF YOU HAVE ANY ISSUES OF ANY KIND WITH THE SERVICES, YOUR SOLE REMEDY IS TO STOP USING THE SERVICES.

# Parties; Terms of Use.

* 1. Accessing the Services. By registering or participating to use the Services, you affirm that you are at least the age of majority in your jurisdiction of residence. If you are not at least the age of majority, you may not use the Services.
  2. We expressly reserve the right to change these Terms from time to time without notice to you, and it is your responsibility to review the Services and these Terms periodically to familiarize yourself with any modifications. Your continued use of the Services after any modifications will constitute agreement with the Terms as modified.
  3. References to our "Partners" in these Terms include our owners, affiliates, officers, directors, suppliers, licensors, partners, sponsors, and advertisers, in addition to the Employers and Education Providers and all parties involved in creating, producing, and/or delivering the Services.
  4. In order to improve the Services, we and our Partners may collect certain aggregate data information about your interaction with the Services. As part of the Services, we may also automatically upload information about your computer or mobile device, your use of the Services, and the performance of the Services. All usage data related to performance or use of the Services and algorithm, computational, or cumulative results of the analysis are wholly-owned by Bisk and/or our Partners.

# Content.

The Services contain materials including information and details relating to Job Opportunities, Education Programs, education services, content, and related services (collectively “Content”). We have the sole right to modify or discontinue the Content at any time with or without notice to you. For clarity, if Bisk removes your ability to access the Services, such removal shall have no impact on your ability to access any Employer or Education Provider directly. We are not liable to you or any third party if we exercise this right. You are solely responsible for obtaining, at your own expense, all equipment necessary to access and use the Services and for paying all internet access, registration and other fees.

If fees apply, no ownership of Content is implied or assigned upon receipt of fees. It is your responsibility to understand the refund policies of an Education Provider, if applicable.

Bisk is not responsible or liable for any Content that has been provided by an Employer regarding a Job Opportunity, or by an Education Provider regarding an Education Program, regardless of whether such Content is accurate or not. Bisk will use commercially reasonable efforts to correct any inaccuracies that are brought to our attention in writing by the respective Employer or Education Provider.

# Job Opportunities, Education Programs and Support

Our Services enable you to connect with participating Employers and Education Providers as well as coordinate your application or interest in a Job Opportunity or Education Program, where applicable. Bisk cannot and does not guarantee employment or salary regarding a Job Opportunity, or eligibility for an Education Program. You understand that your participation in Job Opportunities or Education Programs may be subject to requirements established and evaluated by Employers and Education Providers, respectively, and that you may be required to complete additional documents, assessments, interviews and sign agreements of the Employer or Education Provider, respectively, which are separate from these Terms.

Our Services may also enable you to view Job Opportunities and Education Programs that have separate terms and conditions and privacy policies which are unique to each Job Opportunity and Education Program and their respective Employers and Education Providers, and all such agreements are solely between you and those Employers and Education Providers. Bisk hereby disclaims all liability, obligation and responsibility for the actions and inactions of such Employers and Education Providers. We are not responsible for and have no liability relating to the Job Opportunities and Education Programs provided by the Services. All Job Opportunities offered by Employers are subject to those Employers’ own cancellation, withdrawal, payment, hiring, termination and other policies. All Education Programs offered by Education Providers are subject to those Education Providers’ own cancellation, withdrawal, payment, admission and other policies.

If you have any questions related to a Job Opportunity, please contact the Employer, at the contact identified by your Employer for such support. If you have any questions relating to an Education Program, please contact the Education Provider, at the contact identified by the Education Provider for such support. If you have any questions regarding the Services, you should contact Bisk at [**privacy@bisk.com**](mailto:privacy@bisk.com).

# Payment

Your participation and enrollment in an Education Program may be subject a fee. You agree to pay for all Education Programs that you register for through the Services and/or Education Provider’s system for payment, as applicable, by any due date specified. If you disagree with any payment charged by an Education Provider, you must contact the applicable Education Provider who charged you such fees. Bisk shall not be responsible to provide any refunds of fees paid or waivers of fees due.

# Employer Requirements

Your receipt of any Job Opportunity or hiring decision is subject solely to the decisions of the selected Employer. Bisk is not responsible for the criteria, requirements or decisions provided by such Employer. Bisk and its Partners cannot guarantee your eligibility for any Job Opportunity, which an Employer may change at any time. You may be required to complete additional paperwork, interviews, evaluations or other hiring practices with respect to any Job Opportunity. This additional paperwork is between you and the Employer.

# Education Provider Requirements

Your admission into Education Programs is subject solely to the academic decisions of the selected Education Provider. Bisk is not responsible for the instruction, services, or decisions provided by such Education Partner(s).

# User Content, Completion Data and Privacy

To access the Content, you are required to create and use your unique account and password as prompted when completing an online account creation form, which requests certain information and data ("Account Data"), and maintaining and updating your Account Data as required. You agree that all information you provide as Account Data (i) is your own personal information; and (ii) is true and accurate, and that you will maintain and update this Account Data as needed in order to keep it current, complete, and accurate at all times.

By creating, uploading, posting, sharing materials or assessments, including Account Data (“User Content”) on or through our Services, you grant Bisk and our Partners an irrevocable, perpetual, transferrable, unconditional, unrestricted, sublicensable, worldwide, non-exclusive, royalty-free license to copy, use, reproduce, modify, remove, publish, upload, distribute, transmit, publicly display and create derivative works from your User Content for any purpose, without compensation to you, including for the purpose of promoting our Services, the Job Opportunities and the Education Programs. You represent and warrant that (i) you have the necessary rights to provide the User Content and permit us and our Partners to use such User Content; and (ii) the User Content will not infringe or misappropriate, or infringe another party’s copyrights, moral rights, patents, trademarks or trade secrets. You are and shall remain responsible to pay any fees arising from the User Content you upload or make available.

We do not assume any liability of any kind for User Content uploaded or submitted by you or by third party users of the Services. In general, we do not screen, monitor, approve of or edit User

Content. However, we and our Partners have the unilateral right to remove any User Content that, in our or our Partners’ judgment, does not comply with these Terms and any other rules of user conduct for this Services, or is otherwise harmful, objectionable, or inaccurate, though we are not responsible for any failure or delay in removing such User Content. You hereby waive any claim against us arising out of such removal of User Content.

IN CONSIDERATION OF YOUR PARTICIPATION IN THE SERVICES, YOU AGREE THAT BISK MAY (I) SHARE INFORMATION PROVIDED BY YOU RELATING TO A JOB OPPORTUNITY, INCLUDING ACCOUNT DATA, USER CONTENT, PERSONAL DETAILS, YOUR INTEREST IN A JOB OPPORTUNITY, ASSESSMENTS AND PROFICIENCY SCORES, AND ANY OTHER INFORMATION COMMUNICATED THROUGH THE SERVICES (“JOB DATA”) WITH EMPLOYERS THROUGH THE SERVICES AND (II) SHARE INFORMATION PROVIDED BY YOU RELATING TO AN EDUCATION PROGRAM, INCLUDING ACCOUNT DATA, USER CONTENT, PERSONAL DETAILS, YOUR INTEREST IN AN EDUCATION PROGRAM, AND ANY OTHER INFORMATION COMMUNICATED THROUGH THE SERVICES (“INQUIRY DATA”) WITH EDUCATION PROVIDERS THROUGH THE SERVICE. JOB DATA AND INQUIRY DATA SHALL BE COLLECTIVELY REFERRED TO AS YOUR DATA.

YOU FOREVER RELEASE AND DISCHARGE EMPLOYERS, EDUCATION PARTNERS AND BISK FROM ANY AND ALL CLAIMS RELATED TO SUCH SHARING AND DISCLOSURE OF YOUR DATA. THIS SECTION SHALL SURVIVE EXPIRATION OR TERMINATION OF THESE TERMS.

The information we obtain through your use of the Services, including your Account Data, User Content, and Your Data, is subject to our [PRIVACY POLICY] which is incorporated by reference into these Terms. By using the Services, you also grant us the right to disclose your Account Data, and Your Data to third parties, including our Partners, to provide the Services. Additionally, we, and our Partners may use the Account Data in aggregate form for certain business purposes; *e.g.* to create other materials and services by performing statistical analyses of the collective characteristics and behavior of all users, and/or by measuring demographics and interests regarding specific areas of the Services. By using the Services, you authorize us and our Partners to use the email address provided as a reliable method for communicating to (a) participate effectively in the Services and/or (b) be contacted through the use of the Services.

# Conduct

Your use of the Services is subject to all applicable laws and regulations. By using the Services to communicate and/or by posting information on the Services or by using any communications service, chat room, message board, newsgroup, software library, or other interactive service that may be available to you on or through these Services, you agree that you will not upload, download, use, share, post, or otherwise disclose, distribute or facilitate distribution of anything in any form that:

1. contemplates illegal activities or encourages others to commit such activities;
2. libels, defames, victimizes, harasses or threatens others;
3. infringes another party’s copyrights, moral rights, patents, trademarks or trade secrets;
4. contains obscene (*e.g.*, pornographic) language, ideas, jokes, or images;
5. constitutes or contains advertising, spam, promotional materials, any form of commercial solicitation or chain letters; contains software viruses or any other computer code, files, or programs that are designed or intended to disrupt, disable, damage, or limit the functioning of any software, hardware, or telecommunications equipment or to damage or obtain unauthorized access to any data or other information of any third party or otherwise harms other users of the Services; or
6. is otherwise unlawful or that violates any applicable local, state, national or international law.

You agree not to (i) misrepresent your identity or impersonate any person; (ii) copy, sell, resell or exploit any part of the Services or its Content other than as expressly allowed under these Terms; (iii) use our or our Partners’ names, logos or other intellectual property in connection with unsolicited communications; or (iv) use any automated or electronic means (such as robots, spiders, scripts or web- scrapers) to access the Services; or (v) use any means (such as framing or pop-ups) to affect how the Services are displayed; or (vi) interfere in any way with anyone else’s use and enjoyment of the Services. Also, you must not breach security of another account or attempt to gain unauthorized access to another network or server, or to an area of the Services that may be unavailable to you.

Users who violate this section of these Terms may incur criminal or civil liability. You agree that we may at any time, and at our sole discretion, terminate your membership, account, or other affiliation with our Services without prior notice to you if we have reason to believe that you have violated or may attempt to violate these Terms. In addition, you acknowledge that we will cooperate fully with investigations of systems or network security violations, including law enforcement authorities in investigating suspected criminal violations.

Additionally, you must comply with all codes, policies (including, but not limited to, academic and refund policies), procedures of Employers, Education Providers or BISK. Failure to comply may result in the suspension of your access to the Services and/or removal from Job Opportunities or Education Programs among other consequences.

# Third Party Sites and Information

The Services may contain (i) links to other sites on the Internet; or (ii) content, data, documents, software, materials and/or services provided by other parties including those of our Partners (collectively, “Third Party Materials”). These Third Party Materials are not under our control and we are not responsible for the Third Party Materials in any way, nor are we claiming or implying any endorsement of, or association with, the Third Party Materials or their creators.

# Intellectual Property Information

All Content presented to you on the Services are protected by copyrights, trademarks, service marks, patents or other proprietary rights and laws, and are the sole property of us, our Partners, and/or third parties, as applicable. You are only permitted to use the Content as expressly authorized by us or the specific Content provider. You may not copy, reproduce, modify, republish, upload, post, transmit, or distribute any documents or information from the Services in any form or by any means without prior written agreement from us or the specific Partner.

All trademarks or service marks are property of their respective owners. Nothing in these Terms grants you any right to use any trademark, service mark, logo, and/or the name of the Partner(s).

# Content Protected by Copyright.

Content may be protected by copyright. People appearing in content may have a right to control the use of their image. If you share content on the Services in a way that infringes others' copyrights, other intellectual property rights, or privacy rights, you are breaching this Agreement. You represent and warrant that you have all the rights necessary for you to grant the rights in this section and the use of the content doesn't violate any law. Bisk will not pay you for your content. Bisk may refuse to publish your content for any or no reason. Bisk may remove your content from the Services at any time at its discretion. Bisk will respond expeditiously to clear notices of alleged copyright infringement and terminate accounts of repeat infringers according to the process set out in the laws of applicable jurisdictions. If you believe your copyrights are being violated and want to notify us, you can notify us at [**privacy@bisk.com**](mailto:privacy@bisk.com). Bisk does not have an obligation to police the copyright validity of any of the content on the Services.

# Use of Materials

Subject to our [Privacy Policy] any communication or material that you transmit to the Services or to us, whether by electronic mail, post, or other means, for any reason, will be treated as non-confidential and non-proprietary. This includes your suggestions, ideas and input about the Services. While you retain the rights in such communications or material, you grant us and our Partners a non-exclusive, paid-up, perpetual, and worldwide right to copy, distribute, display, perform, publish, translate, adapt, modify, and otherwise use such material for any purpose regardless of the form or medium (now known or not currently known) in which it is used. Please do not submit confidential or proprietary information to us unless we have mutually agreed in writing otherwise.

# Disclaimer of Warranties

THE SERVICES AND ALL MATERIALS ON IT ARE PROVIDED ON AN "AS IS" AND "AS AVAILABLE" BASIS WITHOUT WARRANTY OF ANY KIND, EITHER EXPRESS OR IMPLIED, INCLUDING, BUT NOT LIMITED TO, ANY WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, OR NON- INFRINGEMENT. WITHOUT LIMITING THE FOREGOING, WE MAKE NO WARRANTY THAT (I) THE SERVICES WILL MEET YOUR REQUIREMENTS, (II) THE SERVICES OR ACCESS TO IT WILL BE UNINTERRUPTED, TIMELY, ACCURATE, SECURE, OR ERROR-FREE, (III) THE RESULTS THAT MAY BE OBTAINED FROM THE USE OF THE SERVICES WILL BE EFFECTIVE, ERROR-FREE, ACCURATE OR RELIABLE, OR (IV) THE QUALITY OF THE SERVICES WILL MEET YOUR EXPECTATIONS OR BE FREE FROM MISTAKES OR DEFECTS.

WE MAY MAKE CHANGES TO THE SERVICES AT ANY TIME WITHOUT NOTICE. THE USE OF THE SERVICES OR MATERIALS IS DONE AT YOUR OWN DISCRETION AND RISK AND WITH YOUR AGREEMENT THAT YOU WILL BE SOLELY RESPONSIBLE FOR ANY DAMAGE TO YOUR COMPUTER SYSTEM OR LOSS OF DATA THAT RESULTS FROM SUCH ACTIVITIES.

THROUGH YOUR USE OF THE SERVICES AND THE MATERIALS, YOU MAY HAVE THE OPPORTUNITIES TO ENGAGE IN COMMERCIAL TRANSACTIONS WITH OTHER PARTIES. YOU ACKNOWLEDGE THAT ALL TRANSACTIONS RELATING TO ANY PRODUCTS OR SERVICES OFFERED BY ANY PARTY, INCLUDING, BUT NOT LIMITED TO THE PURCHASE AND PAYMENT TERMS, WARRANTIES, GUARANTEES, MAINTENANCE AND DELIVERY TERMS RELATING TO SUCH TRANSACTIONS, ARE AGREED TO SOLELY BETWEEN THE OTHER PARTY AND YOU. WE MAKE NO WARRANTY REGARDING ANY TRANSACTIONS EXECUTED THROUGH, OR IN CONNECTION WITH THE SERVICES, AND YOU UNDERSTAND AND AGREE THAT SUCH TRANSACTIONS ARE CONDUCTED ENTIRELY AT YOUR OWN RISK. ANY WARRANTY THAT IS PROVIDED IN CONNECTION WITH ANY PRODUCTS, SERVICES, MATERIALS, OR INFORMATION AVAILABLE ON OR THROUGH THE SERVICES FROM A THIRD PARTY IS PROVIDED SOLELY BY SUCH THIRD PARTY, AND NOT BY US.

MATERIALS AVAILABLE THROUGH THE SERVICES MAY CONTAIN OPINIONS AND JUDGMENTS. WE DO NOT ENDORSE, NOR ARE WE RESPONSIBLE FOR THE ACCURACY OR RELIABILITY OF, ANY OPINION, ADVICE, OR STATEMENT MADE BY ANYONE.

SOME STATES OR JURISDICTIONS DO NOT ALLOW THE EXCLUSION OF CERTAIN WARRANTIES, SO SOME OF THE ABOVE EXCLUSIONS MAY NOT APPLY TO YOU.

# Limitation of Liability

UNDER NO CIRCUMSTANCES SHALL WE BE LIABLE TO YOU OR ANY THIRD PARTY WITH RESPECT TO ANY SUBJECT MATTER OF THESE TERMS (INCLUDING ANY BREACH OF SECURITY OR DATA LOSS) UNDER ANY CONTRACT, NEGLIGENCE, STRICT LIABILITY OR OTHER THEORY FOR ANY INDIRECT, INCIDENTAL OR CONSEQUENTIAL DAMAGES OR LOST PROFITS, LOSS OR INACCURACY OF DATA OR DOCUMENTS OR COST OF PROCUREMENT OF SUBSTITUTE GOODS, SERVICES OR TECHNOLOGY, EVEN IF ADVISED OF THE POSSIBILITY OF SUCH DAMAGES OR WHETHER ANY REMEDY SET FORTH HEREIN FAILS OF ITS ESSENTIAL PURPOSE OR OTHERWISE. IN NO EVENT SHALL OUR LIABILITY TO YOU OR TO ANY THIRD PARTY EXCEED THE GREATER OF (I) TEN DOLLARS ($10.00); OR (II) THE AMOUNT YOU PAID TO US FOR YOUR USE OF THE SERVICES DURING THE THREE MONTHS IMMEDIATELY PRECEDING THE CLAIM. YOU AGREE THAT THE FOREGOING LIMITATION IS A NECESSARY REQUIREMENT FOR US TO BE ABLE TO MAKE THE SERVICES AVAILABLE TO YOU.

IN ADDITION, WE ARE NOT LIABLE IN ANY WAY FOR THIRD PARTY MATERIALS OFFERED THROUGH THE SERVICES OR FOR ASSISTANCE IN CONDUCTING COMMERCIAL TRANSACTIONS THROUGH THE SERVICES, INCLUDING THE PROCESSING OF JOB OPPORTUNITIES OR EDUCATION PROGRAMS.

SOME JURISDICTIONS PROHIBIT THE EXCLUSION OR LIMITATION OF LIABILITY FOR CONSEQUENTIAL OR INCIDENTAL DAMAGES, SO THE ABOVE LIMITATIONS MAY NOT APPLY TO YOU.

# Indemnification

You shall defend, indemnify, and hold us and our Partners harmless from all liabilities, claims, and

expenses, including attorneys’ fees, which arise from your acts, omissions, use or misuse of the Services. We reserve the right, at our own expense, to assume the exclusive defense and control of any matter otherwise subject to indemnification by you, in which event you will cooperate with us in asserting any available defenses.

# Password; Security

You alone are responsible for maintaining the confidentiality of your password and account and for any and acts or omissions that occur through the use of your password and account. Therefore, you must take steps to ensure that others do not gain access to your password and account. Our personnel will never ask you for your password. You may not transfer or share your account with anyone, and we reserve the right to immediately terminate your account if you transfer or share your account.

We take reasonable measures to protect the security, confidentiality and integrity of the Account Data you upload. We have security measures in place to protect the loss, misuse, and alteration of the Account Data under our control, but we cannot ensure or guarantee the security of any Account Data transmitted to us through or in connection with the Services.

# Participation in Promotions

From time to time, the Services and/or other links available at the Services may include advertisements offered by third parties. You may enter into correspondence with or participate in promotions of the advertisers showing their products and services on the Services. Any such correspondence or promotions, including the delivery of and the payment for goods and services, and any other terms, conditions, warranties or representations associated with such correspondence or promotions, are solely between you and the advertiser. We assume no liability, obligation or responsibility for any part of any such correspondence or promotion.

# E-mail, Messaging, Blogging, and Chat

We may make email, messaging, blogging, or chat functionalities (collectively, "Communications") available to users of the Services, either directly or through a third-party provider. We will not inspect or disclose the contents of private Communications except with the consent of the sender or the recipient, or in situations provided under applicable laws, or as otherwise required by law or by court or governmental order. Further information is available in our [Privacy Policy].

We may employ automated monitoring devices or techniques to protect our systems and users from mass unsolicited communications (also known as “spam”) and/or other types of communications that we deem inconsistent with our business purposes. However, such devices or techniques are not perfect, and we will not be responsible for any legitimate communication that is blocked, or for any unsolicited communication that is not blocked.

# International Use

Although the Services may be accessible worldwide, we do not represent that materials on the Services are appropriate or available for use in your jurisdiction and accessing them from territories where their contents are illegal may be prohibited. Those who choose to access the Services from other locations do so on their own initiative and are responsible for compliance with local laws. Any offer for any product, service, and/or information made in connection with the Services is void where prohibited.

# Termination; Suspension of Your Account

We may, in our sole discretion, terminate or suspend your access to all or part of the Services with or without notice and for any reason, including breach or potential breach of these Terms.

Upon termination or suspension, regardless of the reasons, your right to use the Services immediately ceases, and you acknowledge and agree that we may immediately deactivate or delete your account and all related information and files in your account and/or bar any further access to such files or the Services. We shall not be liable to you or any third party for any claims or damages arising out of any termination or suspension or any other actions taken by us in connection with such termination or suspension.

# Governing Law

The Services (excluding any linked sites) is controlled by us and by our Partners. It can be accessed globally. By accessing the Services, you agree that these Terms will be governed by the laws of the State of Florida.

# Miscellaneous

You shall not assign your rights and obligations under these Terms to any party, and any purported attempt to do so will be null and void. We may freely assign our rights and obligations under these Terms.

You shall not sell, resell, reproduce, use for any commercial purposes, duplicate or copy any portion of the Services, or use of or access to the Services. In addition to any excuse provided by applicable law, we shall be excused from non-performance or delay in delivery of the Services arising from any event beyond our reasonable control, whether or not foreseeable by either party.

Any failure by us to enforce or exercise any provision of these Terms or related rights shall not constitute a waiver of that right or provision. If any part of these Terms is held invalid or unenforceable, that portion shall be construed in a manner consistent with applicable law to reflect, as nearly as possible, the original intentions of the parties, and the remaining portions shall remain in full force and effect.

# Notices and Contact Information

All notices to a party shall be in writing and shall be made either via email, mail or courier. Notices to us must be sent to the contact details below. Notices to you may be sent to the address supplied by you as part of your Account Data. In addition, we may post notices on the Services to inform you of changes to the Services or other matters, and such publications shall constitute notice to you at the time of posting.

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| Contact: Bisk Legal Department  Address: 9417 Princess Palm Avenue, Tampa, FL 33619  Email: [**privacy@bisk.com**](mailto:privacy@bisk.com) |

# Entire Agreement

These Terms (including any rules, policies and other documents incorporated by reference) constitute the entire agreement and understanding between us concerning the subject matter of these

Terms. You may not alter, supplement or amend these Terms in any way. Any attempt to alter, supplement or amend this document shall be null and void.