

Zambeasy.com Terms and Conditions for Advertisers

These Conditions are deemed accepted by the Client when the Services of Zambeasy.com have been accessed or ordered by the Client.

1. Definitions

1.1. In these Conditions the following words and phrases shall have the following meanings unless the context requires otherwise:-

Ad Credit

a credit purchased by the Client which is valid for the Ad Credit Period and entitles the Client to place one Advertisement for a period of one day on a particular Listing during the Ad Credit Period;

Ad Credit Account

the total amount of Ad Credits which the Client has from time to time, which to avoid doubt, shall not include any expired Ad Credits;

Ad Credit Period

the period during which an Ad Credit is valid as notified to the Client by Zambeasy.com at the time the Client purchases the Ad Credit, which period shall not exceed six months from the Ad Credit Start date;

Ad Credit Start Date

the date from which an Ad Credit can be utilised, which shall be the invoice date unless an alternative date is agreed between Zambeasy.com and the Client at the time of purchase and this alternative date is stated on the invoice;

Additional Premier Subscription Fee

A fee payable by a subscriber to the Get-Headhunted Premier service;

Advertisement

any recruitment advertisement appearing on the Site and/or any page(s) of Client advertising together with any other form of advertisement as shall appear on the Site from time to time;

Advertising Agency

a Client who in relation to the Services is receiving them on behalf of an End Client or is directly or indirectly providing the Services on to an End Client;

Applicant

a Candidate who applies for a vacancy advertised on the Site;

Candidate

a person who uses the Site for the purpose of finding employment;

Client

any person using and purchasing the Services, where a person includes but is not limited to, Direct Employers, Recruitment Agencies and Advertising Agencies. In the circumstance of any Recruitment or Advertising Agency acting on behalf of one of their own End Clients, Zambeasy.com will charge the Agency and not the Agency's End Client;

Conditions

these Standard Terms and Conditions;

Corporate Brochure

a web page which contains text, graphics, data, files and links which are used to promote a corporate message;

CV

the curriculum vitae or brief outline details of a Candidate's education, training, skills and employment experience which is provided to Zambeasy.com by a Candidate for distribution to Clients with a view to securing employment;

Direct Employer

a Client who in relation to the Services is receiving them for the purpose of their own recruitment needs and not on behalf of any other third party End Client;

End Client

the person to whom the Client's services are provided;

Fees

the fees and charges payable by the Client under these Conditions;

Germany Listings

the section entitled "Germany" on the Live Vacancy Listings and any other section pertaining to Germany that appears on the Live Vacancy Listings from time to time;

Get-Headhunted Service

Get-Headhunted Premier Service and Get Head-Hunted Standard Service;

Get-Headhunted Premier Service

Get-Headhunted Standard Service plus an additional service enabling the Client to receive daily email alerts in relation to new CVs and to also download an unlimited number of CVs;

Get-Headhunted Standard Service

a Service which enables the Client to search for and view CVs online using various search criteria and download up to a maximum number of CVs per month agreed between the parties and set out in the invoice for the relevant Services;

Get-Headhunted Subscription Fee

A fee payable by a subscriber to either the Get-Headhunted Standard Service or Get-Headhunted Premier Service at a rate and frequency to be agreed between the parties;

Jobs-by-Email

a Service which matches and sends vacancies via email to Candidates who have subscribed to this Service;

Jobs-by-Email Sponsorship

the sponsorship of a message of up to a maximum of 50 words on a specific selection of the emails that form Jobs-by-Email;

Listings

the German Listings, UK Listings and US Listings;

Live Vacancy Listing

a page of the Site which lists all the currently live vacancy Advertisements and includes, without limitation, the Listings;

Recruiter

any person working on behalf of the Advertising Agency, Direct Employer or Recruitment Agency Client and who is authorised by the Client to use the Services;

Recruitment Agency

an Employment Agency or Employment Business as defined by the Employment Agencies Act 1973 (and all regulations made thereunder);

Services

the services which Zambeasy.com has agreed to provide to the Client and includes Advertisements, Get-Headhunted Service, Jobs-by-Email and any other services which may be provided to the Client;

Site

the Site at www.Top-Consultant.com or any other website on which any Advertisement appears or via which any Service is offered, including without limitation, Top-Consultant.com, Consultant-News.com, Top-Execs.com and any other websites owned or controlled by Zambeasy.com or Associated Newspapers Limited from time to time, but excluding Top-ContractConsultant.com;

UK Listings

the sections entitled "UK: London & SE" and "UK: Outside of London" on the Live Vacancy Listings and any other section pertaining to the UK that appears on the Live Vacancy Listings from time to time;

US Listings

the sections entitled "US: East Coast", "US: West Coast", "US: Mid West" and "US: Other" on the Live Vacancy Listings and any other section pertaining to the US that appears on the Live Vacancy Listings from time to time;

Zambeasy.com

Zambeasy.com Limited (company number 3947933), a subsidiary of Associated Newspapers Limited (company number 84121).

2. Services Generally

2.1 The Client agrees to provide Zambeasy.com, in such a format as Zambeasy.com may request, any information, design work, artwork and logos necessary to enable Zambeasy.com to provide those Services.

2.2 Zambeasy.com shall not be obliged to provide those Services until the Client has supplied it with the information, design work, artwork and logos necessary to provide those Services. Such information shall be supplied within 5 days of the Client requesting the performance of the relevant Services, or such later date as agreed by Zambeasy.com.

2.3 Zambeasy.com shall make such modifications to any Advertisement as are reasonably requested by the Client. Minor modifications shall be made at no extra charge to the Client, but Zambeasy.com reserves the right to charge at the rate of 50 Pounds Sterling per hour for the time involved in connection with any modifications which are not, in Zambeasy.com's sole opinion, of a minor nature.

2.4 The Client may remove an Advertisement from the Site before the Advertisement has reached its expiry date.

2.5 Zambeasy.com reserves the absolute right, without giving any reasons, to decline, cancel or remove any Advertisement or provision of Services for any reason and at any time without prior notice.

2.6 The Client shall be responsible for ensuring that any Advertisement and the Client's use of the Services comply with all applicable laws and regulations including, without limitation, those relating to the prohibition of discrimination on grounds of age, sex or race.

2.7 Zambeasy.com will use its reasonable endeavours to publish the Advertisement or provide the Services on the agreed date. Zambeasy.com does not accept liability for any consequences, howsoever arising, due to error or delay in provision of the Services and has the right at its sole discretion to decline to publish or omit, suspend or change the position of any Advertisement accepted by it.

2.8 Links to a Client's or End Client's website may be included in an Advertisement, Corporate Brochure or any Service used by the Client, provided that Zambeasy.com may, at its discretion and without prior notice, remove such links from the Site at any time.

2.9 Zambeasy.com may at its discretion and without prior notice, report any Advertisement or Service used which in its reasonable opinion is being used for an improper or illegal purpose by a Client to the relevant authorities including, without limitation, the Department of Employment, the Office of the Information Commissioner and the Recruitment and Employment Confederation. Zambeasy.com may also disclose information about any Client to any third party, as Zambeasy.com shall deem necessary to protect its interests or the interests of Clients, Recruiters, Candidates, Applicants and/or other users of the Site.

2.10 Zambeasy.com shall be entitled at anytime without notifying the Client to make changes to the Services, which are necessary to comply with any applicable security or other statutory requirements and shall determine the manner in which the Services are provided.

2.11 Zambeasy.com will only make available or supply copies of the CVs that have been received by it for distribution to Clients of Zambeasy.com solely for the purpose of securing suitable employment for the Candidates.

3. Ad Credits

3.1 If the Client wishes to place an Advertisement in a particular Listing, it shall ensure that it has a sufficient quantity of Ad Credits for the relevant Listing in its Ad Credit Account. The Client shall be permitted to extend the term of an Advertisement, provided that it has sufficient Ad Credits for the relevant Listing in its Ad Credit Account.

3.2 Ad Credits will be utilised and applied against an Advertisement for a particular Listing according to the Ad Credit Start Date of the Ad Credit by the Client on a "first in, first out" basis. At any point in time, the Ad Credit Start Date with the earliest date of purchase in the Client's Ad Credit Account for a particular Listing will be utilised and applied first towards any Advertisement on such Listing.

3.3 The Client's Ad Credit Account shall be reduced:

3.3.1 on a daily basis in respect of Ad Credits for UK Listings by the number of Advertisements placed by the Client on UK Listings on the relevant day;

3.3.2 on a daily basis in respect of Ad Credits for US Listings by the number of Advertisements placed by the Client on US Listings on the relevant day;

3.3.3 on a daily basis in respect of Ad Credits for German Listings by the number of Advertisements placed by the Client on German Listings on the relevant day.

3.4 The Client agrees and acknowledges that any Ad Credit which it does not use within the relevant Ad Credit Period will expire and that such expired Ad Credit may not be utilised and applied against any future Advertisements. Any Ad Credits which expire shall be deducted by Zambeasy.com from the Client's Ad Credit Account immediately upon expiry. For the avoidance of doubt, the expiry of any Ad Credit will not affect the Client's liability to make payment in full in respect of such Ad Credit in accordance with clause 9.

4. Jobs-by-Email Sponsorship

If the Services include Jobs-by-Email Sponsorship, the provisions of this clause 4 shall apply thereto.

4.1 Jobs-by-Email Sponsorship is for one day on any day of the week from Monday to Friday (excluding bank holidays in England and Wales) as agreed between Zambeasy.com and the Client.

4.2 The sponsored message may contain a link only to a Client's Corporate Brochure or Live Vacancy Listing or any individual vacancy Advertisement.

4.3 The Client accepts that Zambeasy.com cannot guarantee the number of recipients of the Jobs-by-Email Sponsorship and that no obligations are imposed on Zambeasy.com in this regard.

5. Get-Headhunted Service

If the Services include the Get-Headhunted Service, the provisions of this clause 5 shall apply thereto.

5.1 The Get-Headhunted Service is subject to any instructions from a Candidate that his or her details should or should not be made available to the Client. In the event that Zambeasy.com has reason to believe or suspect that the Get-Headhunted Service is being abused by the Client, including without limitation to the breach of this clause 5, Zambeasy.com reserves the right to immediately suspend or terminate these Conditions.

5.2 The Get-Headhunted Standard Service will (under normal circumstances) be available to the Client at all times.

5.3 Zambeasy.com cannot guarantee the minimum number of new CVs available on any Get-Headhunted Service on any given day.

5.4 Zambeasy.com will (under normal circumstances) use its reasonable endeavours to ensure that CVs are made available to the Client via the Get-Headhunted Premier Service within one working day of receipt of the CV from a Candidate, or searchable online by subscribers of the Get-Headhunted Standard Service within one working day of receipt of the CV from a Candidate.

5.5 Each of the Get-Headhunted Standard Service and Get-Headhunted Premier Service is available in multiples of calendar months, as requested by the Client. In addition, Zambeasy.com may make the Get-Headhunted Standard Service or the Get-Headhunted Premier Service available to Clients on a trial basis from time to time, such trial shall last for the period agreed between Zambeasy.com and the Client.

5.6 In relation to the Get-Headhunted Service, the Client shall ensure that no automatic extraction software (to include software tools commonly known as robots and spiders) or any other means, are engaged or deployed, either on a temporary or a permanent basis, or unless specifically requested by the Client and approved in writing by a director of Zambeasy.com, to facilitate the downloading or capturing of volume quantities of CVs from the Zambeasy.com database irrespective as to which Get-Headhunted Service has been purchased from Zambeasy.com.

5.7 Subscribers to the Get-Headhunted Premier Service shall agree to pay the Get-headhunted Service Fee to Zambeasy.com at a frequency and rate that shall be agreed between the parties. In addition to this fee, subscribers to the Get-Headhunted Premier Service shall also pay the Additional Premier Subscription Fee to Zambeasy.com. This fee shall be either:

- 10% of all fees arising from

or

- 2.5% of the annual salary of

any candidate:

- who is hired by the subscriber or its client in any particular month

- and whose CV was supplied by Zambeasy.com and

- who was not previously known to be actively seeking work by the Subscriber before the date of the receipt of the CV.

Or any other such other Additional Premier Subscription Fee that is agreed between the subscriber and Zambeasy.com.

6. Obligations of Zambeasy.com

6.1 Zambeasy.com will use its reasonable endeavours to enable Applicants the facility of viewing the Clients' Advertisements on the Site and to provide the Services to the Client. However, the Client accepts that Zambeasy.com cannot guarantee the number of occasions on which any individual Advertisement appears on the Site and that no obligations are imposed on Zambeasy.com in this regard.

7. Obligations of the Client

7.1 The Client hereby undertakes and warrants to Zambeasy.com:

7.1.1 to use all reasonable precautions against access of the Site (or any website that is, or may become linked to any website) by any unauthorised persons, including but not limited to, the use of user names and passwords and the securing of information relating to communications between the Client's hardware and the rest of the Site;

7.1.2 to comply with the provisions of the Data Protection Act 1998 or relevant legislation with regard to any Applicant information received by it and in particular to keep such information confidential;

7.1.3 in relation to any Advertisement the Client is a principal notwithstanding that the Client may be acting directly or indirectly for a third party;

7.1.4 the reproduction and/or publication of the Advertisement by Zambeasy.com as originally submitted or as amended will not breach any agreement or infringe or violate any right of any person or render Zambeasy.com liable to any proceedings whatsoever and the Client indemnifies Zambeasy.com against all costs, claims, damages, loss, expenses and liabilities suffered or incurred by Zambeasy.com as a result of this undertaking and warranty being incorrect;

7.1.5 any information supplied by the Client in connection with the provision of the Services is accurate, complete and true;

7.1.6 in respect of any Advertisement which contains the name or pictorial representation (photographic or otherwise) of any living person and/or any part of any living person and/or any copy by which any living person is or can be identified the Client has obtained the authority of such living person to make use of such name, representation and/or copy;

7.1.7 each Advertisement is legal, decent, honest and truthful and complies with all applicable laws, rules, regulations and codes relating to advertising as may be appropriate;

7.1.8 no Advertisement contains any data, image or other material which;

(a) is offensive, obscene or indecent, or capable of being resolved into obscene or indecent images or material;

(b) is defamatory, threatening or racially, ethnically or otherwise objectionable;

(c) is designed or likely to cause annoyance, inconvenience, unwanted attention or needless anxiety to any other person;

(d) infringes the rights (including, without limitation, the intellectual property rights) of another person;

(e) is designed or likely to cause disruption to any computer system or to any network;

(f) is illegal or designed or likely to induce an illegal act.

7.2 The Client is responsible for ensuring that the content of any Advertisement and the use of the Services is not discriminatory, obscene, defamatory, or in any other way illegal or in breach of any legislation. The Client also agrees to comply with all relevant industry Codes of Practice.

7.3 The Client acknowledges that it is not vested with any proprietary rights in respect of the Site, or any CV or other information submitted by any Applicant.

7.4 The Client shall indemnify Zambeasy.com against all claims made by the third parties in respect of the misuse of the data supplied to the Client.

7.5 The Client shall obtain from the Applicant, as much information about the Applicant's qualifications and experience, as is necessary for determining whether the Applicant is suitable for employment, and shall ascertain that the Applicant has such qualifications as are required by law.

7.6 The Client shall ensure that the Applicant is fully aware of any conditions imposed by law, which must be satisfied by the Applicant and that any employment resulting there from shall be legal.

7.7 The Client agrees not to employ, or make arrangements to employ, a young person (being a person under the age of 18) who is attending, or has ceased to attend school, unless the Client has made all such enquiries as are reasonably practicable for the purposes of ascertaining that the young person has received vocational advice.

7.8 The Client will obtain at least two character references from suitable persons, not being relatives of the Applicant but being resident or based in the vicinity of the normal place of residence of the Applicant, in respect of any Applicant applying for a job in the United Kingdom where the Applicant is resident outside the United Kingdom, and in any event not offer employment to an Applicant where the rate of repayment of any advance of fare is 1/8th or more of the Applicant's basic weekly pay or the total amount to be repaid is more than three weeks' pay in the job.

7.9 The Client shall ensure that the Applicant, before departing for the employment, receives a written statement in a language they understand giving full details of their employment.

7.10 The Client agrees to keep a written record of all job applications, for a period of not less than one year from the date of employment or, where no employment results, from the date the job application is rejected.

7.11 The Client shall:

7.11.1 use all CVs supplied for the sole purpose of endeavouring to provide or locate suitable employment on behalf of Candidates;

7.11.2 ensure that it is notified as a data controller to the Office of the Information Commissioner under the Data Protection Act 1998 to the extent that it applies and complies with its obligations under that Act;

7.11.3 keep confidential the CVs and all other information supplied by Zambeasy.com or Candidates to the Client or its employees or agents and shall only use such information for such agreed purpose if endeavouring to seek or provide employment opportunities for Candidates with their express consent in respect of the CVs;

7.11.4 obtain the express consent of a Candidate prior to submitting his or her CV to any person;

7.11.5 not submit, copy, supply, re-sell, distribute or make available in any way any CVs or other information received from Zambeasy.com to any person provided that where the Client is a Recruitment Agency it may make CV's available to its genuine End Clients who intend to recruit such Candidates for their own employment.

7.12 The Client:

7.12.1 acknowledges that the Client and Zambeasy.com may agree that Zambeasy.com can accept instructions in relation to the Services (without having to refer to the Client) from any of the following persons;

(a) any person agreed between Zambeasy.com and the Client to be a Recruiter;

(b) any person to whom the Client or any Recruiter provides passwords to or is set up to make use of the services by using the facilities offered by Zambeasy.com for such purposes.

7.12.2 authorises Zambeasy.com to accept instructions in relation to the Services (without having to refer to the Client) from any Recruiter and any person using such passwords.

8. Rates

8.1 The rates shall be those rates agreed between Zambeasy.com and the Client in writing at the time the Client places an order for Services.

9. Payment

9.1 Payment for Services will be made by the Client within 30 days of the invoice date.

9.2 If the Client fails to make any payment by the due time then all moneys owing by the Client to Zambeasy.com shall immediately become due and payable and the provisions of clause 9.4(b) shall forthwith apply to such moneys.

9.3 Zambeasy.com will provide invoices to the Client in respect of the Services. Further, all items on the invoice are deemed to be payable and any errors or omissions must be communicated to Zambeasy.com in time to be rectified before payment becomes due. Payment for the provision of the Services shall be made as aforesaid whether or not the Client shall have provided Zambeasy.com with an order number at the time of ordering.

9.4 The Client agrees to pay to Zambeasy.com in respect of each item of Services for which payment is not made by the due time:

- (a) the sum of £25.00 as an administration charge; and
- (b) interest on the amount paid late at the rate of 4% per annum above the base rate of Nat West Bank Plc accruing from day to day (including the date on which payment was due) both before and after judgment.

9.5 All sums due in respect of the Fees are exclusive of any value added tax or other applicable sales tax, for which the Client shall be additionally liable.

10. Liability

10.1 Zambeasy.com does not verify or guarantee any Applicant's details whether forwarded to the Client via Zambeasy.com or otherwise. Zambeasy.com accepts no responsibility as to the suitability of Applicants who respond to Advertisements or Services.

10.2 The Client shall satisfy itself as to the suitability of any Applicant and shall take up any reference provided by the Applicant before engaging any such Applicant.

10.3 The Client shall be responsible for obtaining work, or any other permits, for the arrangements of medical examinations and/or investigations into medical history of any Applicant, and shall satisfy itself of any medical or other requirements or qualifications required by law.

10.4 Zambeasy.com does not accept liability of any description, including liability for negligence (except for personal injury or death), or any damages or losses (including, but without limitation to indirect or consequential loss, or loss of business, revenue, profits, use or opportunity) howsoever resulting from the Client's use of (or inability to use) the Site.

10.5 Zambeasy.com makes no warranty that the Site (or any website that is, or may become linked to the website) is free from computer viruses, "cookies", or any other malicious or impairing computer programmes and/or that the Site shall operate uninterrupted and error-free.

10.6 Zambeasy.com does not accept liability, of any description, however arising, for any loss or damage caused to any Client, or any other third party, arising from any virus or other impairing computer program contained in any CV submitted by any Applicant.

10.7 Zambeasy.com does not accept liability for:

10.7.1 any loss of copy, artwork, photographs, data or other materials that the Client supplies to Zambeasy.com and the Client shall be responsible for retaining in its possession sufficient quality and quantity of such materials for whatsoever purposes it may require;

10.7.2 any mistakes or errors whatsoever that arise during the course of publication of any Advertisement or any loss of information or data or any damage thereto in each case as a result of circumstances beyond its reasonable control or which arise as a result of the acts or omissions of the Client.

11. Indemnity

11.1 The Client agrees to indemnify Zambeasy.com and to keep Zambeasy.com indemnified in respect of, but not limited to, all damages, costs or liabilities that Zambeasy.com may incur arising from an Advertisement or use of any Service, and in particular resulting from the following:

11.1.1 the publication of any defamatory statement;

11.1.2 breach of copyright;

11.1.3 any claims made by any person in respect of race, religion, age, sex or disability discrimination;

11.1.4 any breach by the Client of any warranty given hereunder.

12. Disclaimer

12.1 Except as otherwise provided by statute, Zambeasy.com disclaims all warranties, express or implied by law of statute, in relation to, but not limited to, the Site.

13. Governing Law and Jurisdiction

13.1 These Conditions shall be governed by, and construed in accordance with, the laws of England and Wales and each party irrevocably submits to the exclusive jurisdiction of the English Courts.

14. Miscellaneous

14.1 These Conditions constitute the entire agreement between Zambeasy.com and the Client in relation to the matters referred to within them and no other terms apply to them, including, but not limited to, any terms and conditions which the Client purports to apply. No variation to these Conditions shall be binding unless agreed in writing.

14.2 If any provision of these Conditions is held to be void or unenforceable in whole or in part, these Conditions shall continue to be valid as to the other provisions and the remainder of the affected provision. No waiver by Zambeasy.com shall be effective except in relation to the matter in respect it was specifically given.

14.3 Nothing in these Conditions is intended to confer on any person any right to enforce any provision of these Conditions, which that person would not have had but for the Contracts (Rights of Third Parties) Act 1999. Insofar as the Client is a consumer (as that term is defined in the Consumer Protection (Distance Selling) Regulations 2000, the Client agrees that the provision of Services under these Conditions may, by agreement between the Client and Zambeasy.com, take place before the end of any applicable cancellation period, in which case the right to cancel such provision of Services shall not apply.

15. Contracting Party

15.1 Zambeasy.com Ltd (company number 3947933) whose registered office address is at Northcliffe House, 2 Derry Street, Kensington, London W8 5TT, a subsidiary of Associated Newspapers Limited (company number 84121).