### Terms & Disclaimers

TERMS & NOTICES OF USE - Please read carefully:

Personnel Plus, hereinafter referred to as Personnel Plus, as a service to its customers provides this website, hereinafter referred to as publication, for informational purposes only. Information or material may be downloaded from this publication. By entering the publication and/or by downloading material, you agree to these terms ("Terms"). If you do not agree to them, do not use the publication or download any materials from it. Personnel Plus reserves the right to amend, modify, revise or delete information, material and terms without prior notification. The user is required to routinely visit the Terms & Notices of Use of this publication to review any changes.

### Online-contents

The information contained throughout this publication is provided 'as is' without warranty of any kind. The entire risk as to the results and the performance of the information is assumed by the user, and in no event shall Personnel Plus be liable for any consequential, incidental or direct damages suffered in the course of using the information in this publication. Use of the information contained in this publication is governed by the respective license agreements and may contain restrictions on use. You further acknowledge and agree that Personnel Plus shall not be responsible or liable, directly or indirectly, for any damage or loss caused or alleged to be caused by or in connection with use of or reliance on any such content, goods or services available in this archive. Consequential, or indirect damages (including, but not limited to, damages for loss of profits, business interruption, loss of programs or information, and the like) arising out of the use of or inability to use the service, or any information, or transactions provided on the service, or downloaded from the service, or any delay of such information or service. Even if Personnel Plus or its authorized representatives have been advised of the possibility of such damages, or any claim attributable to errors, omissions, or other inaccuracies in the service and/or materials or information downloaded through the service. Furthermore parts of the pages or the complete publication including all offers and information might be extended, changed or partly or completely deleted by Personnel Plus without prior notification.

### Referrals and links

This publication may provide links to other World Wide Web sites or resources. Because Personnel Plus has no control over such sites and resources, you acknowledge and agree that Personnel Plus is not responsible for the availability of such external sites or resources, and does not endorse and is not responsible or liable for any content, advertising, products, or other materials on or available from such sites or resources. You further acknowledge and agree that Personnel Plus shall not be responsible or liable, directly or indirectly, for any damage or loss caused or alleged to be caused by or in connection with use of or reliance on any such content, goods or services available on or through any such site or resource.

Important note: With judgment - 312 O 85/98, dated May 12, 1998, - "adhesion for links" decided by the regional court (LG) in Hamburg--that one is, by the mounting of a link, also responsible for contents of the linked page. This can be prevented - so states the LG - only thereby dissociating oneself expressly from these pages.

Hereby, Personnel Plus disassociates itself expressly from all contents of all linked pages, which were not developed by Personnel Plus.

Copyright

The Personnel Plus publication and its design is the property of Personnel Plus and may not be disseminated without the express written consent of Personnel Plus. The Personnel Plus name and logo are registered trademarks of Personnel Plus and the use of Personnel Plus's trademarks in advertising and promotion of Personnel Plus’s products requires proper acknowledgement. All other brands, trademarks and names are the property of their respective owners.

### Privacy policy

Personnel Plus is very concerned about your privacy and will make every reasonable attempt to protect the personal data we collect and the information you choose to provide to us. We do not sell this information. Personnel Plus will forward contact information that you choose to provide to us to our Authorized Personnel Plus Partners. This information is provided to the Partner to assist you in making informed product decisions.

Personnel Plus collects the domain name and/or IP address, name, and information regarding the pages of the publication visited to assist us with the overall effectiveness and design of the publication. We collect information provided by you, such as contact information, or site registrations, for purposes of controlling access to information, and to help our Authorized Personnel Plus Partner provide assistance to you with product information, but may include other information when needed to provide a service you requested.

It is your decision to provide us with contact information, it is not required that you do so.

For the protection of children’s personal information, “Children's Online Privacy Protection Act (COPPA),” Personnel Plus does not publish content that is targeted to children.

Our services and or site uses cookies. A cookie is a small file that is provided to your browser when you visit our publication. The cookie contains only session-concerning information and is not saved by Personnel Plus or your browser when the browser session ends.

Our website uses Google Analytics, a web analytics service provided by Google, Inc. (“Google”). Google Analytics uses “cookies”, which are text files placed on your computer, to help the website analyze how users use the site. The information generated by the cookie about your use of the website (including your IP address) will be transmitted to and stored by Google on servers in the United States. Google will use this information for the purpose of evaluating your use of the website, compiling reports on website activity for website operators and providing other services relating to website activity and internet usage. Google may also transfer this information to third parties where required to do so by law, or where such third parties process the information on Google's behalf. Google will not associate your IP address with any other data held by Google. You may refuse the use of cookies by selecting the appropriate settings on your browser, however please note that if you do this you may not be able to use the full functionality of this website. By using this website, you consent to the processing of data about you by Google in the manner and for the purposes set out above.

### Legal force of this disclaimer

This disclaimer is to be regarded as part of the internet publication which you were referred from. If sections or individual formulations of this text are not legal or correct, the content or validity of the other parts remain uninfluenced by this fact.