

# WMA Career Center

By joining and using the World Millwork Alliance (WMA) Career Center ("Career Center"), you acknowledge and agree that you will comply with the terms and conditions set forth below.

## Disclaimer and Legal Rules

The Career Center is provided as a service of WMA. WMA accepts no responsibility for the career positions listed by employers in the Career Center as well as the candidates who apply for positions in the Career Center. Employers and prospective employees must independently verify the information contained in or posted through the Career Center. WMA disclaims all warranties with regard to information posted on the Career Center, whether posted by WMA or any third party; this disclaimer includes all implied warranties of merchantability and fitness. In no event shall WMA be liable for any special, indirect, or consequential damages or any damages whatsoever resulting from loss of use, data, or profits, arising out of or in connection with the use or performance of any information posted in the Career Center.

Do not post any defamatory, abusive, profane, threatening, offensive, or illegal materials. Do not post any information or other material protected by copyright without the permission of the copyright owner. By participating material in the Career Center, individuals warrant and represent that they own the copyright with respect to such material or have received permission from the copyright owner. In addition, Career Center participants grant WMA and other users of the Career Center the nonexclusive right and license to display, copy, publish, distribute, transmit, print, and use such information or other material.

Messages should not be posted if they encourage or facilitate members to arrive at any agreement that either expressly or impliedly leads to price fixing, a boycott of another's business, or other conduct intended to illegally restrict free trade. Messages that encourage or facilitate an agreement about the following subjects are inappropriate: prices, discounts, or terms or conditions of sale; salaries; profits, profit margins, or cost data; market shares, sales territories, or markets; allocation of customers or territories; or selection, rejection, or termination of customers or suppliers.

You agree that WMA will not be responsible to you for any indirect, consequential, special or punitive damages or losses you may incur in connection with the Career Center or other materials transmitted through or posted in the Career Center, even if WMA has been advised of the possibility of such damage or loss. In addition, you agree to defend and indemnify WMA, its officers, directors, employees, and agents and hold WMA, its officers, directors, employees, and agents harmless from and against any and all claims, proceedings damages, injuries, liabilities losses, costs and expenses (including attorneys fees) relating to any acts or omissions by you or materials or information transmitted by you in connection with the Career Center leading wholly or partially to claims against WMA, its officers, directors, employees, or agents or the Career Center by other users or third parties.

WMA does not actively monitor the site for inappropriate postings and does not on its own undertake editorial control of postings. However, in the event that any inappropriate posting is brought to WMA's attention, WMA will take all appropriate action.

WMA reserves the right to terminate access to any user who does not abide by these terms and conditions.

You agree that the law of the State of Florida in the United States of America will apply to all matters relating to this Agreement and to the Career Center. In addition, you agree and consent that, if there is ever any legal action against WMA, the state and federal courts of Hillsborough County, Florida, will have exclusive jurisdiction and be the exclusive venue for any such legal actions.

Failure to notify the other party of any violations of these terms and conditions does not waive their right to notify the other of future violations of these terms and conditions.