



# ACCJ Job Board Terms of Use

The American Chamber of Commerce in Japan (ACCJ) offers a Job Board consisting of job listings on the ACCJ public website. ACCJ provides the "Job Board" as a service to member and non-member companies to post employment opportunities for individuals interested in applying for job openings.

ACCJ makes no recommendations or endorsements regarding any posting company. ACCJ is not in a position to review the merits of any posting company. Each posting company agrees to be responsible for scheduling interviews and establishing terms of service and compensation for any position.

A company may submit a request to post a listing on the ACCJ Job Board to the ACCJ contact listed on the ACCJ website. ACCJ shall provide instructions for payment of the fee, which shall be JPY 10,000 for ACCJ members and JPY 50,000 for non-ACCJ members. The fee shall not be refundable once an employment opportunity has been posted on the ACCJ website.

ACCJ reserves the right to refuse or terminate offering the Job Board Service to any company or individual who does not comply with these Terms of Use.

ACCJ is not liable to any company or individual for the accuracy of job information provided by any company contained in the Job Board. ACCJ expressly disclaims any and all liability for vetting posting companies or any information provided by any company.

All information provided by a posting company must be accurate, true, not misleading or deceptive in any manner, and must comply with all applicable laws.

ACCJ makes no representation or warranty regarding the effectiveness or timeliness of the Job Board in meeting the objectives of any posting company.

ACCJ does not represent or warrant that the Job Board is or will be error-free, free of viruses or other harmful components, or that defects will be corrected or that the Job Board will always be accessible. ACCJ may make improvements and/or changes to the Job Board's features, functionality or content at any time.

The use of the Job Board by each company is subject to ACCJ's privacy policy. These Terms of Use and the privacy policy make up the entire agreement between ACCJ and each posting company or individual, respectively, regarding the Job Board, and supersede any prior agreements between them relating to the Job Board.

By utilizing the Job Board service, each posting company (a) agrees to be bound by these Terms of Use, and (b) agrees to hold ACCJ and its employees and officers harmless from and against any claim arising from the use by such posting company of the Job Board.

## FOR INDIVIDUALS

By submitting resumes and other information to a company that posts an employment opportunity on the Job Board, each submitting individual (a) agrees to be bound by these Terms of Use, (b) represents and warrants that the information the individual provides is accurate, true, not misleading or deceptive in any manner, and (c) agrees to release and hold ACCJ and its employees and officers harmless from and against any claim arising from the operation of the Job Board or the processing of such submission by such company.