Terms of Agreement

1) Here within, the term "Company" shall refer to employer/recruiter, and the term "advertisement(s)" shall refer to job posting(s).

2) Employers (Company) must first register by creating an employer profile for approval here Employer Registration prior to posting jobs.

3) No Company profiles or job advertisements will be reviewed for approval or published to Texas Exes Hire Em Horns until payment of employer subscription fee has been received by Texas Exes Hire Em Horns.

4) Payment of Texas Exes Hire Em Horns employer subscription fee does not guarantee job advertisement approval. Texas Exes Hire Em Horns reserves the right to reject any job advertisements or Company profiles that do not meet our Employer and Job Posting Requirements, which can be found on the Texas Exes Career Connection Employer home page here.

5) All sales are final.

6) The Company will choose whether or not to accept annual auto-renewal, which occurs each year on May 1st. If the Company accepts auto-renewal, they may cancel annual auto-renewal at any time by submitting a request in writing to career@alumni.utexas.edu. The cancellation request must be received at least 10 business days in advance of the auto-renewal date.

7) The Company shall present on Texas Exes Hire Em Horns only genuine existing employment requirements with the Company.

8) The Company may not transfer or assign for any reason any products or services or rights to any products or services (including access to or contents of the Resume Database) provided by Texas Exes Hire Em Horns to any third party without the expressed written authorization of Texas Exes.

9) Texas Exes Hire Em Horns retains the right to disallow and deny job advertisements from entities that are not suitable for Texas Exes Hire Em Horns purposes.

10) Texas Exes Hire Em Horns retains sole discretion to determine whether the site's use is acceptable for Texas Exes Hire Em Horns purposes and standards.

11) Texas Exes Hire Em Horns assumes no responsibility or liability for any personnel selected by the Company and the Company represents that any selection, retention or hire of any individual or entity is based solely on the Company's investigation, verification and
determination that such hire is suitable for the Company's purposes.

12) The Company agrees to hold harmless Texas Exes Hire Em Horns from any claims, damages or losses incurred by the Company or any other party as a result of use of the Texas Exes Hire Em Horns system.

13) Texas Exes Hire Em Horns reserves the right to edit all employment advertisements, but will review any such edited advertisements with the Company prior to publication.

14) No advertisement submitted by the Company shall reflect, imply or contribute to any discriminatory actions, practices or improper bias. Texas Exes Hire Em Horns reserves the right to edit any advertisement to remove any such offending language or implication.

15) The Company shall take sole responsibility to assure that the content of its advertising is true and accurate and conforms to all applicable laws, standards and regulations and the Company represents and warrants to Texas Exes Hire Em Horns that it has all necessary authorization for the placement of the entire content of its advertising within the site. Texas Exes Hire Em Horns may however decline any advertising or discontinue further publication of any advertising, at any time and for any reason, and shall not be liable in any manner as a result of such action.

16) Texas Exes Hire Em Horns’ liability for any claims of any nature whatsoever arising under this agreement or otherwise, shall be limited to the money paid to Texas Exes Hire Em Horns by the Company for the specific service giving rise to such liability. This limitation of liability is cumulative and not per incident. In no event shall Texas Exes Hire Em Horns be liable for any incidental, special, or consequential damages, lost profits, or lost or damaged data, or any indirect damages, whether arising in contract, tort (including negligence), or otherwise, even if Texas Exes Hire Em Horns has been informed of the possibility thereof.

17) Advertisements submitted by the Company must be in compliance with all applicable equal employment opportunity laws which can be viewed at Prohibited Employment Policies and Practices.

18) Texas Exes Hire Em Horns shall, under no circumstances, be liable for any direct, indirect, incidental, special, punitive or consequential damages that may result from the use of this site, including, without limitation, use or reliance upon any information contained on this site, interruptions, errors, defects, omissions non-delivery of information, disclosure of communications or any other failure of performance of any kind. You agree to release Texas Exes Hire Em Horns, its members, directors, and employees from all claims, causes of action, lawsuits, liability, damages or other responsibility, known and unknown, anticipated or unanticipated, from the beginning of time until the present, arising out of your use of any Texas Exes Hire Em Horns website or the content contained therein. You agree to indemnify Texas Exes Hire Em Horns, its members, directors, and employees and hold them harmless from any cost, claim, liability or expenses (including reasonable attorneys' fees and related costs) arising out of or relating in any manner to your (i) violation of this agreement or (ii) use of the Texas Exes Hire Em Horns web site.

For more information please e-mail career@alumni.utexas.edu.