

These Terms of Service ("Terms") govern your use of Talenterra's website, services, and any related offerings. By accessing or using our services, you agree to comply with and be bound by these Terms. If you do not agree with these Terms, you should not use our services.

### - SERVICES PROVIDED

Talenterra provides recruitment, outsourcing, and consulting services to clients and candidates. Our services are designed to connect qualified candidates with suitable job opportunities and to assist businesses in meeting their talent needs.

### - USE OF SERVICES

You agree to use Talenterra's services in accordance with these Terms and all applicable laws and regulations. You must not use our services for any unlawful or prohibited purposes, including but not limited to submitting false or misleading information, infringing on intellectual property rights, or engaging in any fraudulent activities.

### - ELIGIBILITY

By using our services, you represent and warrant that you are at least 18 years old and have the legal capacity to enter into these Terms. If you are using our services on behalf of an organization, you represent and warrant that you have the authority to bind that organization to these Terms.

### - CONFIDENTIALITY

Talenterra is committed to protecting the confidentiality of your personal information in accordance with our Privacy Policy. You agree to keep confidential any proprietary or confidential information you receive from us or our clients and to use such information only for the purposes of using our services.

### - INTELLECTUAL PROPERTY

All content, trademarks, logos, and other intellectual property used in connection with Talenterra's services are the property of Talenterra or its licensors. You agree not to reproduce, distribute, modify, or create derivative works based on our intellectual property without our prior written consent.

### - THIRD-PARTY LINKS

Talenterra's website and services may contain links to third-party websites or resources. These links are provided for your convenience only, and Talenterra is not responsible for the content or practices of any third-party sites. Your use of third-party websites is at your own risk.

### - LIMITATION OF LIABILITY

To the fullest extent permitted by law, Talenterra shall not be liable for any indirect, incidental, special, consequential, or punitive damages, or any loss of profits or revenues, whether incurred directly or indirectly, or any loss of data, use, goodwill, or other intangible losses, resulting from your use of our services.

### - INDEMNIFICATION

You agree to indemnify and hold Talenterra, its affiliates, officers, directors, employees, and agents harmless from any claims, damages, losses, liabilities, and expenses (including legal fees) arising out of or related to your use of our services, your violation of these Terms, or your infringement of any third-party rights.

### - TERMINATION

Talenterra reserves the right to suspend or terminate your access to our services at any time, without notice, for any reason, including but not limited to your violation of these Terms. Upon termination, your right to use our services will immediately cease.

### - GOVERNING LAW

These Terms are governed by and construed in accordance with the laws of the State of [Your State], without regard to its conflict of law principles. Any disputes arising out of or relating to these Terms or our services shall be resolved in the courts located in Illinois.

### - CHANGES TO TERMS

Talenterra may update these Terms from time to time. Any changes will be effective upon posting the revised Terms on our website. Your continued use of our services after such changes signifies your acceptance of the revised Terms.