

TERMS AND CONDITIONS

1. Introduction. PLEASE READ THE FOLLOWING TERMS AND CONDITIONS CAREFULLY BEFORE USING THE SERVICES PROVIDED IN THIS SITE. BY CLICKING THE ACCEPTANCE BUTTON AND / OR USING ANY OF THE SERVICES PROVIDED IN THIS SITE, YOU ARE CONSENTING TO BE BOUND BY AND ARE BECOMING A PARTY TO THIS AGREEMENT. IF YOU DO NOT AGREE TO ALL OF THE TERMS OF THIS AGREEMENT, CLICK THE BUTTON THAT INDICATES YOU DO NOT ACCEPT THE TERMS, AND SIMPLY LOG OUT OF THE SITE.

2. Certain Definitions. The following definitions apply to this Agreement:

"Dragnet" refers to Dragnet Solutions Limited (owner and operator of Alumni Jobs Portal), all its affiliates and subsidiaries.

"Dragnet Materials" includes any materials, methodologies, implementation plans or other intellectual property used during the provision of the Services.

"the Site" or "this site" means "Group Jobs Portal" under **Dragnet's** control, whether partial or otherwise.

"Group Jobs Portal" means **"the site"**.

"Content" means **Dragnet 's** web pages, web forms, programming (including software code used on the Sites and in the Services, including (i) tools, kits, and object libraries, (ii) all third-party or open source code embedded therein, and (iii) any upgrades, updates, releases, fixes, enhancements or modifications to the foregoing), graphics, images, design (color combinations and page layout), text, information, data, resumes stored in various commercial databases operated and licensed by **Dragnet**, data submitted via the Sites by Users and other content made available through the Sites by Dragnet.

"Document" refers to any posting to the Site, whether job or resume.

"Employer" means a person or entity that is accessing the Site to post a job or utilizing the Services for any reason related to the purpose of seeking candidates for employment.

"Employer Materials" includes any brochures, emails, sample job postings, web site content, career fair material, audio, videos, photographs, logos, trademarks, service marks, domain names, documents or other materials provided by Employer, if any, for use in connection with the Services.

"Job Seeker" means a User who is accessing this Site to search for a job or in any other capacity except as an Employer.

"Services" means any services provided by Dragnet or its agents described herein.

"User" refers to any individual or entity that uses any aspect of the Site.

"You" or "you" means the person who is agreeing to these Terms and Conditions.

3. Intellectual Property Rights and Acceptable Use of the Sites and Services.

3.1 General Use Rules. Group Jobs portal is intended for candidates/applicants seeking employments from social, religious, political, non-profit organisations and owners of such organisations for recruitment of qualified candidates among its members. You may use the Site only for lawful purposes within the stated context of Dragnet's intended and acceptable use of the Site. Dragnet is the sole interpreter of the Site's intended and acceptable use.

3.2 Dragnet Intellectual Property Rights. The Site, the Dragnet Materials and all right, title and interest in and to the Site and Dragnet Materials are the sole property of Dragnet or its licensors, and are protected by copyright, trademark and other laws. Except for the limited licenses expressly granted to you in these Terms and Conditions, Dragnet reserves for itself and its licensors all other rights, title and interest. Without limitation on the foregoing, you may not reproduce, modify, display, sell, or distribute the Content or Dragnet Materials, or use them in any other way for public or commercial purpose. Notwithstanding anything to the contrary contained herein, this prohibition includes:

- a) copying or adapting the HTML code used to generate web pages on the Sites;
- b) using or attempting to use engines, manual or automated software, tools, devices, agents, scripts, robots or other means, devices, mechanisms or processes to navigate, search, access, "scrape," "crawl," or "spider" any web pages or any Services provided on the Site other than the search engine and search agents available from Dragnet on the Site; and
- c) aggregating, copying or duplicating in any manner any of the Content or information available from the Site, without the express written consent of Dragnet. The use of the Content on any other web site or in a networked computer environment for any purpose is strictly prohibited. Dragnet Materials are not considered to be works for hire and you may duplicate such Dragnet Materials only for the purposes outlined in the agreement. "Dragnet," "Personified", the Dragnet design logo and certain other names or logos are service marks or trademarks of Dragnet, and all related product and service names, design marks and slogans are the service marks or trademarks of Dragnet.

3.3 License to Use by Users who are Job Seekers. Dragnet hereby grants you a limited, terminable, non-exclusive right to access and use the Sites only for your personal use seeking employment opportunities for yourself. This authorizes you to view and download a single copy of the material on the Sites solely for your personal, noncommercial use. You agree that you are solely responsible for the content of any Document you post to the Site and any consequences arising from such posting. Your use of the Sites is a privilege. Dragnet reserves the right to suspend or terminate that privilege for any reason at any time, in its sole discretion.

3.4 License to Use by Users who are Employers.

- a. Dragnet hereby grants you a limited, terminable, non-exclusive right to access and use the Sites only for your internal business use seeking candidates for employment. This authorizes you to view and download a single copy of the material on the Sites solely for your personal use directly related to searching for and recruiting job prospects.
- b. You may not sell, transfer or assign any of the Services or your rights to any of the Services provided by Dragnet to any third party without the express written authorization of Dragnet. You agree that you are solely responsible for the content of any Document you post to the Site and any consequences arising from such posting.
- c. Dragnet reserves the right to suspend or terminate your access and use at any time if Dragnet determines that you are in breach of these Terms and Conditions.

3.5 Employer Materials. Employer represents, warrants and covenants that any Employer Materials provided by Employer for use in connection with the Services will not violate any laws or regulations or third-party proprietary rights, including, without limitation, copyright, trademark, obscenity, rights of publicity or privacy, and defamation laws. Employer hereby grants Dragnet a non-exclusive, worldwide, royalty-free license to use the Employer Materials and to hyperlink to Employer's website in connection with the Services.

3.6 Use of Aggregate Data. You understand and agree that Dragnet owns and has the right to collect, extract, compile, synthesize, and analyze Aggregate Data. Dragnet may use such Aggregate Data for any lawful business purpose without a duty of

accounting to you, provided that the data and information is used only in an aggregated and anonymized form so that it cannot be identifiable as relating to you, your Company or to any other Job Seekers. "Aggregate Data" means de-identified aggregated data or information regarding Job Seekers' educational or career history (including, by way of example and not limitation, aggregate data relating to Job Seekers' occupation, location, salary, education and experience).

3.7 Other Specific Rules Regarding Site Usage. You represent that you are at least 18 years of age, and possess legal, parental or guardian consent, and are fully able and competent to enter into this User Agreement; and to abide by and comply with the terms, conditions, obligations, affirmations, representations, and warranties set forth therein. If you are under 18 years of age, please do not use any of our Services.

3.8 User Submissions.

- a. Dragnet welcomes your comments regarding the Services and the Site and appreciates hearing from you. Please note, however, that Dragnet does not accept or consider creative ideas, suggestions, inventions or materials other than those which it has specifically requested. If you submit feedback on the Services, please be specific in your comments and do not submit creative ideas, inventions, suggestions, or materials. If, despite this notice, you send Dragnet creative suggestions, ideas, drawings, concepts, inventions, or other information (a "User Submission"), you understand and agree that the User Submission shall become the property of Dragnet.
- b. User Submission and any elements contained in User Submissions, shall not be subject to any obligation of confidentiality on Dragnet's part, and Dragnet will not be liable for any use or disclosure of any User Submission.
- c. Dragnet shall exclusively own all now known or later discovered rights to the User Submission and shall be entitled to unrestricted use of the User Submission for any purpose whatsoever, commercial or otherwise, without compensation to you or any other person.

3.9 Third Party Providers. You acknowledge and agree that Dragnet may provide the Services using third party providers, including subcontractors and consultants (the "Third Party Providers"). You agree that, as between Dragnet and its Third Party

Providers, Dragnet will have sole responsibility for handling all billing and contract negotiations.

4. Disclaimers and Limitations on Dragnet's Liability.

4.1 Allocation of Responsibility Dragnet assumes no responsibility for Documents posted by Users and no responsibility for the activities, omissions or other conduct of Users. Group Jobs is a job centre designed for the purpose described in this agreement and has no obligation to screen communications or information in advance and is not responsible for screening or monitoring Documents posted by Users. If notified by a User of a Document which allegedly does not conform to these Terms and Conditions, Dragnet may investigate the allegation and determine in good faith and in its sole discretion whether to remove or request the removal of such Document. Dragnet has no liability or responsibility to Users for performance or nonperformance of such activities. Dragnet may take any action with respect to User submitted information that it deems necessary or appropriate, in its sole discretion.

4.2 No endorsements by Dragnet. Nothing on the Sites shall be considered an endorsement, representation or warranty with respect to any User or third party, whether in regards to its web site, products, services, hiring, experience, employment or recruiting practices, or otherwise.

4.3 WARRANTY DISCLAIMERS.

A. THE SITE IS PROVIDED ON AN 'AS IS' BASIS WITHOUT ANY WARRANTIES OF ANY KIND, EXPRESS OR IMPLIED. DRAGNET, TO THE FULLEST EXTENT PERMITTED BY LAW, DISCLAIMS ALL WARRANTIES, INCLUDING, BUT NOT LIMITED TO, THE WARRANTIES OF MERCHANTABILITY, TITLE, NON-INFRINGEMENT OF THIRD PARTIES' RIGHTS, AND FITNESS FOR A PARTICULAR PURPOSE. DRAGNET MAKES NO WARRANTIES ABOUT THE ACCURACY, RELIABILITY, COMPLETENESS, OR TIMELINESS OF THE SITE.

B. WITHOUT LIMITATION ON THE FOREGOING:

- i. DRAGNET DOES NOT WARRANT THAT THE SITE WILL OPERATE ERROR-FREE OR THAT THE SITE AND THEIR SERVERS ARE FREE OF COMPUTER VIRUSES OR OTHER HARMFUL MECHANISMS. IF YOUR USE OF THE SITE RESULTS DIRECTLY OR INDIRECTLY IN THE NEED FOR SERVICING OR REPLACING EQUIPMENT OR DATA, DRAGNET IS NOT RESPONSIBLE FOR THOSE COSTS.
- ii. Dragnet makes no representations or guarantees regarding the truthfulness, accuracy, LEGALITY, completeness, timeliness or reliability of any Documents posted by Users, or of any other form of communication engaged in by Users. Documents may contain inaccuracies or typographical errors. You agree that any reliance on Documents posted by Users, or on any other form of communication with Users, will be at your own risk.
- iii. Dragnet makes no representations or guarantees regarding the Content of the Site, including, but not limited to, broken links, inaccuracies or typographical errors.
- iv. DRAGNET MAKES NO REPRESENTATIONS OR GUARANTEES REGARDING THE EFFECTIVENESS OF THE SERVICES OR TIMELINESS OF THE SERVICES IN MEETING YOUR EMPLOYMENT OBJECTIVES. DRAGNET DOES NOT GUARANTEE THAT THE SERVICES WILL RESULT IN CANDIDATES BEING HIRED, POSITIONS BEING FILLED OR EMPLOYEES BEING RETAINED, AND IS NOT RESPONSIBLE OR LIABLE FOR ANY BUSINESS, EMPLOYMENT, HIRING AND/OR SALARY DECISIONS, FOR WHATEVER REASON MADE, MADE BY YOU.

4.4 ALLOCATIONS OF LIABILITY AND EQUITABLE RELIEF.

- a. YOU ASSUME ALL RESPONSIBILITY AND RISK FOR YOUR USE OF THE SITE, THE INTERNET GENERALLY, AND THE DOCUMENTS OR EMPLOYER MATERIALS THAT YOU POST, PROVIDE OR ACCESS AND FOR YOUR CONDUCT ON AND OFF THE SITE.
- b. IN NO EVENT SHALL DRAGNET (OR ANY OF ITS OFFICERS, DIRECTORS, SHAREHOLDERS, EMPLOYEES, SUBSIDIARIES, AFFILIATES, AGENTS OR

ADVERTISERS), BE LIABLE FOR ANY DAMAGES WHATSOEVER (INCLUDING, WITHOUT LIMITATION, INCIDENTAL AND CONSEQUENTIAL DAMAGES, LOST PROFITS, OR DAMAGES RESULTING FROM LOST DATA, LOST EMPLOYMENT OPPORTUNITY, OR BUSINESS INTERRUPTION) RESULTING FROM OR ARISING UNDER OR IN CONNECTION WITH SERVICES OR THE USE OR ACCESS TO, OR THE INABILITY TO USE OR ACCESS, THE SITE AND/OR ANY DOCUMENT, WHETHER BASED ON WARRANTY, CONTRACT, TORT, OR ANY OTHER LEGAL THEORY, AND WHETHER OR NOT DRAGNET IS ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

- c. Due to the nature of this Agreement, in addition to money damages, you agree that Dragnet will be entitled to equitable relief upon a breach of this agreement by you.

5. User Authentication. Because User authentication on the Internet is difficult, Dragnet cannot and does not confirm that each User is who they claim to be. Because Dragnet does not and cannot be involved in User-to-User dealings or control the behaviour of participants on the Site, in the event that you have a dispute with one or more Users, you release Dragnet from claims, demands and damages (actual and consequential and direct and indirect) of every kind and nature, known and unknown, suspected and unsuspected, disclosed and undisclosed, arising out of or in any way connected with such disputes.

6. Links to Other Sites. Group Jobs portal contains links to third party web sites. These links are provided solely as a convenience to you and not as an endorsement by Dragnet of the contents on such third-party web sites. Dragnet is not responsible for the content of linked third-party sites and does not make any representations regarding the content or accuracy of materials on such third-party web sites. If you decide to access linked third-party web sites, you do so at your own risk.

7. Amendments to this Agreement and Changes to the Site. Dragnet may revise these Terms and Conditions at any time by updating this page. Changes will be binding on you on the date they are posted on the Sites (or as otherwise stated in the any notice of such changes). Any use of the Site will be considered acceptance by you of the then-current Terms and Conditions (including any exhibits thereto) contained on the Site. If at any time you find the Terms and Conditions unacceptable, you may not use the Site any longer.

8. Indemnity. You agree to defend, indemnify, and hold harmless Dragnet (and its subsidiaries, affiliates, officers, directors, employees and agents) from and against any third

party claims, actions or demands (including, without limitation, costs, damages and reasonable legal and accounting fees) alleging or resulting from or in connection with your use of the Site, any Document posted by you, your use of the Services or your breach of this Agreement. Dragnet shall use reasonable efforts to provide you prompt notice of any such claim, suit, or proceeding and may assist you, at your expense, in defending any such claim, suit or proceeding.

9. Privacy Policy. Dragnet respects your privacy and has developed a detailed Privacy Policy that is incorporated by reference into this User Agreement. Please read through our Privacy Policy.

10. GENERAL. Dragnet makes no claims that the Groups Jobs content may be lawfully viewed or accessed outside of Nigeria. Access to the Group Jobs content may not be legal by certain persons or in certain countries. If You access Group Jobs from outside Nigeria, You do so at your own risk and are responsible for compliance with the laws of your jurisdiction.

PRIVACY POLICY

Please read this privacy policy before using the site or submitting any personal information. By using the site, you are accepting the practices described in this privacy policy. These practices may be changed, but any changes will be posted and changes will only apply to activities and information on a going forward, not retroactive basis. You are encouraged to review the privacy policy whenever you visit the site to make sure that you understand how any personal information you provide will be used.

The privacy practices set forth in this Privacy Policy are for this web site only. If you link to other websites, ensure you review the privacy policies posted at those sites. This Privacy Policy applies only to information Dragnet through its various websites, and does not apply to information collected from other sources.

1. Security of Personal Information

- A. Dragnet is committed to ensuring that your personal information is secure. And in order to prevent unauthorized access or disclosure Dragnet has put in place suitable physical, electronic and managerial procedures to safeguard and secure the information collected online. Data transmitted on any of our websites are done in an encrypted format to better secure information collected.
- B. However, no data transmission is completely secure, and no system of physical or electronic security is impenetrable. As a result, Dragnet cannot totally guarantee

the security of the information provided by the use of any of our websites. Therefore, by accessing this service, you agree to assume all risks in connection with the information collected when you access, visit and/or use our services, and Dragnet is not responsible for any loss of such information or any other consequence[s] resulting therefrom.

- C. Further, you should not give your password to anyone. Also, if you share your computer with other people, you should log out from the Site and close your browser window when you are done. Dragnet cannot and will not be responsible for unauthorised acts of third-parties made with the intent to circumvent our security protocols.

2. **Disclosure Of Personal Information**

Dragnet may provide information about you to its employees and agents in order to administer any accounts and services. Dragnet shall however not disclose your personal information to any third party, unless, [1] you have consented to such disclosure, or [2] Dragnet is so required to do by Law, or [3] in the circumstances, it is the only reasonable thing to do. Any disclosure of personal information will be strictly controlled and made fully in accordance with the Laws of the Federal Republic of Nigeria.

3. **Enforcement**

Dragnet regularly reviews its compliance with its Privacy Policy. It adheres to several self-regulatory frameworks. When formal written complaints are received, the person who made the complaint will be contacted and followed up. Dragnet works with appropriate regulatory authorities, including security authorities, to resolve any complaints regarding the transfer of personal data that it cannot directly resolve with the users of our websites and portals.

4. **Changes**

If you believe that any information about you on any of our portal is incorrect or incomplete, please contact us at the address below. Such information will be corrected as soon as possible.

5. **Cookie/Tracking**

Our websites may use cookie and tracking technology depending on the features offered. Cookie and tracking technology are useful for gathering information such as browser type and operating system, tracking the number of visitors to our sites, and understanding how visitors use our Sites. Cookies can also help customize the Sites for visitors. Personal information cannot be collected via cookies and other tracking technology; however, if you previously provided personal identifiable information, cookies may be tied to such information.

6. **Service related information**

Upon registering on this portal, you agree that you may receive information related to Dragnet, its services and / or uses connected therewith. Such information may be delivered by e-mail, SMS and/or by other means using your registered information.

7. **Privacy Contact Information**

If you have questions, concerns, or comments about our privacy policy you may contact us using the following information:

Legal

Dragnet Solutions Limited,

Email: info@dragnet-solutions.com

Phone: 07088609828; 07011962033