

## SITE USAGE POLICY

The following Site usage policy (hereinafter - the “**Site Usage Policy**”) provides the rules and requirements on a usage of the Site and the rights and obligations of the User and of Lingjob related to the usage of the Site.

This Site Usage Policy is effective as of 10 May 2013.

### **1. GENERAL TERMS**

- 1.1. In this Site Usage Policy the capitalized terms and expressions (unless General Terms of Service specify otherwise) shall have the meanings defined in the General Terms of Service.
- 1.2. We as well as each and any User shall be bound by the Site Usage Policy and other documents of Terms of Service. You accept and signify that you have read and understood the Site Usage Policy and other documents of Terms of Service, consent to be bound by them and undertake to keep to them.
- 1.1. The Site Usage Policy is an integral and inseparable part of Terms of Service.
- 1.3. Lingjob reserves a right to revise (including to modify, amend, supplement, annul) this Site Usage Policy or any part thereof and any linked information in accordance with the rules established in the General Terms of Service.
- 1.4. Lingjob reserves the right, at its sole discretion, to change, modify, add, remove, discontinue, annul or terminate any portion of the Site and (or) the Site Services without prior notice.
- 1.5. If any of the provisions related to payment conditions, accepting Jobs, Short jobs and (or) other financial issues indicated in this Site Usage Policy should be held contrary to the provisions of the Financial Terms, the latter shall prevail.

### **2. REGISTRATION AND CREATION OF ACCOUNT**

- 2.1. In order to be able to purchase or provide services through the Site, use other Site Services and (or) Freelancer Services you must first register on the Site and create an Account following instructions on the Site.
- 2.2. An Account may be created by registering on the Site according to these conditions:
  - 2.2.1. You must duly complete the registration process available on the Site and create the Account following terms of this Site Usage Policy, Privacy Policy and other instructions available on the Site. Please note that after registration you will be able to act as the Freelancer as well as the Client.
  - 2.2.2. During registration process and afterwards when providing information while using the Site you agree to provide true, accurate, complete information about yourself. In case any of such information changes while using the Site, you are obliged to update such information immediately. In addition, you are obliged to maintain truthfulness, accuracy and completeness of such information at all times. While acting under Terms of Service Lingjob shall presume that all information you provided during the registration process and any succeeding updates is accurate and true, unless Lingjob has a serious reason to believe otherwise.
- 2.3. You agree that at the registration and at any time thereafter, you and your Account may be subject to verification by Lingjob. You also agree that you may be subject to ratings by other Users, as well as editorial and feedback reviews at any time.
- 2.4. Following provisions of Site Usage Policy, User Agreement and other Terms of Service, Lingjob shall have the right to suspend or terminate your Account at its own discretion with or without prior notice to you.
- 2.5. After duly completing the registration on the Site and Account creation process you may use available settings and options on the Site and further amend, supplement or annul your Account as well as your profile on the Site.
- 2.6. You are obliged to operate, manage and otherwise use the Account according to terms of this Site Usage Policy, other Terms of Service and requirements and guidelines on the Site.

### **3. PROVIDING FREELANCER SERVICES**

- 3.1. Your simple membership status lets you make 8 (eight) proposals to perform Jobs per 1 (one) month free of charge. In order to make any further proposals you shall be have to obtain privileged membership status by paying a certain fee to Lingjob (further details in regards to payments are indicated on the Site and (or) in Financial Terms). The number of proposals to perform Jobs which may be made free of charge, as well as the number of proposals to perform Jobs having obtained privileged membership status is subject to change at any time without prior notice.
- 3.2. When you submit a proposal for a Job as a Freelancer, or when you propose your services for completion of a Short job you shall be obliged to:
  - 3.2.1. provide proposals (applied to Jobs) only if you have the necessary qualification to complete a Job or a Short job properly, efficiently and in due time;
  - 3.2.2. provide proposals only for Jobs that you can complete within the date or time period specified by the Client;
  - 3.2.3. always submit a specific, detailed proposal with clear scope and deliverables which shall reflect your understanding of the scope of a Job and the amount of time/effort you plan to commit;
  - 3.2.4. provide a proposal for a Job or complete a Short job only after you have clearly understood the needs of the Client, nature and the scope of a Job or a Short job;
  - 3.2.5. indicate Clients expectations that you can meet or exceed;
  - 3.2.6. clearly and understandably specify warranty terms and how it shall be handled if warranty is provided for a specific Job (its results);
  - 3.2.7. clearly and understandably specify other terms and conditions for the fulfilment of the Job;
  - 3.2.8. indicate a fixed price of a Job or a Short job;
  - 3.2.9. inform the Client of your office hours and committed response time;
  - 3.2.10. not to submit proposals for Jobs with unreasonably low price or test proposal. In case you need more information about a specific Job to be able to submit a proposal that corresponds to the rules set in Terms of Service, you must post a message in the part of the Site where the Job is posted and request more information, indicating your assumptions regarding the Job scope;
  - 3.2.11. not to submit proposals for Jobs and offer services for completion of a Short job which are intended to commit fraud or other illegal activity;
  - 3.2.12. not to submit proposals for Jobs, provide a deliverable or transmit any User Content related to or containing any adult or sexually explicit material;
  - 3.2.13. not to submit proposals for Jobs and perform Short jobs related to bulk email or spam;
  - 3.2.14. not to submit proposals for Jobs and complete Short jobs that promote hate, violence, racial intolerance, or the financial exploitation of a crime;
  - 3.2.15. not to submit proposals for Jobs and complete Short jobs which might include false or misleading information and (or) which are contrary to the interests of the Site, Lingjob or other third person;
  - 3.2.16. not to offer your services for Jobs in exchange for good feedback or for free, except when this Site Usage Policy of Financial Terms provide otherwise.
- 3.3. The content (including the price) of a proposal for a Job may be modified once free of charge. Any further changes to the proposal shall be possible subject to fixed fee indicated in Financial Terms and (or) the Site. Any changes to content of the proposal (including price) are possible only prior to the end of the proposal period and conclusion of the Services Agreement, unless Terms of Service provide otherwise.
- 3.3. A Client shall specify a term for submission of proposals for a Job.

- 3.4. You agree to follow these rules on Job fulfilment:
  - 3.4.1. you shall start to perform the Job only after you are awarded and contracted for it by the Client;
  - 3.4.2. you must complete the Job within specified deadline. Please note that you may negotiate a different deadline with the Client, however modification of the deadline is subject to agreement of both parties – the Client and you;
  - 3.4.3. after you are selected and contracted for a Job, you must log onto the Site to manage the Job and use the Workroom to record all written communication between you and the Client, your understanding of the scope of the Job, deliverables, time frames, price, feedback, revisions, schedule changes, vacation, availability, delays, acceptance of deliverables;
  - 3.4.4. you must transcribe all and any data, associated with any relation between you and the Client, including relevant emails, instant messages, telephone or in-person conversations, into the Workroom. This could be necessary to maintain a record of what is agreed and may be used in the course of a dispute if there is any. Please note that in the event of a dispute, the data that you enter on the Site and the contents of the Workroom may be useful as a record of facts and evidence for resolution of the dispute;
  - 3.4.5. you must explain and inform the Client in good time if you are not able to complete the Job within specified deadline and offer to revise the deadline for completion of the Job. Please note that such proposal is not obligatory to the Client;
  - 3.4.6. you must inform the Client, if you are unable to complete the Job or otherwise fulfil the Services Agreement;
  - 3.4.7. you must respond promptly, not later than in 1 (one) business day, to all Job-related communication, whether from the Client or from Lingjob, unless agreed otherwise.
- 3.5. After having decided to provide your Freelancer Services for a Short job and to seek that the Client selected the result of the Short job performed by you, you must complete the Short job and indicate if the Short job is free of charge or if it is a paid work. You shall not get any remuneration for completion of a Short job if you indicate that it is free of charge and/or if the Client chooses proposal of another Freelancer. In case you indicate that a performance of the Short job is a paid work, you must indicate your proposed Short job price.
- 3.6. You agree to keep and maintain complete and accurate records related to the Freelancer Services that you perform for the Client, including the service description, the proposal and payment terms, for a period of one year after accepting each Job. If questions arise regarding Freelancer Services rendered or Fees, you agree to provide copies of these records and other relevant documentation to Lingjob not later than in 10 (ten) days after Lingjob's request.
- 3.7. You may propose your services for completion of a Short job and make a proposal for a Job only if you agree with the Terms of Service, as well as the provisions of the Services Agreement.

#### **4. POSTING JOBS AND SHORT JOBS**

- 4.1. A Client may post a Job or a Short job following guidelines on the Site. Please consider that payment conditions for Jobs and for Short jobs are different (please refer to Financial Terms and guidelines on the Site).
- 4.2. A Client may not post a Short job if the scope of the work to be done does not correspond to the one described in the definition of the Short job.
- 4.3. Posting of Jobs and Short jobs is subject to conditions described in the Site and or Financial Terms (if such conditions are present).
- 4.4. When posting Jobs or Short jobs as the Client and contracting Freelancers, you shall be obliged to:
  - 4.4.1. accept a proposal only when it has a clear description of the work, well-defined deliverables and description of warranty conditions, if required;
  - 4.4.2. assess proposals against criteria important to you, such as a Freelancer's work experience, education, portfolio, certifications, references, ratings and feedback from

- prior Clients, location, communication style and cost;
- 4.4.3. post Jobs with clear and detailed scope, well-defined results of the Job and specified deadline for completion of the Job. You may contact Customer Support for assistance with posting a Job;
  - 4.4.4. answer clarifying questions regarding Jobs and/or Short jobs received from Freelancers. You may not expand the scope of the Job after posting the Job;
  - 4.4.5. once you have awarded and contracted Freelancer for your Job, log onto the Site to manage the Job and use the Workroom as described in the Section 8 „Communication”.
- 4.5. When you post a Job or a Short jobs, or transmit information on the Site you agree and are obliged not to post:
- 4.5.1. any Job or Short jobs that is posted without the intention to contact the Freelancer or complete the Job, or posted only to receive pricing information or are fake;
  - 4.5.2. any Job or Short jobs that offers payment terms which are inconsistent with the Financial Terms or other Terms of Service;
  - 4.5.3. any Job or Short jobs that request free services;
  - 4.5.4. any User Content that infringes a third party's Intellectual Property Rights, license rights, the terms and conditions of use of third party's web sites or any other rights of such third party;
  - 4.5.5. any User Content related to or containing any adult or sexually explicit material;
  - 4.5.6. any Job or Short jobs related to bulk email or spam;
  - 4.5.7. any User Content that encourages, promotes, facilitates or instructs others to engage in illegal activities;
  - 4.5.8. any User Content that promotes hate, violence, racial intolerance, or the financial exploitation of a crime;
  - 4.5.9. any User Content that violates, or has the potential to violate principals of academic honesty and (or) the integrity of academic and professional applications, tests and work (for example, by passing off the skills, ideas or words of another as one's own; using another's production or content without indicating the source; presenting as new and original, ideas or products derived from an existing source; presenting fabricated facts, persons or sources as real);
  - 4.5.10. any User Content that may objectively insult Visitors and/or Users;
  - 4.5.11. any User Content that would violate Terms of Services, any applicable law in the Republic of Lithuania and/or any other country.
- 4.6. The Client may cancel a Job before conclusion of the Services Agreement.

## **5. CONCLUSION OF SERVICES AGREEMENT, ACCEPTING JOBS AND SHORT JOBS**

- 5.1. When accepting a proposal of the Freelancer, the Client shall be required to accept and thereby accepts Services Agreement with the Freelancer. When submitting a proposal, the Freelancer shall also be required to accept and thereby accepts Services Agreement to be concluded with the Client who posted the Job or Short job. The Services Agreement between the Client and the Freelancer is concluded and becomes effective following the terms and conditions of the Services Agreement.
- 5.2. A Freelancer is obliged to perform a Job and a Client is obliged to accept or reject a Job (a result of a Job) completed by a Freelancer as well as to keep to the Service Agreement and other Terms of Service as well as guidelines on the Site, when using a result of a Job.

## **6. POSTING INFORMATION AND USER CONTENT**

- 6.1. You agree and confirm that you are solely and fully responsible for any and all User Content that you send, transmit, review, save, provide, or otherwise make available while using the Site.

- 6.2. Lingjob is not responsible for and does not monitor content of the Site, including for accuracy or reliability.
- 6.3. Lingjob shall have the right to remove or restrict access to any information, content, a Short job or a Job posted or made available on the Site if Lingjob considers such information or content to be in violation of the Terms of Service or due to other important reasons.
- 6.4. You agree to provide true, accurate and complete information whenever you post User Content on the Site, including posting a queries (invitations to provide proposals) for provision of Freelancer Services, a Job and (or) a Short job, providing a proposal for a posted Job, posting your profile and providing feedbacks.
- 6.5. You agree to immediately update previously posted User Content if such information changes or there are reasons to change it (for example, your feedback on another User in the result of his certain actions).
- 6.6. You agree to act responsibly, reasonably and in good faith when posting User Content regarding other Users, Lingjob or any other third party.
- 6.7. You understand that you may be held legally responsible for damages suffered by other Users, Lingjob or any third party as a result of defamatory comments, false feedback or other User Content which you post on the Site.
- 6.8. Lingjob shall not be legally responsible for any User Content posted or made available on the Site by any User or third party, even if such information or content is defamatory or otherwise legally actionable.

## **7. POSTING THUMBNAILS**

- 7.1. You may post a thumbnail image on the Site to accompany your profile. All thumbnails shall comply with these rules:
  - 7.1.1. you must own the image, or have a license to use, copy, and sublicense the image;
  - 7.1.2. an image must be of an excellent quality. Too small, blurred, indistinct or distorted and other similar images shall not be acceptable;
  - 7.1.3. only .jpg or .jpeg files which are not larger than 5 MB shall be accepted, unless otherwise specified in guidelines on the Site;
  - 7.1.4. if you are a natural person, the image must be a portrait that is a truthful representation or you (i.e. stock photos, fakes, or logos are not acceptable). You must be identifiable in the image;
  - 7.1.5. you shall not post a thumbnail image with a group photo. You are obliged to remove other individuals from the photo, unless you have a written consent of respective individuals to use their image on the Site;
  - 7.1.6. if you represent a legal entity the image may be a logo or a portrait of you.

## **8. COMMUNICATION**

- 8.1. Lingjob provides a possibility of communication between Clients and Freelancers through the Site. You are required to log onto the Site to manage Jobs and use the Workrooms for each separate Job to maintain an electronic record of all written communication including clarifications and agreements on scope of Jobs, deliverables, timeframes, price, feedback on deliverables (result of Jobs), acceptance of deliverables.
- 8.2. **Any communication between the Freelancer and the Client outside the Site is strictly forbidden**, however, should such communication take place, you agree to transcribe into the Workroom all relevant emails, instant messages, telephone or in-person conversations and other data related to communication between the Client and the Freelancer to maintain a record of what was agreed between the Freelancer and the Client.
- 8.3. Lingjob provides or may provide in the future a designated space in the Users profile to enter email address, telephone number and (or) instant message IDs. Users are strictly forbidden to enter contact information or solicit private communications in public messages, in Job descriptions, or sections of their Lingjob profile outside of the designated contact information fields, or in any other way, except when it is expressly allowed according to the instructions on

the Site (for example, when submitting Invoices).

- 8.4. Please note that it is no longer possible to actively use the Workroom of a certain Job after the Freelancer receives a payment for respective Job.
- 8.5. Lingjob may provide you with information about proposals, bids, tenders, updates, completed Jobs, received messages and other activities on the Site by e-mail or by other means following Terms of Service and other guidelines on the Site.

## **9. PROHIBITED ACTIVITIES ON THE SITE**

### **9.1. You are not allowed and agree not to do any of the following on the Site and (or) when using Site Services, Freelancer Services or Third Party Services:**

- 9.1.1. take any action which would promote other User to contact you directly in order to buy or sell any services outside the Site;
- 9.1.2. provide misleading, false, or inaccurate information about you, services or service requests;
- 9.1.3. post or transmit any User Content that is profane, vulgar, racist, offensive, threatening, harmful, abusive, discriminating, defamatory or disparaging and (or) post any links or references to such content;
- 9.1.4. post or transmit unprofessional or offensive comments about any other User, Lingjob, the Site or any third party;
- 9.1.5. register a User name or e-mail address which may be held profane, vulgar, racist, offensive, threatening, harmful, abusive, discriminating, defamatory or disparaging;
- 9.1.6. interfere with normal communication between the other Users using the Site or otherwise adversely affect any other actions of Users and their well-being, interfere with the exchange of allowable User Content on the Site;
- 9.1.7. use the Site in any manner that could harm any person, his property or legitimate interests;
- 9.1.8. post logos, seals or any marketing material from third parties on the Site, except such material is provided or allowed by Lingjob;
- 9.1.9. take any action that imposes, or may impose, at Lingjob's discretion, an unreasonable or disproportionately large load on Site's infrastructure;
- 9.1.10. attempt to modify, translate, adapt, edit, decompile, disassemble, or reverse engineer any software programs used by Lingjob in connection with the Site or the Site Services;
- 9.1.11. create more than one Account;
- 9.1.12. in any way use a software:
  - 9.1.12.1. that would disable or impair the Site or any software, firmware, hardware, computer systems or networks in any way;
  - 9.1.12.2. that is usually referred to as „viruses“ or „worms“ and (or) the purpose of which is to disable, disrupt, harm or otherwise impede in any manner, the Site and (or) operation of the Site or any other software, firmware, hardware, computer system or network;
  - 9.1.12.3. that would allow you or any other person to access the Site to cause disablement or impairment of the Site or any other websites, software or hardware or to transmit information (for example „traps,“ „access codes,“ or „trap door“ devices, or „spyware“, etc.); or
  - 9.1.12.4. that contains any other harmful or malicious procedures, routines or mechanisms, which would cause the Site and (or) or software, firmware, hardware, computer systems or networks to cease functioning or to damage or corrupt content of the Site, software, programs, equipment or communications or otherwise interfere with operations of the Site, Lingjob,

Users or any other third party.

- 9.1.13. modify or in any other way tamper with postings of other Users or Lingjob;
  - 9.1.14. distribute or post spam, unsolicited or bulk electronic communications, chain letters, pyramid schemes or any other content which is usually unwelcome by users of electronic communications;
  - 9.1.15. harvest or otherwise systematically collect information about Users, including email addresses, without their written consent;
  - 9.1.16. use any software or other automated means to access and gather information in the Site without express written permission from Lingjob;
  - 9.1.17. require or request that a Freelancer delivers any part of the result (deliverables) of a Job as part of a proposal submission or as a condition to consider a certain proposal;
  - 9.1.18. repeat any action which Lingjob requested to refrain from, whether or not such action is clearly prohibited in Terms of Service;
  - 9.1.19. fail to respond to an email from Lingjob regarding violation, dispute or complaint within three business days;
  - 9.1.20. use the Site if you are under age of 18, or not able to form legally binding contracts, or are temporarily or indefinitely suspended from the Site;
  - 9.1.21. take any action that may undermine the feedback or ratings systems (such as displaying, importing or exporting feedback information to non-Lingjob sites or for using it for purposes unrelated to Lingjob, etc.);
  - 9.1.22. impersonate or misrepresent your affiliation with any person or entity;
  - 9.1.23. copy, modify or distribute content from the Site without the prior express written permission from Lingjob. This provision shall not apply to the results of the Jobs unless the Client and the Freelancer agree otherwise or it is otherwise agreed with Lingjob;
  - 9.1.24. fail to complete the Jobs according to terms and conditions agreed between the Client and the Freelancer;
  - 9.1.25. provide any information on behalf of Lingjob, other User, or any third parties without prior written approval of respective person;
  - 9.1.26. violate Lingjob's request by Lingjob to not post Jobs deemed by Lingjob in its sole discretion to be contrary to the interests of the Site or the Users;
  - 9.1.27. circumvent or manipulate Fee structure, the billing and payment process;
  - 9.1.28. breach other Terms of Service;
- 9.2. Without limiting other remedies, you agree that a breach of any of the rules indicated above or in any other provision of Terms of Service shall entitle Lingjob to issue you with warnings, limit, suspend, or terminate our services (including Site Services) and (or) Account, restrict or prohibit access to, and your activities on the Site, delay or remove User Content and (or) take technical and legal steps to keep you off the Site at any time. You agree that Lingjob shall unilaterally decide on whether you have breached Terms of Service and undertake to accept any decision of Lingjob as legitimate and fair.

## **10. RATINGS AND COMMENTS**

- 10.1. Each User may be rated as a Freelancer and as a Client. Freelancers agree to be rated by Clients and Clients agree to be rated by Freelancers following several criteria determined by Lingjob and guidelines on the Site. Also you agree that other Users to whom you have contracted may leave publicly available comments (feedback) about you and your activities on the Site.
- 10.2. As a Client you are required to submit comments (feedback) about the Freelancer and rate the Freelancer who provided you with Freelancer services under your request using the rating and feedback system available on the Site. Freelancers may leave comments (feedback) about

Clients and rate Clients with whom they have contracted at they own discretion.

10.3. You acknowledge and agree that:

10.3.1. for an unlimited period of time or for a period of time chosen by Lingjob the Site shall contain public feedback on you from Users with whom you have transacted;

10.3.2. Lingjob may analyze and calculate feedback results (comments and ratings) and publicly provide your rating which shall be based on comments and ratings of other Users;

10.3.3. your feedback, comments, ratings and any other information provided on the Site in regards to rating of other Users shall be or might be made publicly available for an unlimited period of time or for a period of time chosen by Lingjob.

10.4. Lingjob shall provide the feedback and rating system as a tool which Users can use to express their opinions publicly, and Lingjob shall not monitor or censor these opinions or investigate any comments (feedback) posted by Users for accuracy, reliability or completeness unless a User informs Lingjob of a specific posting and even in such case Lingjob shall not be obliged to investigate such specific posting for its accuracy, reliability or completeness.

10.5. **You agree not to take any actions that may undermine the rating and feedback system. You are not allowed and agree not to:**

10.5.1. post fake or inaccurate feedback for another User;

10.5.2. take any action which would induce, request or require other User to post fake, inaccurate or biased comments or feedback;

10.5.3. post comments, feedback for yourself;

10.5.4. offer services, money or other form of benefit (for example, lower price of services) in exchange for good feedback;

10.5.5. offer good feedback in exchange of services, money or other form of benefit (for example, lower price of services).

10.6. Lingjob shall not be legally or otherwise responsible for any feedbacks, ratings or comments posted or made available on the Site by any Users or third parties, even if that information is false, defamatory or otherwise inaccurate.

10.7. Lingjob strives to achieve a fair and reliable rating system, therefore you agree to immediately contact Customer Support and report violations of Lingjob's rating and feedback system if such are observed.

10.8. Lingjob may investigate and has the right, but is under no obligation to remove posted comments, ratings, feedback or information if Lingjob, at its sole discretion, decides that they are:

10.8.1. in breach of Terms of Service;

10.8.2. contrary to achievement of a fair and (or) reliable rating system; and (or)

10.8.3. contrary to interests of Lingjob, the Site, the Users or interests of third parties.

10.9. You agree to contact Lingjob's Customer Support Centre in cases of errors related to feedbacks and ratings.

## 11. INTELLECTUAL PROPERTY RIGHTS

11.1. Lingjob or, if expressly specified, third parties retain the Intellectual Property Rights to the Site and its contents to a maximum extent possible under the laws applicable to Terms of Services. All according rights are reserved worldwide. You may not modify, copy, reproduce, republish, upload, post, transmit, sell, create derivative works of, exploit or distribute, in any manner, the Site, the content on the Site, including text, graphics, code and (or) software, or any other content, unless Lingjob has granted written permission for such action, or if such action is expressly allowed under specific circumstances described in Terms of Service. However, you may print and (or) download individual pages of the Site solely for your personal, non-commercial use, provided that you do not to change or delete any copyright and proprietary

notices from the materials.

- 11.2. You acknowledge and agree that Lingjob owns all Intellectual Property Rights in and to the Site, and that except as expressly set forth in Terms of Service, you shall not acquire any Intellectual Property Rights in and (or) to the Site.
- 11.3. All trademarks and service marks available on the Site are the property of Lingjob or Lingjob is legally using them. No rights to the use of such trademarks and (or) services marks are licensed by Terms of Service.
- 11.4. The contents of the Site may be quoted under condition that prior written consent of Lingjob is received and the source of content is properly indicated.
- 11.5. By posting or submitting any User Content to the Site or sending such content to other Users you are representing that you are the owner of such content or that you are making your posting or submission with the express consent of the owner of the content.
- 11.6. When you post or submit any content to the Site, you:
  - 11.6.1. grant to Lingjob, and to anyone authorized by Lingjob, a non-exclusive, charge free and royalty-free, irrevocable, unrestricted, worldwide, perpetual license (including the right to sub-license) to use, modify, copy, sell, exploit, transmit, distribute, create derivative works of, publicly display and perform any such content, in whole or in part, as much as these right are required for provision of Lingjob Services. The said grant includes the right of Lingjob to exploit any Intellectual Property Rights in such posting or submission, including rights under copyright, trademark or patent laws under any jurisdiction;
  - 11.6.2. grant to Lingjob, and anyone authorized by Lingjob, the right to identify you as the author of any of the content you posted or submitted to the Site. Lingjob and/or anyone authorized by Lingjob may identify you by name, email address, nick name or in any other way chosen by Lingjob. You agree that you shall have no recourse against Lingjob for any alleged or actual infringement or misappropriation of any Intellectual Property Rights in your communications to Lingjob.

## **12. APPLICABLE TIME DESIGNATION**

- 12.1. For all time designations, time periods, dates and deadlines, the Central European Time and respectively the Central European (CET / GMT+1) and respectively Summer Time (CEST / GMT+2) shall be applicable.

## **13. OTHER**

- 13.1. The rules applicable with respect to the issues of an applicable law and a dispute resolution are indicated in the General Terms of Service.
- 13.2. Lingjob shall be entitled to decide upon its own discretion if to provide or not to provide Lingjob dispute resolution services described in Services Agreement for the parties in a particular dispute. In case Lingjob decides to provide dispute resolution services, Lingjob shall provide them according to provisions indicated in the Services Agreement.

## **14. CONTACT INFORMATION**

- 14.1. If you wish to report a violation of the Site Usage Policy, have any questions or need assistance, please contact Lingjob Customer Support Centre as follows:

Email: [info@lingjob.com](mailto:info@lingjob.com);

Phone: (Mon-Fri, 7 a.m. - 4 p.m. UTC).