

## **Verified Volunteers**

### **A division of Sterling Talent Solutions**

#### **Terms of Use**

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#### **User Submissions**

Except as may be set forth in the Terms of Service for Registered Users, or the Master Services Agreement (“MSA”) for Registered Clients, as applicable, any Content sent to Company or posted on the Site will be deemed NOT to be confidential. By sending Content to Company or posting Content on the Site, you hereby grant Company an unrestricted, irrevocable, perpetual, royalty-free, fully paid-up, assignable, and sublicensable right and license to use, reproduce, display, perform, modify, transmit, create derivative works of, distribute, use in connection with marketing and advertising, and otherwise exploit such Content, and you also agree that Company is free to use any ideas, concepts, know-how, or techniques that you send us for any purpose.

## **Community Guidelines**

Our community, like any community, functions best when its users follow a few simple rules. By accessing the Site and/or using the Services, you hereby agree to comply with these community guidelines:

- You will not use the Site or the Services for any unlawful purpose;
- You may not use the Site or the Services to engage in any commercial activities, including, without limitation, advertising or promoting a product, service, or company; or engaging in any pyramid or other multi-tiered marketing scheme;
- You will not access the Site or use the Services to collect any market research for a competing business;
- You will not upload, post, e-mail, transmit, or otherwise make available any User Content for the Site or the Services that:
  - is false, deceptive, misleading, deceitful, misinformative, or constitutes a “bait and switch” offer;
  - infringes any copyright, trademark, right of publicity, or other proprietary rights of any person or entity;
  - is threatening, tortious, defamatory, libelous, indecent, obscene, pornographic, invasive of another’s privacy, or promotes violence; or
  - discloses any sensitive information about another person, including that person’s e-mail address, postal address, phone number, credit card information, or any similar information;
- You will not “stalk” or otherwise harass another;
- You will not impersonate any person or entity or falsely state or otherwise misrepresent your affiliation with a person or entity;
- You will not cover, obscure, block, or in any way interfere with any safety features (e.g., report abuse button) on the Site;
- You will not take any action that imposes or may impose (in our sole discretion) an unreasonable or disproportionately large load on our technical infrastructure;
- You will not use automated means, including spiders, robots, crawlers, data mining tools, or the like to download or scrape data from the Site, except for Internet search engines (e.g., Google) and non-commercial public archives (e.g., archive.org) that comply with our robots.txt file;
- You will not use any automated device or software that enables the submission of automatic postings on the Site without human intervention or authorship, including, without limitation, the use of any such automated posting device in connection with bulk postings or for automatic submission of postings at certain times or intervals; and
- You will not interfere with or attempt to interrupt the proper operation of the Site or the Services through the use of any virus, device, information collection or transmission mechanism, software or routine, or access or attempt to gain access to any data, files, or passwords related to the Site or the Services through hacking, password or data mining, or any other means.

Please let us know about inappropriate User Content. If you find something that violates our Community Guidelines, please let us know, and we’ll review it. We reserve the right, but have no obligation, to review and remove any User Content for any reason at any time without notice.

### **Third-Party Sites**

This Site includes links to third-party sites. Company has no control over the privacy practices or the content of these sites, including any sites that may include a Company trademark or logo. If you visit these sites or use services available through these sites, you will be subject to their terms of use and privacy policies. You should check the applicable third-party terms of use and privacy policy when visiting any other site. In addition, a link to a non-Company Site does not mean that Company endorses or accepts any responsibility for the content or the use of such Site. It is up to you to take precautions to ensure that whatever site you select for your use is free of such items as viruses, worms, trojan horses, and other items of a destructive nature.

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### **Indemnity.**

You agree to defend, indemnify, and hold the Verified Volunteer Parties harmless from and against any and all third party claims, losses, liabilities, and expenses (including attorneys’ fees) related to or arising from: (i) your use of and access to the Site, the Services and the Content; (ii) your violation of (a) these Terms of Use, (b) applicable law,

and/or (c) any third party right. This defense and indemnification obligation will survive termination, modification, or expiration of these Terms of Use.

### **Monitoring of Site**

Although Company has no obligation to do so, Company explicitly reserves the right to view, monitor, and record activity on the Site without notice or permission from you. Any information obtained by monitoring, reviewing, or recording is subject to review by law enforcement organizations in connection with investigation or prosecution of possible illegal activity on the Site. Company will also comply with all court orders as well as all law enforcement and regulatory inquiries involving requests for such information. ***Company reserves the right, in its sole and absolute discretion for any reason or no reason, to remove or modify any Content, or any other element of the Site or the Services, without notice or permission from you.***

### **Updates to Terms of Use**

These Terms of Use are effective as of the date stated at the top. We may change these Terms of Use from time to time. If you visit the Site or use the Services after a change to these Terms of Use is posted on the Site, you will be bound by such change. Please refer back to these Terms of Use on a regular basis.

### **Digital Millennium Copyright Act**

Company respects the intellectual property rights of others and attempts to comply with all relevant laws. We will review all claims of copyright infringement received and remove any Content deemed to have been posted or distributed in violation of any such laws.

Our designated agent under the Digital Millennium Copyright Act (the “Act”) for the receipt of any Notification of Claimed Infringement which may be given under that Act is as follows:

Verified Volunteers  
Attention:  
Steve Barnett  
General Counsel  
Sterling Talent Solutions  
1 State Street Plaza  
New York, New York 10004  
212-812-1008  
646-536-5243  
[Steve.Barnett@sterlingts.com](mailto:Steve.Barnett@sterlingts.com)

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