

## Safety Staffing Group (SSG) Terms & Conditions

Welcome to Safety Staffing Group ("SSG," "we," "our," or "us"). By accessing our website or using our services, you agree to be bound by these Terms & Conditions. If you do not agree with these terms, please do not use our website or services.

### 1. Services

Safety Staffing Group provides recruitment marketing, staffing solutions, executive recruitment, talent acquisition consulting, job advertising, candidate sourcing, and related workforce services for public safety agencies and organizations.

Services may include:

- \* Recruitment Staffing Memberships
- \* Executive Recruitment Services
- \* Job Advertising & Marketing
- \* Recruitment Portals
- \* Candidate Talent Communities
- \* Digital Recruitment Campaigns
- \* Consulting Services
- \* Employer Branding Solutions

Specific services, pricing, and deliverables are governed by individual

agreements or proposals between SSG and each client.

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## 2. Client Responsibilities

Clients agree to:

- \* Provide accurate and lawful employment information.
- \* Ensure all job postings comply with federal, state, and local employment laws.
- \* Respond promptly to requests for approvals or information.
- \* Maintain accurate contact information.
- \* Pay all agreed fees according to the executed agreement.

SSG is not responsible for delays caused by incomplete or inaccurate information provided by the client.

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## 3. Candidate Information

Candidates using SSG platforms acknowledge that:

- \* SSG is not the hiring employer.
- \* Employment decisions are made solely by the hiring agency or employer.
- \* Submission of an application does not guarantee employment, interviews, or consideration.
- \* Candidates are responsible for ensuring the accuracy of all submitted information.

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#### 4. Executive Recruitment

Executive recruitment engagements are governed by separate written agreements.

Unless otherwise specified:

- \* Search fees are earned upon milestones outlined in the engagement agreement.
- \* Recruitment timelines are estimates only.
- \* Candidate availability cannot be guaranteed.
- \* Final hiring decisions remain solely with the client.

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#### 5. Staffing Memberships

Membership services are provided for the term outlined in the executed agreement.

Membership fees are generally non-refundable once services have begun unless otherwise stated in writing.

Unused services do not carry over beyond the membership period.

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## 6. Payments

Invoices are due according to the payment terms stated in each agreement.

Late payments may result in:

- \* Suspension of services
- \* Removal of job advertisements
- \* Delayed campaign launches
- \* Interest or late fees where permitted by law

Clients are responsible for all applicable taxes unless otherwise stated.

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## 7. Intellectual Property

All SSG branding, graphics, website content, recruitment materials, templates, reports, marketing campaigns, and proprietary processes remain the property of Safety Staffing Group unless otherwise agreed in writing.

Clients retain ownership of their logos, trademarks, and employment content.

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## 8. Confidentiality

SSG will treat client and candidate information as confidential and will only disclose information necessary to provide contracted services or as required by law.

Clients agree to protect any confidential information received from SSG.

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## 9. No Employment Guarantee

SSG provides recruitment and staffing services only.

We do not guarantee:

- \* Candidate availability
- \* Candidate acceptance of employment
- \* Hiring outcomes
- \* Retention
- \* Workforce performance
- \* Recruitment timelines

Hiring decisions remain solely the responsibility of the client.

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## 10. Website Use

Users agree not to:

- \* Misuse the website.
- \* Attempt unauthorized access.
- \* Upload malicious software.
- \* Copy or reproduce website content without written permission.
- \* Use the website for unlawful purposes.

SSG reserves the right to suspend or terminate access for violations of these terms.

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## 11. Third-Party Services

Our website may link to third-party websites, job boards, testing agencies, payment providers, or other services.

SSG is not responsible for the content, policies, availability, or practices of third-party providers.

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## 12. Disclaimer

Services are provided on an "as available" basis.

While SSG strives to deliver high-quality recruitment services, we make no guarantees regarding:

- \* Hiring success
- \* Candidate quality
- \* Time-to-fill positions
- \* Website availability
- \* Marketing performance

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### 13. Limitation of Liability

To the fullest extent permitted by law, SSG shall not be liable for indirect, incidental, special, consequential, or punitive damages arising from the use of our services.

SSG's total liability shall not exceed the amount paid by the client for the specific service giving rise to the claim.

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### 14. Indemnification

Clients agree to indemnify and hold harmless SSG, its owners, employees, contractors, and affiliates against claims arising from:

- \* Job posting content
- \* Employment decisions
- \* Violations of employment laws
- \* Misrepresentation by the client
- \* Unauthorized use of services

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### 15. Termination

SSG may suspend or terminate services if a client:

- \* Fails to make payment
- \* Violates these Terms
- \* Engages in unlawful conduct
- \* Misuses SSG services

Clients may terminate services according to the terms of their executed agreement.

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## 16. Privacy

Use of our website is also governed by our Privacy Policy.

By using our services, users consent to the collection and processing of information as described in that policy.

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## 17. Governing Law

These Terms & Conditions shall be governed by the laws of the State of California without regard to conflict of law principles.

Any disputes shall be resolved in the state or federal courts located in California unless otherwise agreed in writing.

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## 18. Changes to These Terms

SSG may update these Terms & Conditions at any time.

Continued use of the website or services after changes become effective constitutes acceptance of the revised terms.

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## 19. Contact Information

**\*\*Safety Staffing Group\*\***

Email: [info@safetystaffinggroup.com](mailto:info@safetystaffinggroup.com)

Website: [safetystaffinggroup.com](http://safetystaffinggroup.com)

Questions regarding these Terms & Conditions may be directed to the contact information above.