

Below is the updated Terms of Use and our Privacy and Security Policy that will take effect on April 23, 2025. By using our services on or after that date, you'll be agreeing to these revisions.

[Terms of Use](#)

[Privacy and Security Policy](#)

As always, if you have any questions or concerns, you may contact us at support@introvue.com.

Terms of Use

The following Terms of Use apply to any Introvue Customer seeking to hire employees or independent contractors for its own business or for the benefit of their clients.

"Introvue", a product of Enable Introvue Tech Solutions Private Limited, offers online services that enable employers and staffing agencies to efficiently and effectively evaluate candidate profiles when seeking employees or independent contractors. Introvue provides these services and its suite of features and products through its Website (collectively, "Introvue Services") subject to these terms of use ("Terms of Use") and the agreements incorporated herein.

Please read these Terms of Use and our Privacy and Security Policy carefully before using Introvue Services. These Terms of Use expressly incorporate our Privacy and Security Policy. By visiting the Website, and/or using any of the Introvue Services, you shall have affirmed your agreement to these Terms of Use.

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1. Definitions

"Account" means "Introvue Account."

"Applicant" means any individual who submits an application for job(s) through a job link generated and distributed by an Introvue Customer utilizing Introvue Services.

"Applicant Content" means all material, uploaded to and/or created by Applicant, available on or through any of the Introvue Services.

"Apps" means any applications developed by Introvue.

"App Services" means any content and services provided by Introvue through its Apps.

"Consumer" means any individual or entity that uses any of the Introvue Services.

"Content" means all material, available on or through any of the Introvue Services including, but not limited to, Applicant Content, Customer Content and Introvue Content.

"Customer" refers, for the purposes of this Terms of Use, to you, an employer and/or staffing agency, or a representative of an employer and/or staffing agency who registers or signs up for Introvue Services.

"Customer Content" means any Content uploaded to and/or created through the Introvue Services by an Introvue Customer.

"GDPR" means the European Union's General Data Protection Regulation.

"SMS" means generally messages sent directly to an individual's mobile device, regardless of whether any particular message might be technically considered text, MMS, or SMS messaging.

"Software" means any necessary software used in connection with the Introvue Services.

"Introvue Account" means the primary account used by employer or staffing agency to sign up / subscribe to Introvue Services.

"Introvue Content" means any Content created by Introvue.

"Introvue Customer" means any person who uses or has used Introvue Services in connection with a corresponding Introvue Account.

"Introvue Services" means the suite of features, products and services offered through Introvue, its Apps, its App Services, the Website, and the Website Services.

"Introvue Trademarks" means any trademarks, tradenames, logos, and other commercial designs of Introvue or licensed to Introvue, whether or not formal registration exists including, but not limited to, "Introvue."

"Job link" refers to unique URL generated for each job posting, created by Introvue Customers using Introvue services.

"Strategic Partners" means those trusted partners that Introvue employs, engages, or retains to perform functions and/or provide services on its behalf.

"User Accounts" refers to accounts created by or on behalf of an Introvue Customer in connection with its corresponding Introvue Account.

"Username" means the valid email address provided by and/or for each individual person accessing Introvue Services to be used as their username or login identification.

"Video Content" means any video content created by or associated with any Introvue Account or Customer accessible on and through Introvue Services. This includes but is not limited to video interviews submitted by applicants in response to job links created by an Introvue Customer through Introvue Services.

"Video Interview" means a recording completed by individuals using a video or "web" camera by accessing job links created by an Introvue Customer through Introvue Services.

"Website" means all of the content, information and services (in any format whatsoever) accessible through the World Wide Web at the domain name introvue.com.

"Website Services" means the services provided by Introvue through the website at the domain name introvue.com, and any of our other websites that may be used from time to time.

2. Modifications to Terms of Use

- 2.1. Because the law on Internet and online commerce remains dynamic, You understand that Introvue may alter, amend, change, waive, terminate or modify any term contained within its Terms of Use at any time.
- 2.2. Should Introvue alter, amend, change, waive, terminate or modify any term contained within these Terms of Use, it shall provide notice by posting the new Terms of Use to the Website, or other means pursuant to these Terms of Use; and/or as otherwise required by law.
- 2.3. You agree to review these Terms of Use and the incorporated documents periodically to be updated of any such changes.
- 2.4. If you continue to use any of the Introvue Services after being notified of modifications to these Terms of Use, such continued use shall constitute your acceptance of the modified Terms of Use and shall be subject to them.
- 2.5. In the event we notify you of such modifications, you may choose to terminate your use of any of the Introvue Services governed by these Terms of Use; however, please note that no refunds will be provided.

3. Introvue Services and Content

- 3.1. Introvue offers online services that enable employers and staffing agencies to efficiently and effectively evaluate candidate profiles when seeking employees and/or independent contractors. Introvue provides Introvue Services through its Apps and Website, and all other suite of features, products and services offered through Introvue from time to time.

- 3.2. Introvue will not sell any customer or consumer content or information to any third party.
- 3.3. Content
- 3.3.1. You hereby authorize consumers to whom you grant access to view, hear, and read any content associated with your Introvue Account or the associated Consumer.
- 3.3.2. You also authorize Introvue to record and store such information on its servers.
- 3.3.3. Introvue will not use your content for any purpose unrelated to your Account. Of course, any individuals to whom you display such content will be able to read, hear and see such content.
- 3.3.4. Apart from those to whom you authorize access. Introvue will not share or provide access to your content to any third party absent a subpoena or court order. And, should Introvue ever be subpoenaed for content associated with your Account, Introvue shall provide you notice and an opportunity to file a motion objecting to any disclosure.
- 3.3.5. Given you will be using Introvue Services for employment related purposes, you agree not to use any content or information obtained in violation of any applicable laws. Introvue cannot advise you or provide you guidance on these laws.
- 3.3.6. You hereby acknowledge that all Customer Content published and/or transmitted through Introvue Services, by you or by Introvue Customers associated with your Introvue Account, are accurate and complies with all applicable local, state, national, and international laws. Introvue does not provide legal advice or guidance regarding these laws.
- 3.3.7. Applicants (for example, job applicants) provide information and references as part of their resume and video interview / recording which is uploaded through Introvue in response to the job link created and shared by Introvue Customer. Introvue is not responsible for confirming or validating any information provided by applicants. Introvue does not presume that any fraud or invalidity exists. At the same time, should any fraud or invalidity exist, Introvue Customer release Introvue from any claims, damages, liability, and loss arising from such fraud.
- 3.4. Transcripts of Interviews. Introvue does NOT provide the ability for an Introvue Customer to obtain a transcript of interviews conducted through Introvue.
- 3.5. No Guarantees of Employment. Introvue is not an employment agency. Introvue does not make any representations as to the qualifications of any applicants, entity or employer. Additionally, Introvue does not guarantee that any individual or entity will find employment or an employee through Introvue Services.
- 3.6. Deletion of Content. Except as provided elsewhere in these Terms of Use, all Customer Content will no longer be accessible to you upon cancelation, deletion or termination of your Account. Applicant Profiles, including resumes and video interviews recorded by applicants through a job link created and shared by you or an associated Introvue Customer, will be retained for a period of six (6) months from the date of submission and will be deleted thereafter.

Introvue, in its capacity as a data processor, does not have direct access to or ownership of Introvue Customer content or Applicant Content associated with the Introvue Account. Should there be a request to delete their content by an applicant, we will send you, as the data controller, the request to approve or deny. If you approve the request, we shall comply with the request. If you deny the request, we will notify the individual and provide instructions on how to proceed further, specifically explaining that the matter remains with you, not Introvue. If

we do not receive a response from you within 30 days, we shall presume you do not object to the deletion request and, thereafter, proceed to facilitate the deletion request to the extent possible under governing law.

- 3.7. **User Accounts.** Depending on the plan purchased, you may be permitted to create User Accounts for individuals you authorize. You agree to create a separate User Account for each authorized individual. Additionally, you agree to allow only authorized individuals to obtain a User Account and ensure that they understand and accept these Terms of Use.
- 3.8. **Changes to Service.** Introvue reserves the right, at its sole discretion, to modify or discontinue, temporarily or permanently, any aspect of the Introvue Services, in whole or in part. Any modifications to the Introvue Services, including the release of new features, tools, or resources, shall be governed by these Terms of Use and any applicable incorporated policies.

4. Pricing and Billing

- 4.1. **Pricing.** Introvue reserves the right to change the pricing for any of the Introvue Services, including, but not limited to, any prices associated with subscription service plans, at any time. In the event of any such change in pricing, Introvue shall provide existing Introvue Customers with no less than thirty (30) days' notice.
- 4.2. **Payment Options.** To purchase Introvue Services, you must provide Introvue with valid credit card or checking account debit information. Introvue currently accepts payments from Introvue Customers through a secure third-party payment processor. Introvue reserves the right to determine the forms of payment accepted for Introvue Services, to refuse any particular form of payment, to refuse service to any individual or entity, and to add or remove third-party payment processors at its discretion.
- 4.3. **Advance Billing.** Introvue bills in advance for Introvue Services on a recurring basis. By choosing your subscription service plan, method of payment, and applicable billing cycle, you authorize Introvue to bill you automatically in advance for the chosen Introvue Services on a recurring basis for each applicable billing cycle until your account has been cancelled and the applicable subscription plan has concluded.
- 4.4. **Cancellation.** Should you decide to cancel your account, your account will be effectively cancelled after the conclusion of your then-existing service plan.
- 4.5. **Auto Renewals.** For the convenience of its Introvue Customers, Payments must be authorized and/or made at the time of purchase. Where you enter into a subscription plan with monthly or periodic payments, the payments will be made automatically in advance of each month or period. Introvue automatically renews subscription plans.
- 4.6. **No Refunds.** Introvue does not refund purchased services. Consequently, there will be no refunds for periods where Introvue Services were unused should your account be cancelled including, but not limited to, period of dormancy or time remaining on subscription plans. Moreover, should you enter into a subscription plan wherein you make monthly, or annual payments, you agree to make the payments for the entire term of your subscription plan whether you use or cancel the Introvue Services prior to the expiration of your subscription. Consequently, Introvue cannot cancel or refund payments associated with subscription plans.

- 4.7. Taxes. Introvue's fees do not include any local, state, federal, or foreign taxes, levies or duties of any nature ("Taxes"). Employer Customer is responsible for paying all Taxes, excluding only taxes based on Introvue's income. If Introvue has the legal obligation to pay or collect Taxes for which Employer Customer is responsible, the appropriate amount shall be invoiced to and paid by Employer Customer to Introvue unless Employer Customer provides Introvue with a valid tax exemption certificate authorized by the appropriate taxing authority.
- 4.8. Insufficient Funds and Chargebacks. Introvue processes all payments to it through a third party. Should your payments be cancelled or reversed because of insufficient funds or chargebacks, you will be responsible for any charges and/or penalties implemented by these third parties to you and/or Introvue.

5. **Conduct**

- 5.1. Lawful Purposes. Introvue Services shall be used for lawful purposes only. You hereby affirm that your organization is an equal opportunity employer, offering employment without regard to race, color, religion, sex, national origin, age, sexual orientation, disability, citizenship, or any other protected class of individuals unless legally required. You shall be responsible for complying with all applicable regulations, statutes, laws and guidelines relating to hiring, interviewing, and recruiting employees as well as any matters related thereto.
- 5.2. Accurate Information. You agree to provide Introvue with true, accurate, and current information as requested when registering for Introvue Services and/or purchasing products from Introvue. You must continue to provide accurate information in using Introvue Services. This includes, but is not limited to, accuracy in the content posted by the Introvue Customer as well as the number of unique individuals accessing the Account through User Accounts.
- 5.3. At time of registration, you must provide certain information that identifies you. In doing so, you may not violate a third party's intellectual property rights or use names that happen to be offensive or inappropriate.
- 5.4. Consent for SMS Messages. When inviting individuals to use Introvue Services to apply for job(s) using job links created by you through Introvue Services, you acknowledge having obtained their consent to receive SMS messages.
- 5.5. You shall be solely and entirely responsible for any and all use of the Introvue Services through your Account. Consequently, we recommend and require that:
 - 5.5.1. You not permit any other person to use your Introvue Account, except for those authorized individuals provided with their own User Accounts;
 - 5.5.2. You do not assign or transfer your Account or its login information to any other person or entity; and,
 - 5.5.3. You promptly inform Introvue of any apparent breach of security, such as loss, theft, or unauthorized disclosure or use of a Introvue Account or its login information.
- 5.6. You agree that you shall not circumvent or attempt to circumvent accurate billing for Introvue Services.

- 5.7. You shall not create Customer Content that exceeds the geographic or subject matter of a specific job opening. For example, you may not use a single job opening to solicit applicants for more than a single position in a single jurisdiction.
- 5.8. You agree that you shall not use Introvue Services for any of the following:
 - 5.8.1. Intentionally or unintentionally violating any applicable local, state, national, or international law, or any rules or regulations thereunder;
 - 5.8.2. Intentionally violating any intellectual property rights of a third party;
 - 5.8.3. Disseminating or posting harmful content including, without limitation, viruses, Trojan horses, worms, spyware, or any other computer programming routines that may damage, interfere with, secretly intercept, or seize any system, program, data, or personal information;
 - 5.8.4. Disseminating materials that are lewd, offensive, inflammatory, harassing, threatening, defamatory, or otherwise objectionable as determined by Introvue in its sole discretion;
 - 5.8.5. Posting or transmitting, or causing to be posted or transmitted, via the Introvue Services any nudity;
 - 5.8.6. Posting or transmitting, or causing to be posted or transmitted, via Introvue Services any materials advertising any business other than Introvue; Additional and/or different rules may apply in the event Introvue dedicates a special forum in the future to the promotion and/or offering of services by Introvue Customers.
 - 5.8.7. Seeking to obtain private financial information from any Consumer;
 - 5.8.8. To impersonate any other person including, but not limited to, references;
 - 5.8.9. To provide any false information;
 - 5.8.10. Registering or attempting to register an account with Introvue without its express authorization after having been terminated or suspended by Introvue for any reason; and/or
 - 5.8.11. Bypassing and/or interfering with Introvue's billing and/or security measures;
 - 5.8.12. Circumventing and/or violating any person's privacy rights;
 - 5.8.13. Engaging in and/or attempting to engage in any prohibited conduct; and/or
 - 5.8.14. Allowing more than one individual to access Introvue Services through a single User Account.
- 5.9. Should you believe that an Introvue Customer or person has violated any of the foregoing prohibited uses listed in the terms of use, you should immediately notify Introvue via support@introvue.com.
- 5.10. You assume all liability for anything purchased using Introvue Services through your Account, whether intended for you or for a third party.
- 5.11. Cancellation of Account. You may cancel your Account at any time. Prior to doing so, Introvue strongly recommends that you review these Terms of Use to fully understand the implications of cancellation, particularly with regard to payments for Introvue Services. Upon cancellation, all of your Content may be permanently deleted. Introvue shall not be held liable for any loss of Content resulting from the cancellation or termination of your Introvue Account.
- 5.12. Termination of Account.
 - 5.12.1. Introvue reserves the right to refuse its Introvue Services to anyone should it believe, in its sole discretion, that (a) the Introvue Services have been, will be, or currently are being

abused or used for any unlawful purpose; (b) any of these Terms of Use or any other Introvue policies will be or have been violated; (c) Customer engaged in any action or conduct inconsistent with the intended use of Introvue Services (d) and/or Involvement in pending litigation or other similar dispute with another Introvue Account or otherwise. Further, in any such case, Introvue may (a) terminate an account immediately; (b) refuse its Introvue Services to anyone; and/or (c) take any further action as permitted by law. Introvue reserves the right to consider any action or conduct inconsistent with the intended use of Introvue Services to constitute abuse.

- 5.12.2. Introvue may terminate an Introvue Account immediately if Introvue, in its sole discretion, believes that an Introvue Customer is "flooding" the Introvue Services.
- 5.12.3. Should Introvue become aware of litigation relating to a Introvue Account, Introvue reserves the right to preserve content associated with the Introvue Account.
- 5.12.4. Consequences of Termination. Should your Account become terminated, Introvue may, in our sole discretion and without liability to You, remove and discard any information associated with your account including, but not limited to, any Content or Customer Content. Should your Account become terminated, you will remain solely responsible for all liabilities that may have arisen or arise from your Account and/or its termination. Any Introvue Customer whose Account has been terminated by Introvue may not access the Introvue Services without the prior express written permission of Introvue. There shall be no refunds for any use of Introvue Services terminated as a result of a breach of these Terms of Use.
- 5.12.5. Introvue reserves the right to refuse registration, terminate an account, and/or deny access to Introvue Services to any individual who registers or attempts to register an account with Introvue without authorization, after having had a prior account suspended or terminated by Introvue. In particular, if Introvue identifies such individual by any means, including but not limited to IP addresses, Introvue retains the right to refuse or terminate the registration.

5.13. Should the Introvue Services become terminated globally for any reason, all Introvue accounts shall be terminated immediately, without any prior notifications by Introvue.

5.14. Misrepresentations. Any misrepresentations made by you with respect to any terms contained herein shall constitute a violation of these Terms of Use whether the misrepresentations occurred negligently, fraudulently, willfully, or otherwise.

6. **Objectionable Content.**

Introvue does not endorse any Customer Content made available via Introvue Services. Introvue reserves the right, but not the obligation, to delete posts and/or Content that it believes, in its sole discretion, violate these Terms of Use. However, the failure of Introvue to delete any post and/or Content does not constitute an endorsement of it.

Introvue is not responsible for any false, defamatory, libelous, or slanderous Content posted by its Introvue Customers. If you believe any Content violates your rights or those of a third party in any way, you may contact Introvue via support@introvue.com.

7. **Intellectual Property Rights**

- 7.1. Software. Introvue Services and any necessary software used in connection with the Introvue Services ("Software") contain proprietary and confidential information protected by applicable intellectual property and other laws. No title or interest in such intellectual property rights is

being transferred to you and you agree to make no claim of interest in any such Software. You agree not to modify, rent, lease, loan, sell, distribute or create derivative works based on the Software, in whole or in part.

- 7.2. Copyright. Introvue shall possess and retain all copyrights to content created by Introvue (“Introvue Content”). Introvue may use content obtained from third party sources. All rights to such third party content remains with the owners of such third party content.

You shall possess and retain all interest in your Content. However, you may have access to Video Interviews submitted by applicants in responses to job link created and shared by you through Introvue Services, but cannot download them to your computers. Moreover, as stated elsewhere, any Video Content associated with an Account may be destroyed upon cancellation or termination of an account. All copyrights in Customer Content shall remain with the applicable owners of such copyrights.

By using Introvue Services, you provide Introvue a license to use your Customer Content for purposes of providing Introvue Services in relation to your Account. You may link to our Website from your own websites and other third party websites, so long as you do so in accordance with these Terms of Use. However, you may not frame any elements of Introvue Services within any other website.

Your use of any third party software or content through the Introvue Services does not transfer to you any rights, title or interest in or to the third party software or content. Further, if you do not agree to the third party providers’ terms of use or license agreement, do not download or use the third party software, app, web application or content.

- 7.3. Trademarks. You agree to not use Introvue Trademarks or any mark that is confusingly similar to such trademarks. Nothing on or through the Introvue Services should be construed as granting, by implication, estoppel or otherwise, any license or right to use any of Introvue Trademarks. Introvue reserves the right to restrict the use of its name, system, logo, and trademarks. You agree to comply with any and all such restrictions.

For purposes of displaying your Account and content associated with it, you permit Introvue to use your name and trademark, if applicable. You also allow Introvue to use your name and trademark in a manner consistent with fair use. Upon receiving written request consistent with Notices provided herein, Introvue will remove your name and/or trademark except as necessary to continue providing you with Introvue Services.

All other companies’ names, brand names and product names are trademarks or trade names of their respective owners who may or may not endorse, be affiliated with or connected to Introvue. You further acknowledge and agree that content contained in sponsor advertisements or information presented to you through the Introvue Services or advertisers is protected by copyrights, trademarks, service marks, patents or other proprietary rights and laws.

- 7.4. Destruction of Materials. Should you violate these terms regarding intellectual property, you must delete any materials obtained in violation of these Terms of Use immediately upon notice or upon realizing possession of such materials violate these Terms of Use, whichever is earlier.

- 7.5. Unauthorized Access or Circumvention. As stated above, Introvue takes the privacy of its Introvue Customers very seriously. In this context, it also takes seriously any effort to circumvent the technology it has implemented to protect the privacy and the security of information on its servers. Should any person attempt to obtain or obtain unauthorized access

to Introvue servers and/or should any Introvue Customer attempt to exceed or exceed his/her/its authorized access to Introvue servers, Introvue shall consider this unlawful and willful misconduct and pursue civil and criminal penalties.

- 7.6. Applicant Content and Information. Introvue does not own any content or information provided by Applicants to you. The ownership of this content and information can vary depending on circumstances. Should Introvue receive any request relating to Applicant Content from that individual, Introvue will forward the request for you, the employer, to process. Absent a court order or clear indication of applicable law, Introvue will thereafter defer to and comply with the employer direction. In so doing, however, Introvue reserves the right to fully inform any individual of their respective rights. Finally, as the employer seeking employees and/or independent contractors, you affirm that any direction you provide to Introvue shall be based on a good faith interpretation of then existing laws applicable to you and the job candidate. You shall indemnify Introvue for any consequence of its compliance with your direction as to job candidate requests related to their content and information.
- 7.7. Introvue respects the intellectual property rights of others and prohibits anyone from uploading, posting or otherwise transmitting through Introvue Services any materials that violate another party's intellectual property rights. When Introvue receives proper Notification of Alleged Copyright Infringement, it will aim to promptly remove or disable access to the allegedly infringing material and terminate the accounts associated therewith.
- 7.8. If you believe that any material on or through the Introvue Services infringes upon any copyright which you own or control, you may reach out to us at support@introvue.com.
- 7.9. Unless otherwise agreed to in writing by Introvue, you agree not to reproduce, duplicate, copy, sell, resell, outsource, reverse engineer or exploit any portion of, the use of, or access to Introvue Services.

8. Data Breach

As stated elsewhere, Introvue respects the privacy of those who use its Services and provide information to Introvue in doing so. It complies with applicable laws and implements measures to protect the security of the information entrusted to it.

The foregoing notwithstanding, in the event of a breach of any Introvue system or Services wherein an unauthorized individual gains access to personal data ("Breach"), Introvue shall notify its customers in a reasonable manner, taking into account the circumstances, promptly after discovering such Breach.

As a Customer of Introvue, the manner in which you use the Services makes you the data controller for any consumer data obtained from individuals with whom you interact through the Services. You agree to this designation. As a data controller, you may also be considered the owner or licensee of such data. Given Introvue operates as your data processor, Introvue shall most often inform you of any data breach. Whether a data controller, owner, or licensee, you have the obligation of disclosing any data breach to the consumer or data subject.

When Introvue informs you of a data breach, you shall within five (5) business days of being so informed (a) make a determination whether such data breach must be reported under applicable law and, (b) report such data breach to the relevant authorities and data subjects. Following any disclosure to the relevant authorities and/or data subjects, you shall inform Introvue that such disclosure has occurred.

Further, you shall hold harmless and indemnify Introvue from any claims arising from a delay or failure to report such breach to data subjects. This indemnification includes a duty to defend.

The foregoing being said, should a law require Introvue to inform data subjects directly, it shall do so. As to the European Union, Introvue's disclosure to the data controller serves such purpose.

Where you fail to comply with your obligations under this Section or the terms generally, Introvue reserves the right to comply with all applicable reporting laws on your behalf (including to data subjects).

9. Indemnification

- 9.1. You agree to indemnify and hold Introvue harmless against and from any claim, demand, expenses, or losses, including reasonable legal fees (including but not limited to attorney's fees, paralegal fees, costs and expenses), made by any third party against Introvue due to or arising out of: (A) your use of and/or connection to the Apps, Website, and/or Introvue Services; (B) your sharing of any content obtained through use of the Apps, Website, and/or Introvue Services to any third party; (C) the use of any content downloaded from the Apps, Website, and/or Introvue Services to your computer and/or servers; (D) your violation of these Terms of Use; (E) information you sent, submitted, electronically received, viewed, printed, downloaded, or transmitted through the Apps, Website, and/or Introvue Services; (F) any misuse, intended or unintended, of any Video Content (and/or information conveyed therein) by you, your agents, your employees, your customers, and any other parties to whom information is provided; or (G) your violation of any rights of any other individual or entity, whether you are a registered user or not. You are responsible for your actions when using the Apps, Website, and/or Introvue Services, including, but not limited to, costs incurred for Internet access.
- 9.2. In addition to your indemnification of Introvue, you shall have a duty to defend Introvue in any litigation or proceeding brought by a third party against Introvue. With respect to this duty to defend, you shall have the obligation to remit payment reimbursing Introvue for its reasonable legal fees (including but not limited to attorney's fees, paralegal fees, costs and expenses) incurred upon presentment to you. In all cases, Introvue shall have the right to choose its own counsel to defend its interests.

10. Disclaimer Of Warranties

To the fullest extent permitted by applicable law, Introvue Services are provided to you "as is" and "as available" without any warranties, representations, or guarantees of any kind, either express or implied, including but not limited to any implied warranties of merchantability, fitness for a particular purpose, or non-infringement.

Introvue does not warrant that:

- a. The Services will meet your requirements or expectations.
- b. The Services will be uninterrupted, timely, secure, or error-free.
- c. The quality of any products, services, information, or other material obtained through the Services will meet your expectations.
- d. Any errors or defects in the Services will be corrected.

Introvue does not guarantee that the Services are free from viruses, malware, or other harmful components, and it is your responsibility to implement appropriate safeguards to protect your

system. You acknowledge that any material or data downloaded or otherwise obtained through the use of the Services is done at your own discretion and risk, and you will be solely responsible for any damage to your system or loss of data resulting from such download or use.

No advice or information, whether oral or written, obtained by you from Introvue or through the Services shall create any warranty not expressly stated herein.

11. Limitation Of Liability

To the fullest extent permitted by applicable law, Introvue's liability for any claims arising out of or related to your use of Introvue Services shall be limited as follows:

- a. **No Indirect or Consequential Damages.** In no event shall Introvue be liable for any indirect, incidental, special, punitive, or consequential damages, including but not limited to, loss of profits, loss of data, loss of business opportunity, or damage to reputation, arising out of or in connection with your use of the Services, even if Introvue has been advised of the possibility of such damages.
- b. **Cap on Liability.** Introvue's total liability for any claim arising out of or relating to these Terms of Use or the Services, whether in contract, tort, or otherwise, shall not exceed the total amount paid by you for the subscription to the Services in the one (1) month immediately preceding the event giving rise to the claim.
- c. **Exclusion of Certain Damages.** Introvue shall not be liable for any loss or damage caused by your failure to comply with these Terms of Use, your failure to maintain the confidentiality of your account information, or your unauthorized use of the Services.
- d. **Third-Party Services.** Introvue shall not be liable for any third-party services or content accessed or utilized in connection with Introvue Services, including, but not limited to, integrations, platforms, or other third-party applications. You are responsible for reviewing and accepting the terms of use for any third-party services utilized in connection with Introvue Services. Should you disagree with the terms of use of any third-party service, you may discontinue its use and, if applicable, cease using Introvue Services.

This limitation of liability shall apply regardless of whether the liability arises in contract, tort (including negligence), warranty, or otherwise, and shall survive termination or expiration of these Terms of Use.

12. Exclusions And Limitations.

SOME JURISDICTIONS DO NOT ALLOW THE EXCLUSION OF CERTAIN WARRANTIES OR THE LIMITATION OR EXCLUSION OF LIABILITY FOR INCIDENTAL OR CONSEQUENTIAL DAMAGES. ACCORDINGLY, SOME OF THE ABOVE LIMITATIONS MAY NOT APPLY TO YOU.

13. Reserved For Future Use.

14. General Provisions

- 14.1. **Acknowledgement.** You acknowledge that you have read, understood, and agreed to all terms contained herein. Further, you represent that you have consulted, or have had the opportunity to consult with, your legal, tax, and financial advisors in connection with the execution and performance of the Agreement.

- 14.2. Applicable Law. Any controversy or claim arising out of or relating to the Terms shall be settled and adjudicated exclusively by the courts of Delhi, India in accordance with the laws of India without regard to conflict of law principles.
- 14.3. Arbitration Clause. Except with respect to any dispute, claim, or controversy relating to the privacy of consumer information, any dispute, claim, or controversy arising out of these Terms of Use, the Apps, Website, and/or Introvue Services shall be settled by arbitration in Delhi, India. A single arbitrator shall be agreed upon by the parties within thirty (30) days. Any award issued as a result of the arbitration shall be binding and may be entered as a final judgment or order in any court of competent jurisdiction and enforced accordingly. All costs and expenses of the arbitration, including reasonable legal fees (including, but not limited to, attorney's fees, paralegal fees, etc.), shall be allocated among the parties as determined by the arbitrator.
- 14.4. Class Actions Waived. You expressly waive any right to participate in any class action against Introvue for any claims related to the Apps, Website, and/or Introvue Services. In fact, by using the Apps, Website, and/or Introvue Services and agreeing to these Terms of Use, you expressly agree that you shall not be permitted to resolve any claims through class actions against Introvue.
- 14.5. Entire Agreement. These Terms of Use, as they shall be modified from time to time, constitute the full and complete understanding among them with respect to the subject matter hereof and supersede and preempt any prior understandings, agreements, or representations by or among the Parties, written or oral, which may have related to the subject matter hereof in any way. You may not rely on any other statements, promises, or agreements by any party, whether written or oral, that alters or contradicts the terms of these Terms of Use. Indeed, you affirm that you are not relying upon any verbal or written representations whatsoever, except as expressly set forth in these Terms of Use.
- 14.6. Incorporation Clause. These Terms of Use expressly incorporate the terms provided for in Introvue's Privacy and Security Policy, and related terms and documents.
- 14.7. Intentionally Omitted.
- 14.8. Independent Parties. You and Introvue are independent parties and nothing contained in these Terms of Use shall be construed or implied to create any agency or partnership between you and Introvue. At no time shall you or Introvue act as an agent for or make commitments for or in the name of the other party.
- 14.9. Jury Trial Waived. As provided in the Arbitration Clause above, you acknowledge that all disputes with Introvue shall be resolved through arbitration. Should any arbitration or court find such restriction unenforceable and/or should any dispute appear before a court, you expressly waive any right to a jury trial in any action against Introvue for any claims related to the Apps, Website, and/or Introvue Services. In fact, by using the Apps, Website, and/or Introvue Services and agreeing to these Terms of Use, you expressly agree that you shall not be permitted to obtain a jury trial in any action against Introvue.

- 14.10. Legal Advice Not Provided. You acknowledge and agree that Introvue has not and will not provide you with any legal advice on any subject, but particularly with respect to compliance with employment, hiring, interviewing, data privacy, or other relevant laws, rules, or regulations. You agree not to construe any Introvue communications as legal advice.
- 14.11. Paragraph and Section Headings. Paragraph and Section headings are for convenience only and shall not be used to construe these Terms of Use or otherwise be given any legal effect.
- 14.12. Reasonableness. The Parties have read each of the terms in these Terms of Use and consider each of them, including all subparts, to be reasonable.
- 14.13. Savings Clause. In the event that any provision of these Terms of Use is held to be void or unenforceable by a Court of competent jurisdiction, the remaining provisions of these Terms of Use shall nevertheless be binding upon the Parties with the same effect as though the void or unenforceable part had been deleted. Further, any provision held to be void or unenforceable by a Court of competent jurisdiction shall be construed, if possible, to give effect to the Parties' intent. The Parties agree that any such provision, in its forms modified by the court, shall then be enforceable and shall be enforced.
- 14.14. Statute of Limitations. To the extent permitted by law, any claim or cause of action arising out of or related to use of the Apps, Website, and/or Introvue Services shall be filed within one (1) year after such claim or cause of action arose. To the extent permitted by law and as applicable, any claim arising from the publication of any content on or through the Apps, Website, and/or Introvue Services shall accrue on the first date of publication.
- 14.15. Survival. You agree that certain of these Terms of Use shall survive termination or expiration of your use of the Introvue Services to achieve the fundamental purposes of these Terms of Use.
- 14.16. Waiver.
- 14.16.1. No waiver of any breach of any provision of these Terms of Use shall constitute a waiver of any prior, concurrent or subsequent breach of the same or any other provisions hereof, and no waiver shall be effective unless made in writing and signed by an authorized representative of the waiving party.
- 14.16.2. The failure of Introvue to insist, in any one or more instances, upon the performance of any of the terms of these Terms of Use or to exercise any right hereunder, shall not be construed as a waiver of the future performance of any such term or the future exercise of such right.
- 14.16.3. No employee, agent or representative, including without limitation a customer service representative, of Introvue shall be entitled to waive any term of these Terms of Use or any other Introvue' agreement or policy.
- 14.17. Notices. Notices by Introvue to you for any reason (including changes to these Terms of Use, the Apps, the Website, and/or Introvue Services, the fees, or other similar matters) may be provided by a general posting on the Website at introvue.com. Notices by you to Introvue may be given through electronic mail to support@introvue.com unless otherwise specified in these

Terms of Use. Without receiving a confirmation email back from Introvue, you may not assume that your notice has been received.

14.18. Restricted Locations. Introvue Services may not be accessed, viewed, downloaded or otherwise received in any country or location in which doing so would, or could be deemed a violation of any law, regulation, rule, ordinance, edict or custom.

Introvue Services may not be used by and is not directed at any country or region currently embargoed by the India. By using Introvue Services, you agree to the foregoing and you warrant that you are not located in, or under the control of, or a national or resident of any such country or region.

You agree to comply with all local rules regarding online conduct and what Introvue deems, in its sole discretion, acceptable content. For examples of prohibited content and conduct.

14.19. You agree to comply with all applicable laws regarding the transmission of technical data exported from the United States or the country in which you reside.

Privacy and Security Policy

Below is the updated Privacy and Security Policy that will take effect on April 23, 2025. By using our services on or after that date, you'll be agreeing to these revisions.

Should you have any questions, please direct them to support@introvue.com.

The following Privacy and Security Policy apply to any Consumer, means any individual or entity that uses any of the Introvue Services as a customer, user or applicant.

1. Definitions
2. Modifications to Privacy and Security Policy
3. Our Commitment
4. Personal Information Collected And How It Is Used
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6. Cookies
7. Data Retention
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11. Data Breaches
12. Dispute Resolution
13. Incorporation Of Other Applicable Terms
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1. Definitions.

Across its various policies, applications, and website, Introvue strives to use the same definitions for particular terms. For this reason, Introvue provides the definitions for these terms in one location and directs you to our Terms of Use for such definitions.

2. Modifications to Privacy and Security Policy.

- 2.1. Because the law on Internet and online commerce remains dynamic, You understand that Introvue may alter, amend, change, waive, terminate or modify any term contained within its Privacy and Security Policy at any time.
- 2.2. Should Introvue alter, amend, change, waive, terminate or modify any term contained within these Privacy and Security Policy, it shall provide notice by posting the new Privacy and Security Policy to the Website, or other means pursuant to the Privacy and Security Policy; and/or as otherwise required by law.
- 2.3. You agree to review the Privacy and Security Policy and the incorporated documents periodically to be updated of any such changes.
- 2.4. If you continue to use any of the Introvue Services after being notified of modifications to the Privacy and Security Policy, such continued use shall constitute your acceptance of the modified Privacy and Security Policy and shall be subject to them.
- 2.5. In the event we notify you of such modifications, you may choose to terminate your use of any of the Introvue Services governed by the Terms of Use; however, please note that no refunds will be provided.

3. Our Commitment.

At Introvue, we respect the privacy and the confidentiality of our customers' information, particularly our customers' PII (also commonly referred to as personally identifiable information) ("PII"). We are committed to keeping confidential the PII you share with us. This Privacy and Security Policy explains how Introvue collects, uses, discloses and protects the information we obtain.

As of the date of this Agreement, Introvue is actively working toward full compliance with the General Data Protection Regulation (GDPR). While Introvue cannot currently make a definitive representation of full GDPR compliance, it is committed to implementing the necessary measures and controls to align its operations and product functionality with the requirements set forth under the GDPR.

For Customers located in the European Union (EU), we strongly encourage a thorough review of our current privacy and security practices. By continuing to use our services, you acknowledge and accept our current approach to data protection and agree to proceed on the basis that these measures are acceptable to your organization. We remain committed to transparency and will continue to update our practices as necessary to ensure ongoing compliance.

4. Personal Information Collected And How It Is Used.

Personally Identifiable Information (PII). PII is any information that would, by itself, identify you or tend to identify you as a particular individual or entity. This PII may include, but not be limited to, your name, your address, credit card number, bank account information, and/or personal identification number, this will also include your video and voice.

PII does not include:

- (a) any public information that is readily attainable through federal, state or local public record distribution channels.
- (b) any information that, by itself, could not identify you as a particular individual or entity.
- (c) raw data that becomes aggregated for statistical purposes and cannot, thereafter, be identified with you as a unique individual or entity.
- (d) Introvue does consider your Internet Protocol (“IP”) address to be PII and will treat it as such.

4.1. Information Collected

- 4.1.1. When you create an Introvue Account, User Accounts and register for any of our Introvue Services, we collect information submitted by you including, but not limited to, your profile picture, full name, company name, email address and phone number. We use this information to identify our customers and send notifications related to the use of our Introvue Services. We reserve the right to request additional information from you.
- 4.1.2. Introvue utilizes a third-party service provider to process payments and does not store or retain any credit or debit card or other information related to payment or transaction details, except as expressly reflected in the Invoice.
- 4.1.3. Introvue provides its services for free to applicant(s) invited to use Introvue Services by Introvue Customers. As this constitutes the only basis for which applicants can use Introvue Services at this time, there exists no reason for an applicant to provide financial information through Introvue or any of its customers inviting such individuals to use Introvue Services. Based on the foregoing, consumers of Introvue are expressly prohibited from requesting and/or collecting consumer financial information through any Introvue Services.
- 4.1.4. Introvue charges fees based on the number of concurrent jobs and users associated with the account. All fees are billed to the Introvue Account creator. Based on the foregoing, there exists no reason for a user to provide financial information through Introvue or any of its customers inviting such individuals to use Introvue Services by creating their user account. Based on the foregoing, consumers of Introvue are expressly prohibited from requesting and/or collecting consumer financial information through any Introvue Services.

4.2. Collecting and Using Personally Identifiable Information

- 4.2.1. Generally, Introvue collects personal identifiable information when an individual registers with or uses any of the Introvue Services. This information typically includes, at a minimum, a full name, company name (if applicable), email address, phone number, mobile phone number, and any additional information provided by the account holder that could identify that account holder.
- 4.2.2. For persons seeking employment, it should be recognized that a collection of information that would otherwise be considered non-PII could transform into PII (e.g. employment history, employment position at a company). Consequently, an applicant must be cautious in making public through any of the Introvue Services information that could identify them

where they seek to keep private their search for employment. The same can be said of consultants and employers in certain circumstances.

- 4.2.3. We will use the PII collected only for the purposes explained to you in the Terms of Use. Further, we limit the collection of PII to only that information which is necessary for the purposes explained to you.
- 4.2.4. We may use your PII to communicate with you by email, text message, phone call, or other electronic, written or oral communication method, unless you expressly indicate to Introvue not to use a particular method of communication.
- 4.2.5. While you are allowing us to use the PII we receive about you, you always own all of your information. Your trust is important to us, which is why we don't share PII we receive about you with others unless we have received your express permission for the information to be used for such purpose.
- 4.2.6. Unless we are required to do so by law, we shall not obtain your consent before collecting PII about you from parties other than Introvue. Rather, Introvue shall presume that you have previously provided such consent to any such third party from whom Introvue obtains such information. This only applies to information provided by third parties to Introvue. Introvue does not provide third parties with access to your account information and only shares your information with third parties where we have your consent to do so.
- 4.2.7. In the normal course of its business operations, Introvue restricts the use of your PII to Introvue's personnel and its Strategic Partners. However, by using Introvue Services, you may necessarily disclose PII to Introvue Customers when applying for job(s) through job link(s). Indeed, as individuals and/or applicants you will only be using Introvue Services at the invitation of an employer or staffing company, you necessarily will be providing such entity with information when you respond to the invitation.
- 4.2.8. Where an Introvue Customer asks applicants or extracts information about references from the resume, Introvue has no control over information provided. Further, Introvue will not monitor such information.
- 4.2.9. We shall not sell your PII in the normal course of business operations. Should all or any part of Introvue's business operations be sold, this paragraph shall not by itself restrict the transfer of your PII as part of the Website sold to a third party. However, the ability to transfer such information may be governed by law in your applicable jurisdiction. In such cases, Introvue shall comply with applicable law, provide notice, and seek consent prior to any such transfer.
- 4.2.10. We may also use the PII you provide in registering with and using Introvue to inform you by electronic mail, phone, text or other communication method of additional products and services about which you might be interested, which may include our periodic e-newsletters and other promotional communications from Introvue.

4.2.11. Disclosing Personal Information. We do not share PII we obtain from your use of our Introvue Services with others except as described in this Privacy Policy and the Terms of Use.

4.3. General.

4.3.1. Introvue may use PII in the normal course of providing the Introvue Services in a manner that is outlined in the Terms of Use.

4.3.2. In particular, by the very nature of the Introvue Services, information submitted by our consumers seeking employment or employees will be shared with other customers as applicable to the customers' particular use of Introvue Services.

4.3.3. Introvue Customers will be able to download resume(s)

4.3.4. Strategic Partners. Introvue may employ, engage or retain certain trusted third parties ("Strategic Partners") to perform functions and/or provide services on its behalf. Introvue will share PII with these Strategic Partners only to the extent necessary to perform the functions and/or provide the services for which they have been employed, engaged or retained.

4.3.5. Business Transfers. Introvue reserves the right to sell, transfer or otherwise share some or all of its assets, including PII, in connection with a sale of assets; a merger, acquisition, or reorganization; or, filing for bankruptcy. You will have the opportunity to opt out of any such transfer if the planned processing of your information by the purchaser differs materially from that set forth in this Privacy and Security Policy.

4.3.6. Legal Compliance. Introvue may be required to disclose any information about you and/or Content created by you in response to lawful requests by public authorities, including to meet national security or law enforcement requirements. We may also disclose any information about you and/or Content created by you as we, in our sole discretion, believe necessary or appropriate to: (1) comply with an order from a court of competent jurisdiction, regulatory agency, and/or other governmental authority; (2) respond to claims, court orders, or other legal process (including subpoenas); (3) to enforce the terms of this and other Introvue agreements as well as to protect the property and rights of Introvue, its Strategic Partners or other third parties; (4) to protect, in Introvue's sole discretion, the public or any person from harm; (5) to investigate, prevent, stop, or take other action regarding any action perceived to be fraudulent, illegal, unethical, or legally actionable in Introvue's sole discretion; and/or, generally, (6) to comply with the law.

4.3.7. Notice. Unless restricted from doing so, Introvue will attempt to notify you before it releases any of your PII or Content pursuant to Legal Compliance mentioned above.

5. Non-Personally Identifiable Information.

In addition to collecting PII as previously described, Introvue also collects other non-PII. Non-PII collected by Introvue may be utilized without restriction. Although non-PII can be used in a number of ways, you can be assured that the use of the non-PII cannot identify you as a particular individual. Because non-PII cannot be used to identify you, Introvue may in its discretion provide non-PII to other persons or entities.

5.1. Device Data: We use device data, which is information concerning a device you use to access, use, and/or interact with the Services, such as operating system type and/or mobile device model, browser type, domain, the language your system uses, the country and time zone of your device, geo-location, unique device identifier and/or other device identifier, mobile phone carrier identification, device software platform and firmware information, and other system settings.

- 5.2. Browser and Session Information. Introvue may collect information about your browser and session at the Website and/or using the Website Services.
- 5.3. IP Addresses. Introvue maintains a log of Internet Protocol (IP) addresses when Introvue computers, servers, Services, and/or websites (including, the Website) have been accessed. An IP address by itself does not allow us to collect additional PII about you.

6. Cookies.

- 6.1. Cookies can be defined as bits of data stored on your computer that allow website(s) to identify your browser and session.
- 6.2. If you reject all cookies, you may not be able to use the Introvue Services or products that require you to “sign in” and you may not be able to take full advantage of all offerings.
- 6.3. Most web browsers automatically accept and collect Cookies. However, most browsers also allow you to configure them to accept all cookies, reject all cookies, or notify you when a cookie is set. Depending upon your web browser’s security settings, you may have the ability to reject all cookies.
- 6.4. The Introvue Website uses its own cookies for a number of purposes including, but not limited to:
 - 6.4.1. Requiring you to re-enter your password after a certain period of time has elapsed to protect you against others accidentally accessing your account contents;
 - 6.4.2. Estimate and report our total audience size and traffic;
 - 6.4.3. Estimate idle time to initiate auto logout
- 6.5. Our Strategic Partners may use Cookies. Introvue maintains no control over the use of Cookies by our strategic partners and third-party service providers. For information on how these third parties utilize Cookies collected, you should examine their respective privacy policies.

7. Data Retention.

- 7.1. Introvue shall use commercially reasonable efforts to maintain storage information subject to the terms of this Privacy and Security Policy and the Terms of Use.
- 7.2. The length of time for which Introvue retains PII is outlined in the Terms of Use. Although this period may extend beyond the end of your relationship with Introvue, it will be retained for only so long as necessary for Introvue control and limit future attempts for Free Trail Sign Ups or Account Creation.
- 7.3. Should your account be terminated, Introvue may immediately and permanently delete all stored messages, interviews, videos, audio, other content, and records of your account without notice to you.

8. Consent.

- 8.1. Introvue may obtain personal information about you through a variety of sources. For each source or method, the manner of consent may differ.
- 8.2. In general, Introvue operates on an “Opt-IN” basis. That is, Introvue will obtain your consent to use information provided to it by describing the intended use and requesting that you indicate your agreement.
- 8.3. Where Introvue obtains information about a consumer from its customers or other third parties, Introvue presumes that the consumer has previously provided appropriate consent to the party from whom Introvue obtains the information. In any case, the consumer can be assured that this Privacy and Security Policy applies to any information obtained from a third party.

- 8.4. With respect to videos, video interviews, and/or video content (collectively, "Video Content"), Introvue requires that the applicant providing information about themselves in such Video Content also consent to Privacy and Security Policy prior to applying / sharing information with an applicable Introvue Customer.
- 8.5. To be very clear, once you register to use Introvue, you have opted in to receive electronic communications from Introvue.
- 8.6. You also have the limited ability to change aspects of your information through your account.

9. Access.

- 9.1. You have the right to access your personal data. Subject to certain limitations imposed by applicable privacy laws, you have the right to request that Introvue provide you with a copy of your account and/or personal information and/or information regarding how we have used that personal information. You can reach us at support@introvue.com.
- 9.2. We provide you the means to correct much information that Introvue may have about you. Where you cannot change incorrect information about you in our system, you may request incorrect information to be corrected at any time by contacting support@introvue.com.
- 9.3. We respect the right to delete information. However, as Introvue serves as a Data Processor (AND NOT Data Controller), any requests for deletion of data made to Introvue will be forwarded to the relevant data controller for handling.

10. Security.

- 10.1. Introvue takes the issue of protecting your anonymity and personal information very seriously. Introvue protects the information it obtains about you with appropriate, commercially reasonable safeguards and security measures. These measures include commercially reasonable technical and procedural steps to protect your data from misuse, unauthorized access or disclosure, loss, alteration, or destruction.
- 10.2. For security purposes, Introvue does not disclose all of its security measures. Be assured that Introvue does employ commercially reasonable industry standard measures to protect your information. Introvue may routinely complete audits of its systems.

11. Data Breaches.

As stated elsewhere, Introvue respects the privacy of those who use its Services and provide information to Introvue in doing so. It complies with applicable laws and implements measures to protect the security of the information entrusted to it.

The foregoing notwithstanding, in the event of a breach of any Introvue system or Services wherein an unauthorized individual gains access to personal data ("Breach"), Introvue shall notify its customers in a reasonable manner, taking into account the circumstances, promptly after discovering such Breach.

As a Customer of Introvue, the manner in which you use the Services makes you the data controller for any consumer data obtained from individuals with whom you interact through the Services. You agree to this designation. As a data controller, you may also be considered the owner or licensee of such data.

Given Introvue operates as your data processor, Introvue shall most often inform you of any data breach. Whether a data controller, owner, or licensee, you have the obligation of disclosing any data breach to the consumer or data subject.

When Introvue informs you of a data breach, you shall within five (5) business days of being so informed (a) make a determination whether such data breach must be reported under applicable law and, (b) report such data breach to the relevant authorities and data subjects. Following any disclosure to the relevant authorities and/or data subjects, you shall inform Introvue that such disclosure has occurred.

Further, you shall hold harmless and indemnify Introvue from any claims arising from a delay or failure to report such breach to data subjects. This indemnification includes a duty to defend.

The foregoing being said, should a law require Introvue to inform data subjects directly, it shall do so. As to the European Union, Introvue's disclosure to the data controller serves such purpose.

Where you fail to comply with your obligations under this Section or the terms generally, Introvue reserves the right to comply with all applicable reporting laws on your behalf (including to data subjects).

12. Dispute Resolution.

Should you have any complaints with respect to Introvue Services' compliance with our Privacy and Security Policy, we encourage you to contact us directly to resolve any such complaints. You may send an email to support@introvue.com. Should we receive such an inquiry, we must respond to you within forty-five (45) days.

13. Incorporation Of Other Applicable Terms.

Your use of our Apps, Website and Introvue Services is subject to this Privacy and Security Policy as well as the Terms of Use, the terms of which are incorporated into this Privacy and Security Policy by reference. You should carefully review the Terms of Use.

14. Privacy Of Children.

We make it a practice not to knowingly obtain and/or retain information about individuals under the age of sixteen (16). Indeed, no part of Introvue Services is directed to anyone under the age of sixteen (16).

15. Additional Information.

When you post content on and/or through the Introvue Services, you have the ability to post content which may include personally identifiable information or PII about yourself. You are responsible for the information you (a) post online; (b) post through use of the Introvue Services; or, (c) share with another website that you link to from our Website. You do so at your own risk. Introvue warns you to be careful in posting information accessible to the public.

16. Customer Obligations.

By using the Introvue Services, you agree to use any information about any other Introvue Customer and/or Applicant, particularly PII, obtained through Introvue Services in a manner consistent with the Terms of Use, this Privacy and Security Policy, and the privacy protections provided for in such policies.