



Nurse Billboard

Homecare Agreement

Version 1.0



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INLAND EMPIRE HOMECARE dba Nurse Billboard HOMECARE AGREEMENT

These "Terms of Use" (also known as these "Terms" or this "Agreement") set forth the guidelines by which "Care Providers" (individuals and organizations that offer care services) may use the goods, services, websites, software, and applications of INLAND EMPIRE HOMECARE dba Nurse Billboard (hereinafter referred to as "Nurse Billboard's Services" or "Services" as described below).

General Provisions

For the purposes of these Terms, "Site" refers to www.nursebillboard.com as well as any other Nurse Billboard-branded websites, web pages, mobile applications, and mobile websites run by Nurse Billboard, Inc. "Services" refers to any of the various services listed below under the heading "Overview of Services," with the exception of those that are restricted under the heading "Limitations on the Services." In this Agreement, Nurse Billboard may be referred to as "the Company," "we," or "us."

Prior to utilizing the Site or the Administrations, please kindly read these Terms. In case you disagree with the terms, don't download, register, or utilize our applications and cease utilizing the site right away.

The right to change these Terms from time to time is reserved by Nurse Billboard. We'll try to let users know when the terms of the mobile app have been modified. Users of the website should check these terms periodically for modifications.

Overview of services

We assist in matching "Care Seekers" and "Care Providers" (individuals seeking home care). The terms "you" and "your" used herein refer to any Care Provider that accesses the Site or the Services, as well as, if appropriate, any entity, such as an LLC (Limited Liability Company) or corporation, from which the Care Provider conducts his or her Care Provider business.

Care Seekers can get in touch with the business via the Nurse Billboard website to express their needs with the care provider. Other services provided by Nurse Billboard include the following features:

- Checking references, background checks, insurance, and licensing as necessary.
- Technology that matches users with available Care Providers.
- Electronic Visit Verification attesting to the times and places the Care Provider worked.

Care Providers can check Care Seeker schedules, needs, and proposed prices using the Nurse Billboard Mobile App. Through the mobile app, care providers can select their desired schedule, preferred schedule, required rates, and zip code. Additionally, they use the app to provide details about their licensing, references, background checks, and any other documents that the jurisdiction in which they operate may require.

Limitations on the Services

A Care Provider's execution of services for a Care Seeker will not be evaluated by Nurse Billboard in compliance with any terms or conditions. The only ministerial and administrative responsibilities of Nurse Billboard are performed on behalf of and in support of the parties to a legal contract that has been established in line with the Site and Services.

Additionally, Nurse Billboard may carry out activities that call for a professional license or that qualify as giving home care, pursuant to the Homecare license issued by the California Department of Healthcare Services. All professional licenses will be verified and compliance procedures maintained as required by the State of California.



Creation of an account, qualification to utilize the website and services as a caregiver, and closure

Caregivers must meet the following criteria in order to be qualified to use our services:

- You must be older than eighteen (18) years. If you do not fulfil this age requirement, do not register to use the Site or the Services.
- You must be able to lawfully work in the United States.
- You must comply with the applicable requirements of the Background and Verification Check Section below.

Caregiver(s) represent, acknowledge, and warrant that they have met the applicable eligibility requirements listed above, that they have the power and authority to enter into these Terms on behalf of themselves or another, and that they will abide by all of these Terms, as applicable, when registering for or using the Nurse Billboard Services.

When creating an account, you might need to select a unique user ID, a strong password, and any additional authentication requirements (collectively, "Account Credentials").

You represent and warrant that all information you provide to us is true, accurate, current, and complete, and you grant us permission to maintain and promptly update such information to keep it true, accurate, current, and complete. You are solely responsible for maintaining the confidentiality of your Account Credentials and may not provide them to or share them with any other parties. You acknowledge and agree that we rely on Account Credentials to decide who is allowed to use our Services and access the Site. You are solely responsible for any and all actions that are taken using your account credentials or account, as well as any and all uses of those things. You are accountable for the activities of anybody who uses your account credentials to access the Site or use the Services. You agree that you won't open more than one account or an account on someone else's behalf.

Cancellation of registration or use. If Nurse Billboard determines that you have violated any of the terms listed below, misrepresented your identity or credentials, or that your credentials have changed or expired, it retains the right to prevent you from accessing the Nurse Billboard Website and/or Mobile App. You and Nurse Billboard cannot end your home care arrangement, and neither party has the right to do so. Our decision to restrict access to our platform does not reflect poorly on the person's character or reputation in general, nor should it be perceived to do so.

Rules for Conduct and services by Users

Use only. You are only permitted to search care options for yourself from Care Seekers using your account as a Care Provider. Care Providers are solely responsible for their own actions on the Site, including the use of their accounts. Care Providers are not able to transfer or otherwise assign their accounts to another individual or group.

If you are a Care Provider, utilizing the website and its services is contingent upon your affirmation and indication of that:

- You won't knowingly, intentionally, or negligently accept any opportunity made available to you through the Site and Services if doing so would put you in violation of any applicable laws, ordinances, or contractual or other obligations you have to third parties or would necessitate the possession of professional credentials that you don't already have.
- You acknowledge Nurse Billboard relies on the veracity of these representations and affirmations in determining your eligibility to use the Site and Services; and
- You promptly notify Nurse Billboard if any component of your login credentials is lost, stolen, or otherwise compromised.



Content limitations. The following guidelines refer to any communications, images, sounds, videos, messages, photos, audio, reviews, or profiles as "Content," as well as any other material, data, files, and information, or any derivatives or reproductions thereof, that you or other users publish, display, enter, post, upload, or transmit onto or through the Site or Services. You agree to, affirm, and guarantee the following by using our Service and publishing any Content:

- When registering to use the Site and the Services, you are in charge of submitting true, up-to-date, and comprehensive information.
- Even if you are looking for care for a friend or family member, you must create your account in your own legal name.
- As the Site and Services do not yet support other languages, all of the Content you upload will be in English.
- Nurse Billboard reserves the right to publish content you provide to our public website, app or other digital media designed to promote our service.
- You are solely responsible for all Content that you upload to the Service. You won't submit any content that is offensive, illegal, infringes upon another party's rights (including, but not limited to, intellectual property rights, privacy rights, and publicity rights), or violates those rights; you also won't advocate, support, or encourage any illegal activity, including, but not limited to, copyright infringement, HIPAA (Health Insurance Portability & Accountability Act) violations, or computer misuse; nor will you imply or give the impression that any such activity is acceptable.
- You hereby grant Nurse Billboard, its affiliates, licensees, and succeeding entities an irrevocable, perpetual, non-exclusive, fully paid, worldwide license to use, copy, perform, display, reproduce, adapt, modify, and distribute your Content as well as to derive works from or incorporate such Content into other works.
- Additionally, you consent to the right to grant sublicenses under the aforementioned licenses. Also, by publicly uploading and utilizing your Content, you represent and warrant that Nurse Billboard won't violate the rights of any other parties (aside from personally identifying information and protected health information as defined by the Health Insurance Portability and Accountability Act of 1996)
- You must abide by all applicable laws and regulations when using the Service, including but not limited to when posting Content on the Service.
- Nurse Billboard disclaims all liability for any claims attributable to any erroneous, outdated, or incomplete information submitted by site users.
- Nurse Billboard does not own any of the user-submitted content that is uploaded by users. The Content is solely the responsibility of these authors. Additionally, Nurse Billboard does not i) guarantee the truthfulness, completeness, or applicability of any opinion, recommendation, or statement made by a third party that appears on the Site or through the Service, nor (ii) adopt, endorse, or accept responsibility for the validity or accuracy of any such information.
- Under no circumstances will Nurse Billboard or its affiliates be held responsible for any loss or damage resulting from your reliance on any information or other user-submitted content.

Disallowed Uses. By using Nurse Billboard's website or services, you consent to never do the following:



- Use the Site, Services, or any information or Content therein in a way that is racially, sexually, or otherwise objectionably and offensive, threatening, obscene, defamatory, or libelous.
- Use the website or its services for any illegal activity or to advertise illegal activity.
- Harass, abuse, or otherwise hurt another individual or group, or try to do so.
- Use a different user's Nurse Billboard account only if you have the legal right to decide a user's medical treatment on their behalf.
- When creating a Nurse Billboard account, utilizing the services, or corresponding with other Registered Users, give incorrect or erroneous information.
- Use the Site, Services, or any information or Content therein in a way that is racially, sexually, or otherwise objectionably and offensive, threatening, obscene, defamatory, or libelous.
- Use the website or its services for any illegal activity or to advertise illegal activity.
- Harass, abuse, or otherwise hurt another individual or group, or try to do so.
- Use a different user's Nurse Billboard account only if you have the legal right to decide a user's medical treatment on their behalf.
- When creating a Nurse Billboard account, utilizing the services, or corresponding with other Registered Users, give incorrect or erroneous information.
- Use Nurse Billboard's communication tools or contacts formed there for any commercial solicitation goals except from asking a Nurse Billboard customer for a referral to a care provider; or
- Publish or link to malicious content that is intended to harm, detrimentally interfere with, covertly intercept, or expropriate any system, data, or personal information, or that is intended to harm or interfere with another user's browser, computer, or access to the Services. This includes, but is not limited to, malware, viruses, Trojan horses, worms, time bombs, cancelbots, or other harmful components.

We reserve the right to take whatever steps we deem necessary in our sole discretion to protect our users from unlawful activity, including but not limited to capping the number of emails or phone numbers a care seeker may view in a 24-hour period at a quantity we deem fit. Your access to and/or usage of the Sites and Services may be immediately terminated at Nurse Billboard's sole discretion.

If Nurse Billboard believes you've broken one of these rules, or for any other reason and in order to preserve the integrity of the website, Nurse Billboard retains the right, at any moment, to forbid users from a certain IP address from accessing the site or using the services.

Verification and Background Checks

General. Prior to passing the background and verification check process established by Nurse Billboard through its certified vendors, Care Providers who register on the Nurse Billboard App will not be qualified to accept referrals.

Care Providers might also be subject to intermittent background and verification updates from time to time. A duplicate of the reports from such checks will be given to Nurse Billboard.

Assuming background verification reveals data that is viewed as inappropriate in anyway connected to any Care Provider, the Care Provider will be advised of their choices to review the outcomes to the degree expected under the FCRA (Fair Credit Reporting Act).



If a Care Seeker requests, Nurse Billboard may also check DMV records for Care Suppliers.

Expense of background and verification check. The background and verification checks will be completely covered by Nurse Billboard at no additional cost to you.

Getting background checks and sharing them. If you request a background check on yourself, you will receive an email with a copy of the findings if they are considered in any negative actions. You are responsible for making sure that the email addresses you submit to Nurse Billboard (and the approved vendor if applicable) are correct, knowing that sensitive information will be sent to those addresses. If you have ordered a background check through Nurse Billboard, we may indicate in your profile that you have completed that component of our screening process.

If the results of any background check you ordered prevents NURSE BILLBOARD from setting up your account or necessitate suspending or terminating it, those results won't be disclosed to other users without your express permission, unless as required by law. Additionally, Nurse Billboard should not be contacted regarding any errors in the report; rather, this should be done with the consumer reporting organization that generated it.

Review of background checks by Nurse Billboard. By using the website or its services, you give nursing billboard permission to access, examine, utilize, and disclose any background check reports you have acquired or approved about yourself for the legitimate goal of maintaining the reliability and security of our website and its users. Nurse Billboard also maintains the right to refuse to establish, maintain, or renew your access or account, or to terminate it, based on the information in such reports. By agreeing to the terms of this agreement, you acknowledge that Nursing Billboard has no control over and disclaims all liability for the reliability, accuracy, and quality of the information contained in these background check reports.

Nurse Billboard reserves the right to order and use background checks on you at its own cost. By downloading the Nurse Billboard App, Care Providers agree that Nurse Billboard has the legal right, but not the obligation, to periodically use a third-party consumer reporting agency to use your personal information to conduct background checks on you for the legitimate business need of preserving the integrity and safety of our Site and its users ("Internal Background Checks"). In connection with your first registration with Nurse Billboard and any subsequent usage of our Services and/or interaction with our Website, Nurse Billboard may order these checks.

In connection with your first registration with Nurse Billboard and any subsequent usage of our Services and/or interaction with our Website, Nurse Billboard may order these checks. By accepting these terms and using our site, you agree to allow www.nursebillboard.com to conduct these internal background checks for the aforementioned reason. If you do not want these internal background checks to be conducted, you should refrain from using www.nursebillboard.com. These audits may be carried out without further authorization from you.

Nurse Billboard has the right to verify your identity and the accuracy of your representations and warranties. By registering to become a Care Provider, you grant Nurse Billboard permission to periodically verify that your registration details (such as the licenses and certifications you disclose to Nurse Billboard) are accurate and that the aforementioned representations and warranties regarding legal matters are true by using third-party service providers. However, Nurse Billboard does not have this obligation. The data that these third parties may utilize for these site safety objectives includes details from national criminal databases, sex offender registries, certain media streams, terrorist



watch lists, criminal and fugitive watch lists, fraud watch lists, law enforcement reports, and other sources.

You acknowledge that Nurse Billboard reserves the right, in its sole discretion, to refuse to establish or maintain your access or account, or to terminate it if it determines that you have broken any representations or warranties or other terms of these Terms or are otherwise not appropriate for Nurse Billboard. This includes, but is not limited to, refusing to create or maintain your account or access. Furthermore, you affirm, understand, and explicitly acknowledge that Nurse Billboard has no influence over and disclaims all responsibility for the standard, reliability, or accuracy of the data in a Verification Check. We reserve the right to disclose the results of a Verification Check to third parties under certain conditions, such as when doing so is required for safety or law enforcement. Verification Check results are often not provided to third parties. By accepting these terms, you authorize www.nursebillboard.com to carry out the verification checks described above. IF YOU DO NOT WANT THESE VERIFICATION CHECKS DONE, DO NOT USE www.nursebillboard.com. NO ADDITIONAL CONSENT IS NEEDED FROM YOU FOR THE PERFORMANCE OF THESE VERIFICATION CHECKS.

Release of responsibility for the findings of internal checks, background checks, and verification checks.

If you choose to use or access information included in a background or verification check, you acknowledge, understand, and expressly concur that such checks are not always accurate or complete (or based on accurate or complete data), and that the specific records searched, and the thoroughness of the search vary depending on the type of background verification requested as well as the state and region where the check is conducted. For instance, many jurisdictions only include felony conviction records (and not, for example, misdemeanor or arrest records) in the national criminal data base, which is the only data source utilized for preliminary background checks other than the sexual offender registry. Moreover, some states include only registered sex offenders in that database. If you choose to access, use, or share information provided by a background check, you agree to do so in accordance with applicable law. You expressly acknowledge that NURSE BILLBOARD has no obligation to perform background checks, Internal Background Checks, or Verification Checks on any Registered Users except as described on the Site and/or otherwise required by law. To the extent NURSE BILLBOARD performs such checks on certain Registered Users, the checks are limited and should not be taken as complete, accurate, up-to-date, or conclusive evidence of the accuracy of any information those users have provided or of their eligibility to use the Services.

Terms of Service for Mobile Text Messages.

Anyone who: (1) registers to receive one or more SMS or MMS (Multimedia Messaging Service) messages and/or communications from Nurse Billboard; or (2) sends us SMS or MMS messages is subject to the rules in this section.

In order to communicate with you more effectively for non-advertising purposes, we may occasionally contact you via text message, including messages sent via an automatic telephone dialing system or similar technology, at the telephone number(s) you have provided to us. When you subscribe to Nurse Billboard's text alert service, you expressly authorize Nurse Billboard to text you under the following circumstances (the "Text Services"):

- You will get a text message verifying your participation in our Text Services after signing up.
- Operational messages relating to your user account, registration status, use of Nurse Billboard's services, or features offered in connection with Nurse Billboard's services



- Communications with clients looking for in-home care services.
- News about Nurse Billboard and business changes that influence the relationship between the Care Provider and Nurse Billboard; and
- Account verification communications.

You can always opt out of the Text Services by sending the word STOP to +1(909)999-1241 from the registered mobile device. You will receive one more message from Nurse Billboard confirming your decision to stop receiving messages from them about the Text Services. If you need help with any of our text services, text HELP to +1(909)999-1241. Although we don't charge for the Text Services, your mobile carrier might charge you for each message you or we send each other, depending on your messaging plan. You are responsible for understanding whether your carrier will charge you for each message (for instance, if you do not have an unlimited texting plan, or have exceeded your monthly quota of free messages). We disclaim all liability for any costs you may incur when using the Text Services.

It's possible that not all locations will always have access to the Text Services. We are unable to guarantee the availability or performance of SMS/MMS messages since they are dispersed over a complex network of service providers. As a result, we might not be able to send you SMS/MMS messages; in this case, we are not responsible for any transmission delays or message failures. In the event that your cellular carrier makes modifications to its products, software, coverage, or other aspects, or if you make changes to your mobile device, the Text Services might not function.

You must supply your own wireless device, sign up for a cellular service with a participating mobile carrier, and be able to receive texts using both that device and the service offered by your carrier.

Limitations, Indemnification, Waivers, and Disclaimers

Web page Content. The Services provided through this Site and any information and materials therein (including, without limitation, text, graphics, information, links, or other items) are provided "as is" and without any warranties of any kind, including, without limitation, any express warranties, warranties of merchantability, warranties of fitness for a particular purpose, warranties of workmanlike quality, or any other implied warranties. Opinions, suggestions, comments, offers, or other information or content that are those of their respective authors and should not necessarily be relied upon. Such writers alone are responsible for such content.

User-generated content makes up the majority of the content on the Care Provider, and we rarely examine or monitor it for accuracy. Nurse Billboard does not guarantee the reliability or accuracy of any information provided by Care Providers on or off this Site. We could offer the option for some users to verify their email address or other details. When we claim that a user has verified a piece of data, we mean that they have adhered to the instructions we've given them for doing so. However, we make no guarantees or claims as to the accuracy of the information. Furthermore, we cannot guarantee, state, or vouch for the virus-free status of any user-generated content.

It is up to the user to judge the reliability and worth of the information they have obtained from other websites. Such websites are not under Nurse Billboard's control, and we are not accountable for their content. Links to these websites does not mean that Nurse Billboard endorses their content or is connected to the owners of those websites. Furthermore, users acknowledge that the utilization of site that is owned and managed by third parties is governed by the terms and conditions of use of those sites and not by Nurse Billboard's terms of use. Nurse Billboard expressly disclaims any liability arising from the use and/or viewing of any links that may appear on this website. By signing to



this agreement, all users absolve Nurse Billboard of all responsibility resulting from the usage of any links that may be on the Site.

App Stores. You agree and recognize that the third party from whom you acquired the license for our mobile application (the "Application"), such as the Apple App Store or Google Play ("App Store"), is responsible for the Application's accessibility. You acknowledge that the Terms are between you and Nurse Billboard and are not a contract between you and the App Store. Nurse Billboard, not the App Store, is exclusively responsible for the Application, its content, maintenance, support services, warranties, and handling of any issues related thereto (e.g., product liability, legal compliance, or intellectual property infringement). To use the Application, you must have a wireless network connection, and you agree to pay all fees associated with that access. Additionally, if the App Store charges any fees in connection with the Application, you agree to pay them. Your licence to use the Application is conditional upon your compliance with all applicable third-party terms of agreement (such as the terms and rules of the App Store), which you agree to at all times when using the Application. You agree that as a third-party beneficiary, the App Store (and its affiliates) shall have the right to enforce the Terms.

Liability Limitation. Accidental Losses and Total Liability Nurse Billboard will not be responsible in any occasion for any circuitous, unique, minor, or substantial harms, damages or costs emanating out of or connecting with the utilization or inability to utilize the Site or Services, including without limits, harms connected with any data from the Site, taking content away from Site, including any email disseminated to any client, profile data or any connected site or use thereof or failure to use by any party, or regarding any end of your membership or capacity to get to the Site or Services, inability to function, mistake, disruption, interference, deformity, delay in action or transmission, computer infection or connection or breakdown of system, regardless of whether Nurse Billboard, or agents thereof, are informed concerning the likelihood of such harms, losses or costs.

Indemnification.

1. By accepting these Terms, you agree to defend, indemnify, and hold Nurse Billboard, its affiliates, subsidiaries, parents, successors, and assigns, as well as each of our individual officers, directors, employees, agents or investors, innocuous from any claims, actions, suits, losses, expenses, liabilities, and costs (including reasonable attorneys' fees) relating to or resulting from your use of the Site and participation in the Administration including but not restricted to: (1) Your violation of these Terms; (2) Your violation of any law or the rights of a third party because of your participation with that third party; (3) any allegation that any materials you submit to us, communicate to us via Nurse Billboard, or otherwise communicate to us infringe upon or otherwise violate the copyright, brand name, proprietary advantage, other protected innovation, or other rights of any third party; and (4) any other actions involving the Site and Services. No matter who was negligent, including the one who was refunded, this refund will still apply.
2. No user has the legal right to enter into a contract on Nurse Billboard's behalf or otherwise bind Nurse Billboard. By signing this document, you promise to immediately defend against any losses, claims, damages, obligations, or expenses relating to the Site and/or the Services, but you also agree not to



settle any disputes without first consulting Nurse Billboard and getting its prior written approval. You agree to let Nurse Billboard participate in the defense of any such loss, claim, or other action by using independent counsel.

3. This is not an employment contract, and neither you nor Nurse Billboard expressly accept that it creates an employment relationship between any Registered User and Nurse Billboard. Additionally, no joint ventures, franchisor-franchisee relationships, partnerships, or agency relationships are intended or created by this Agreement. You agree not to identify yourself as Nurse Billboard's employee, agent, or another authorized representative. Registered Users do not have the right to bind Nurse Billboard.

Privacy

We are committed to protecting the security of the personal data we collect from you and that you provide when you use our Site. We recognize that a significant portion of the data that we regularly have access to is sensitive, and we are committed to providing the best level of protection. The kind of business we operate necessitates that we collect data of a specific kind, be it financial, medical, or other information that you want to remain private. The guideline is meant to familiarize you with our methods of sharing, using, protecting, and supporting private data. The models provided are only intended to be used for illustration purposes; they should not be taken as a complete representation of our processes.

Please carefully read this policy. Get in touch with us at info@nursebillboard.com if you have any queries or worries regarding any of our procedures.

Compilation of information. We may obtain information from a variety of sources, keeping in mind that you are probably cognizant of our relationship with you. We collect this information so that we can finish our work and provide the best possible service to you. Most of the information we have about you is directly from you. For instance, when you sign up or register for a record, we collect the specific information you provide, such as your name, email address, and other information. If you send us feedback or email us with questions, we will collect your name, email address, and the email's content in order to respond to you and maybe provide the support you need. In the event that you make any payments using our site, we will compile all the information required to complete the transaction, including your name, bank account number, and payment information.

We also receive information from other sources, such as governmental organizations, consumer reporting agencies, and other open sources. In addition to personal identification data like names, birth dates, residences, social security and driver's license numbers, phone numbers, and e-mail addresses, we may also collect information about your property, health, credit history, and income. We also receive data from third parties, such as government agencies, buyer disclosure agencies, and other open sources. We may obtain information about your home, health, finances, and employment as well as personal identifying information including names, birth dates, addresses, government-issued retirement and driver's license numbers, phone numbers, and email addresses. In addition, we will compile information about your neighborhood so that we can: (a) show you nearby caregiver jobs that you can easily access; (b) give nursing homes, assisted living facilities, and other offices where you provide assistance in your neighborhood, so they know when to expect you; or (possibly) (c) confirm whether you were in a particular office or Care Seeker's area at a particular time.

The Organization may compile quantifiable information on how the Site is used. This information enables the Organization to monitor its use and continuously upgrade its



quality. Examples of this information include, but are not limited to, the number of people who access the site, or to areas or pages within the site, examples of traffic that get through the site, time spent on the site, or in segments or pages of the site, other locations that refer visitors to the site, the pages of the site that visitors frequently use as entry and exit points, usage of the program, and the operating systems and adaptations used by visitors to the Site.

The Organization may collect and save your IP address, your operating system version, your program type, the pages you visit on the Site, the amount of time you spend on each page, the website from which you linked to ours, the web crawler search terms you used to find the Website, and so forth so as to order this data. While this information may all be connected to the IP address your computer had while you visited the website, it will not be connected to any personal information you may have provided or information that the organization may have stored about you for any other use.

The Organization may use browser cookies to customise certain pages of the Site for your browsing convenience and while compiling the factual information referred to above. You can make your software to ignore browser cookies but if you do that, our site might not function properly. Refer to your program's assistance component for information about deactivating cookies.

The Website is not designed for children. The Organization does not intentionally collect personal information about children. If you are concerned about how your child is using the website, you can use web filtering technology to control or limit their access.

Release of Data. In carrying out our business, we could release accumulated information to the individuals and non-auxiliary bodies, including but not limited to different clients of the Site or Organizations, as appropriate. For example, and without restriction, the Association could need to use or reveal client given information to its vendors to manage its site, defend suit, or work on its organizations. We similarly may give out this information in relationship with explicit arrangements, for instance in the case of the purchase of all or part of the company's assets. In any case, whenever feasible, we will not release any client's personal information for any reasons other than those connected with the business practices referenced of us by such client aside from if permitted or required by law. We endeavor to pick non-partners with similar rules to our own concerning the security of private information. We generally don't require you to give any data to secure or acquire admittance to most areas of the Site. To get to specific areas, you ought to be an Enlisted Client. Assuming you choose to give individual data to us, we won't offer, permit, or communicate that data to outsiders, besides as portrayed above or as in any case required or allowed by regulation.

Don't Follow. By selecting the "Do Not Track" privacy feature in your Internet search browser, you can inform a website that you do not want it to track any information about your browsing content. However, because our Site is not configured to recognize Do Not Track signals coming from a user's computer, we are unable to abide by Do Not Track requests.

Protecting Data. There is no arrangement that can totally secure individual or other data. In any case, we take various precautionary measures to guarantee the security of individual information gathered through the Site. For example, all staff members are cautioned on the necessity to keep personal data private and are supposed to follow our protection arrangements and strategies. Disciplinary measures might be taken against workers who disobey these rules and regulations. We apply a number of procedures to guard against the disclosure of information to parties other than those required to use it



for work-related purposes or for purposes unrelated to the performance of our business duties. These procedures involve using passwords to secure computer files, voicemail, email, and other electronic and procedural safeguards.

Miscellaneous Provisions

Complete Agreement. These Terms of Purpose supersede all previous Terms of Direction, courses of action, and understandings, oral or made, express or derived. Precisely excepted from the degree of this course of action are any various plans among you and Nurse Billboard titled "Agreement for Care Provider Referral" as well as "Arrangement for Referral", Advertising and Managerial Services" (alongside any addenda, if any, which might be integrated into such arrangements by express reference in that). This is a consolidation provision for reasons for the parole proof rule and is planned to totally coordinate the sum of the understanding among you and us, besides as connected with any Agreement for Care Provider Referral and/or Agreement for Referral Marketing and Administrative Services, and any addenda (if any) which might be integrated into such arrangements by express reference in that.

Copyright Notices/Complaints.

Notices. You recognize and understand that the product, code, exclusive strategies, and frameworks used to give the Site or Organizations are: (a) safeguarded by us as well as our licensors under the United States of America (USA) and worldwide intellectual property regulations; (b) dependent upon other licensed innovation and restrictive privileges and regulations; and (c) possessed by us or our licensors. The Site or Services may not be replicated, adjusted, duplicated, republished, posted, sent, sold, made available for purchase, or rearranged in any capacity without our earlier composed consent and the earlier composed authorization of our relevant licensors. You must respect all copyright notification, data, or limitations contained in or joined to the Site or Services. You have no right under these Terms to make or get conveyance of a duplicate of the Site or Administrations or to get admittance to our Site or Services besides as by and large and normally allowed through the Site as per these Terms. Moreover, nothing in these Terms will be considered to concede, by suggestion, estoppel etc., a permit to our Site or Administrations. Certain of the names, logos, and different materials showed on the Site or in the Administrations comprise brand names, business trademarks, administration imprints or logos ("Marks") of Nurse Billboard, our subsidiaries, or different elements. You are not allowed to utilize any such symbols. Responsibility for such symbols and the altruism related therewith stays with us or those different elements. Any utilization of outsider programming regarding the Site or Administrations will be administered by such outsiders' licenses and not by these Terms.

Complaints. In order to address complaints of alleged copyright infringement, Nurse Billboard has a policy of utilizing the Digital Millennium Copyright Act (DMCA). By sending an email to Nurse Billboard's copyright agent at info@nursebillboard.com and outlining the following information, you can request that any works (or access to them) that you believe violate your copyright that are accessible on or through our site be removed:

- The title of the work that is purportedly being copied without permission. Include a description of the work and a copy or the URL to an authorized version if at all possible.
- The title and address of the allegedly infringing content. Describe the content briefly and provide the URL or any other information that will assist us in locating it.
- Name, postal address, phone number, and, if available, email address.



- A declaration stating your true belief that the claimed use of the materials is prohibited by the law, the copyright owners, or their agent.
- A declaration made "under penalty of perjury" that the information you have supplied is accurate and true, as well as a claim that you are the copyright owner or have the required power of attorney to act on their behalf.
- The copyright holder's signature or its electronic equivalent, provided by an authorized representative.

The following is the name of Nurse Billboard's copyright representative with regard to this website: IE HOMECARE dba NURSEBILLBOARD, 4193 Flat Rock Dr. Riverside, CA 92505

In order to protect the rights of copyright owners, Nurse Billboard upholds a policy for the termination of Registered Users and other users of this Site who are repeat infringers.

Law and jurisdiction applicable. Without regard to rules governing conflicts of law, the laws of the Commonwealth of California shall govern these Terms as well as any disagreements you may have with Nurse Billboard.

Miscellaneous. Nothing included in this Agreement shall be construed to constitute either Party as the partner, joint ventures, expert, legal agent, manager, project worker, or representative of the other. Both parties agree that they will not represent themselves or the other to third parties as having the authority to make decisions that will limit the other party's freedom of action, unless expressly permitted or agreed to in writing and signed by the party to be bound. Any term or provision of these Terms that is inadequate, illegal, or unenforceable has no bearing whatsoever on the validity, legality, or enforceability of any other provision or provision of these Terms. The parties agree to replace any provision that is determined to be invalid or unenforceable with a provision that is valid and enforceable and that most closely expresses the intent of the invalid or unenforceable provision or provision, and these Terms shall be enforceable as amended. All of Nurse Billboard's trustees, managers, officials, chiefs, partners, auxiliaries, guardians, successors, and delegates are expressly designated as outside recipients of this agreement and may use it directly against you. This Agreement will only apply to the authorized delegates, substitutes, and allocators of the parties hereto and will adapt to their benefit.

Contact Information. Contact Nurse Billboard at the following number if you have any inquiries, require more information about the site or services it offers, or need to alert it to any problems with the site or services:

Nurse Billboard
info@nursebillboard.com
+1(909)999-1241