JOBO AI LLC

Terms and Conditions

Version 2026-10-06.9 · Effective October 6, 2026

> These terms take effect immediately for accounts created on or after October 6, 2026. For accounts created before that date, they take effect when you accept them or on November 5, 2026, whichever comes first; until then the version that applied to your account remains in effect. Section 17 contains a binding individual arbitration agreement and a class-action and jury-trial waiver.

1. Agreement to terms.

By accessing or using any Jobo API service ("Services") provided by Jobo AI LLC, a Wyoming limited liability company ("Jobo", "we", "us"), you ("Customer", "you") agree to be bound by these Terms and Conditions. If you are using the Services on behalf of an organization, you represent that you have the authority to bind that organization, and "you" means that organization.

The Services are offered only to businesses and professionals for business purposes. They are not offered to consumers. You represent that you are at least 18 years old and that you are not using the Services for personal, family, or household purposes.

These terms apply to all API endpoints, data feeds, export services, transformation pipelines, integrations, the MCP server, and automation tools provided through the Jobo platform. You accept these terms electronically by creating an account, ticking an acceptance box, or using the Services. Your electronic acceptance has the same effect as a handwritten signature under the U.S. Electronic Signatures in Global and National Commerce Act and the Uniform Electronic Transactions Act as adopted in Wyoming. We keep a record of each acceptance — including the document versions and their cryptographic hashes, the date and time, your account, IP address, and browser user agent — and that record is evidence of what you accepted and when.

Our Data use policy (https://jobo.world/data-use) summarizes the data license in Section 7 in plain language, our Privacy policy (https://jobo.world/privacy) describes how we handle personal data, and our Data removal policy (https://jobo.world/data-removal) describes how removal requests are handled. All three are incorporated into these terms by reference. If a summary or policy and these terms differ, these terms control, unless you and Jobo have signed a separate written agreement that expressly overrides them. If you accept the Auto Apply Terms and Data Processing Agreement, they also form part of your agreement with Jobo and control for Auto Apply as they describe.

2. Services and access.

Jobo provides job data infrastructure through a set of APIs and data delivery tools. Access is granted upon account registration and is subject to these terms.

Subscription services

The Unlimited subscription ($899/month, or $8,990/year billed annually, for subscriptions started on or after November 15, 2026; a subscription started before then keeps the price it was started at until it is cancelled or changed; formerly "Jobs Feed") provides Search, Feed API and managed-feed jobs, Export jobs, the Expired Jobs endpoint, and outbound destinations and transformation pipelines (formerly sold separately as "Outbound Feeds" / "Job Pipelines") with no per-job charge, subject to the rate limits published in the documentation, which Jobo may adjust as described in Section 5. A legacy Job Pipelines subscription includes the same services on the same terms. Section 5 (Rate limits and fair use) and Section 7 (Data license, usage, and ownership) apply to everything

Unlimited includes. Job Search plans include a set number of jobs each month ("included jobs") shared across Search, Feed API, Export, and Outbound Feed; usage beyond the included jobs is billed at the account's pay-as-you-go rate. While you hold Unlimited, Search does not use the included jobs of a Job Search plan you also hold. Effective July 20, 2026, list prices increased; accounts created before July 20, 2026 (UTC) retain their original package and pay-as-you-go rates. Job Search plans are billed monthly. Unlimited is billed monthly or annually; annual Unlimited includes exactly what monthly Unlimited does.

Hiring Signals

The Unlimited subscription, including a legacy Job Pipelines subscription, includes unlimited Hiring Signals, for alerts and the API, with no per-signal charge, subject to the rate limits published in the documentation, which Jobo may adjust as described in Section 5. While you hold Unlimited, a Job Search plan you also hold does not limit your Hiring Signals. Every Job Search plan includes a number of Hiring Signals each month, shared by alerts and the API. The number depends on the plan and on the prices your subscription was started at, and is shown in the dashboard; at current prices it is currently 250 signals on Lite, 1,000 on Starter, 2,500 on Growth, and 6,000 on Scale. Included signals renew at the start of each monthly period of your plan, and unused signals do not carry over. If you upgrade during a billing period to a Job Search plan that includes more signals, your included signals for the rest of that period are the previous plan's number plus the difference between the two plans in proportion to the time left in the period; the new plan's full number applies from the next period. If you upgrade to Unlimited, your Hiring Signals are unlimited from the upgrade. Hiring Signals read through the API beyond the included signals of a Job Search plan, or without a plan, are billed per signal returned and deducted from your wallet at the rate shown in the dashboard and the documentation (currently $0.03 per signal). Alerts match only while you hold a plan that includes signals. On a Job Search plan, when the included signals are used up, alerts pause until the next period, unless you have switched on wallet spending for alerts; in that case further signals delivered by alerts are deducted from your wallet at the per-signal rate, up to the monthly limit you set, and alerts pause when that limit is reached or your wallet does not cover further signals. Signals from a time when alerts are paused are not delivered later. The separate Signals subscription has been withdrawn and is no longer offered.

Startup programme

Businesses that Jobo approves for its startup programme pay half the Unlimited price for 12 months, in the way chosen when they subscribe: either the first year of annual Unlimited, paid upfront, or monthly Unlimited at half price for 12 months with a 3-month minimum term. If you choose monthly, you commit to pay the monthly fee for each of the first 3 months, and you cannot cancel or move to a cheaper plan until the last month of that minimum term; you may switch to annual billing at any time. After the 12 discounted months, the subscription renews at your account's standard price. The discount applies to the Unlimited subscription only. Jobo decides who joins the programme; if Jobo ends your participation early, the discount and any remaining minimum term end at your next renewal, and a year already paid for is not affected.

Pay-as-you-go services

Without included or unlimited plan coverage, Search, Feed API, Export, and Outbound Feed jobs are billed at the account's per-job pay-as-you-go rate, prepaid from the wallet. Geocoding and Company Datasets retain their own per-lookup rates. Wallet credits use 1,000 credits = $1.00 and are deducted per billable unit delivered. Each new account receives a $5 free starting balance at no charge. Top-ups range from $5 to $1,000 per transaction.

Adding companies to Managed Job Scraping

You may add companies already in Jobo's catalog to your managed feed at no charge. If you upload a list, Jobo may look for a public job board for the companies it does not yet hold. Whether a company is added is at Jobo's discretion: Jobo may review a company before adding it and may decline to add it. For each company that Jobo adds to its catalog as a result of your upload, a one-time fee is deducted from your wallet when the company is added. The fee is the amount shown to you when you upload the list (currently $0.50 per company), and by uploading the list you accept it. Companies already in the catalog and companies Jobo does not add are not

charged. A lookup starts only while your wallet covers the fee, and an upload pauses until it does. The fee pays for adding the source: it is non-refundable once the company is added, it applies on every plan including Unlimited, and it does not guarantee any number of jobs or that the source remains available. Added companies become part of Jobo's general catalog, are not exclusive to you, and their jobs are billed like any other jobs.

Support

The Unlimited subscription includes product support of up to the number of hours per calendar month shown for it on our pricing page (https://jobo.world/pricing). Other plans receive support at our discretion.

Support means help using the Services: answering questions about the APIs, documentation, and dashboard; helping you configure Jobo features such as feeds, filters, field mapping, exports, and outbound destinations; and investigating problems you report with the Services. Support does not include consulting or other professional services, including designing, writing, reviewing, or maintaining your code, applications, integrations, databases, or infrastructure; accessing or working in your systems; custom development, custom data collection, or custom datasets; data analysis or reporting; and legal, compliance, recruiting, or business advice. We may decline any request outside this scope.

Support is provided remotely, in English, by email or chat during our normal business hours. We decide how to handle each request, we do not guarantee any response or resolution time, and our records of support time are determinative. Included hours cover time spent investigating and responding, do not carry over to later months, have no cash value, and are not refundable. Support does not create a statement of work, deliverables, or a professional-services relationship, and any guidance or suggestions we give are provided as is under Section 12.

API keys

You are responsible for maintaining the confidentiality of your API keys. Any activity conducted using your API keys is your responsibility. Notify us immediately if you suspect unauthorized use.

3. Acceptable use.

You agree to use the Services only for lawful purposes and in accordance with these terms. You shall not:

- Use the Services to violate any applicable law or regulation
- Share, resell, or sublicense API access or API keys
- Resell, relicense, or provide bulk exports of Delivered Data (as defined in Section 7) in substantially raw form to any third party
- Use Delivered Data to build, train, or operate a job-data API, feed, or dataset product that competes with the Services
- Use Delivered Data to train general-purpose AI models made available to third parties (internal models such as matching and ranking are permitted — see Section 7)
- Use Delivered Data, in whole or in part, as a consumer report or as a factor in determining any individual's eligibility for employment, credit, insurance, housing, or any other purpose covered by the U.S. Fair Credit Reporting Act or similar laws
- Use the Services or Delivered Data to discriminate unlawfully against any person, including on the basis of a protected characteristic
- Use personal data in Delivered Data to send unsolicited marketing, to contact, track, or profile individuals, or to build contact lists, except where you have a lawful basis and comply with applicable marketing and privacy laws (such as CAN-SPAM, the TCPA, the GDPR, the ePrivacy rules, and CASL)
- Harass, stalk, or harm any individual named in Delivered Data

- Post, present, or advertise listings in a way that suggests you are the employer or are affiliated with or endorsed by the employer or its applicant tracking system, or alter listings so that they misrepresent the job, the employer, or the application process
- Use the Services for fraudulent, deceptive, or scam job postings, or to collect job seekers' information under false pretenses
- Misrepresent the origin or provenance of data obtained through the Services
- Attempt to reverse-engineer, decompile, or extract source code from the Services
- Circumvent rate limits, authentication mechanisms, or security controls
- Scrape, harvest, or collect data from the Services beyond the scope of your authorized API access
- Use the Services in a manner that could damage, disable, or impair our infrastructure
- Access or use the Services from, or for the benefit of, any country, region, or person subject to U.S. sanctions or export restrictions

4. Billing and payment.

Subscription billing

Subscriptions are billed in advance, monthly or, for annual Unlimited, once a year. Payment is processed via Stripe. You authorize recurring charges to your payment method on file. Subscriptions auto-renew for another billing period of the same length unless renewal is turned off before the renewal date, and access continues until the end of the period you paid for. Moving from monthly to annual billing takes effect immediately: the annual fee is charged at once, less a credit for the unused part of the current billing period, and the year starts that day. An annual subscription cannot be changed to another plan before its year ends.

Pay-as-you-go billing

Job usage consumes any applicable included jobs first; beyond them, the pay-as-you-go rate applies and is deducted from the wallet. Usage covered by the Unlimited subscription does not deduct from the wallet. Other wallet-metered endpoints deduct from the wallet directly (1,000 credits = $1.00). At a zero balance, remaining included or unlimited usage continues, while wallet-funded operations return HTTP 402 until you top up.

Refunds

Except for the uptime refund described in Section 10, subscription fees are non-refundable, including annual fees and partial billing periods. Unused wallet balance is non-refundable but never expires. Any other refund is at our sole discretion.

Taxes

All prices are exclusive of applicable taxes. You are responsible for any sales tax, VAT, or similar taxes imposed by your jurisdiction.

5. Rate limits and fair use.

The Services enforce rate limits per minute, per hour, and per day to ensure fair access and system stability. Rate limits vary by plan and endpoint. Exceeding rate limits results in HTTP 429 responses. We reserve the right to adjust rate limits with reasonable notice.

Sustained usage patterns that degrade service quality for other customers may result in temporary throttling or suspension pending review.

6. Nature of the data.

Job Data is collected from publicly available career pages, applicant tracking systems, and company websites that Jobo does not own, operate, or control, and company information may also come from business information licensed or obtained from third-party data providers. Jobo is not the employer, recruiter, or applicant tracking system for any listing, does not verify postings, and does not endorse any employer or job. Listings may be inaccurate, incomplete, expired, duplicated, or fraudulent.

Jobo checks the career sites and applicant tracking systems it tracks periodically — generally about once a day, not in real time — for new and removed listings. A listing's details are captured when Jobo first finds it and are not refreshed on each check, so they may not reflect later changes made by the employer. Jobo treats a listing as expired when it is no longer present at its source after a confirmation period, so an expired or filled job may remain in the Services for several days, and longer when a source cannot be reached. Jobo does not re-verify individual listings, and the Services do not cover every employer, applicant tracking system, location, or job.

Enriched Data is produced by automated systems, including machine-learning and large language models, and may be wrong. This includes, for example, normalized titles, salary figures, work-authorization, visa-sponsorship, and security-clearance indicators, locations, summaries, and company profiles. Enriched Data is an informational aid, not a statement of fact by Jobo or by the employer.

You are responsible for independently verifying any Delivered Data before relying on it, displaying it as authoritative, or using it to make decisions that affect individuals.

Defective data

If Delivered Data is materially defective — for example corrupted, not taken from the source it states, or attributed to the wrong employer — tell us at support@jobo.world within 30 days of delivery, identifying the affected records. We will, at our option, correct or re-deliver the affected records or credit your wallet for them. **THIS IS YOUR SOLE AND EXCLUSIVE REMEDY, AND OUR ENTIRE LIABILITY, FOR INACCURATE, INCOMPLETE, OUTDATED, OR DEFECTIVE DATA.** Data that reflects the collection and update behavior described in this section — including listings that are not yet captured, not yet marked expired, or changed by the employer after capture — and errors in Enriched Data are not defects.

7. Data license, usage, and ownership.

Definitions

"Job Data" means job posting content sourced from publicly available career pages and applicant tracking systems, including titles, descriptions, employer names, locations, compensation, and application URLs. "Enriched Data" means fields Jobo creates from Job Data, including AI-generated summaries, normalized titles, extracted qualifications, responsibilities, and benefits, work-authorization and clearance indicators, geocoded locations, and enriched company profiles. "Delivered Data" means Job Data and Enriched Data actually delivered to you through the Services during an active subscription or paid usage.

License grant

To the extent of Jobo's rights, if any, and subject to the rights of third parties and these terms, we grant you a non-exclusive, worldwide, perpetual license to store, reproduce, display, and use Delivered Data in your own products and services. This license survives termination of your account: data delivered while your subscription was active remains licensed to you, subject to the removal obligations below and applicable law.

Jobo does not claim ownership of underlying Job Data and cannot grant rights it does not hold. Employers, applicant tracking systems, and other third parties may hold copyright, trademark, database, or other rights in Job Data, including logos, brand names, and listing text. You are solely responsible for determining whether your intended use requires permission from any third party and for obtaining it. Enriched Data is created by Jobo, remains Jobo's intellectual property, and is licensed to you under the same grant.

Permitted uses

Subject to the restrictions below, you may:

- Cache, index, and mirror Delivered Data into your own databases, with no volume or duration limits
- Display listings on job boards, career sites, apps, and other end-user products, whether free or paid
- Filter, rank, deduplicate, and normalize listings, including calculating match scores and recommendations for your users
- Build and run internal machine-learning models on Delivered Data, such as matching, ranking, and classification models used within your own products
- Combine Delivered Data with data from other sources, provided source provenance is preserved
- Deliver data through Jobo-provided integrations — outbound destinations, connectors, and the MCP server — into systems you control

There are no country restrictions. Delivered Data may be used worldwide, subject to applicable law.

Prohibited uses

The license permits serving data to end users inside your products; it does not permit conveying the data itself to third parties. You shall not resell, relicense, or sublicense Delivered Data in substantially raw form; provide bulk exports, dumps, or datasets of Delivered Data to third parties; use Delivered Data to build or operate a job-data API, feed, or dataset product that competes with the Services; or use Delivered Data to train general-purpose AI models made available to third parties.

Freshness and expired jobs

There is no cap on how long you may retain Delivered Data. If you display listings publicly, you must sync against the Expired Jobs endpoint at least weekly and make commercially reasonable efforts to remove expired listings from public display. You may retain metadata for expired jobs indefinitely — for example the Jobo ID, title, company, location, application URL, source, and dates of jobs your users saved or applied to — except where a removal notice requires otherwise.

When you display Delivered Data, you must not present it as verified, endorsed, or updated in real time by Jobo or by the employer.

Attribution

No attribution is required to display Delivered Data. We reserve the right to require reasonable attribution, such as a text link, on 30 days' written notice. You may not use Jobo's names, marks, or logos without prior written consent (see Section 11).

Application and listing URLs

The listing_url and apply_url fields contain the employer's or applicant tracking system's own URLs. Jobo adds no tracking parameters and operates no redirect layer. You may normalize these URLs or append your own parameters, provided end users ultimately reach the genuine application page and the destination is not misrepresented. We reserve the right to introduce tracking parameters or redirect URLs on 30 days' notice.

Third-party content and removal

Job content, employer names, logos, and company information originate from publicly available sources and third-party data providers and are provided as-is, without warranty of third-party intellectual-property clearance. Rights holders and data subjects may request correction or removal under our Data removal policy (https://jobo.world/data-removal). When we notify you, by email or through the Services, that content has been removed or must be removed, you must delete it from your products, databases, and backups in the ordinary course, and stop displaying it, within ten (10) business days, and confirm in writing on request. You must also promptly honor any removal, objection, or takedown request sent to you directly that relates to Delivered Data you hold.

Company profiles and personal data

Delivered Data may include business and professional information about individuals from public sources and third-party data providers, such as leadership names and roles, or recruiter names and contact details published in a listing. You act as an independent controller (or "business") of the copies you store and are solely responsible for having a lawful basis for your processing, providing any notices required by law, honoring objections, opt-outs, and data-subject requests, and deleting personal data when required. Our own handling of personal data is described in the Privacy policy (https://jobo.world/privacy).

Compliance confirmation

No more than once in any 12-month period, and on 30 days' written notice, we may ask you to confirm in writing that your use of Delivered Data complies with this Section 7, and you agree to provide reasonable written confirmation. We may request confirmation at any time if we reasonably suspect a breach.

Your data

You retain ownership of any data you submit to the Services, including configuration, API keys, and application data submitted through Auto Apply. We process your data only to provide the Services and do not sell it or share it with third parties, except with the service providers described in the Privacy policy (https://jobo.world/privacy) or as required by law.

Aggregated data

We may use aggregated, anonymized usage data to improve the Services, generate benchmarks, or publish aggregate statistics. This data does not identify individual customers.

8. Your responsibilities and compliance.

You are solely responsible for your products and services, your end users, and every use you make of the Services, Delivered Data, and any output you derive from them, including how you store, display, combine, distribute, and act on that data.

You are responsible for complying with all laws that apply to that use, including employment and anti-discrimination laws; laws regulating automated or AI-assisted tools in hiring (for example New York City Local Law 144, the Colorado AI Act, the Illinois Human Rights Act, and the EU AI Act); pay-transparency and job-advertising laws; privacy and data-protection laws; consumer-protection laws; and marketing and communications laws. Where those laws require notices, consents, bias audits, impact assessments, or human review, providing them is your responsibility.

Jobo is not a consumer reporting agency and does not furnish consumer reports. Nothing in the Services or in any communication from Jobo is legal advice, and nothing we say about permitted uses is a representation that your particular use is lawful.

You choose and configure the systems Jobo delivers data to, such as databases, search engines, and webhook endpoints. Jobo encrypts the destination credentials it stores; data in transit to a destination is encrypted only when that destination is configured for it, for example an https:// endpoint or a database connection that requires TLS. You are responsible for configuring your destinations securely and for the security of data once it is delivered.

9. Auto Apply.

Auto Apply is an optional service governed by the separate Auto Apply Terms and Data Processing Agreement. Your business reads and accepts them in the dashboard when it requests Auto Apply access, and live use also requires Jobo's approval; these terms alone do not authorize you to use Auto Apply. Auto Apply is excluded from the uptime commitment in Section 10.

10. Service level and uptime refund.

Uptime target

We target 99.5% monthly uptime for production Data API endpoints — Search, Feed, Export, Expired Jobs, company, and geocoding endpoints — measured per calendar month (UTC) by Jobo's monitoring records, which are determinative. Our API status page (https://jobo.world/status) shows a summary of that monitoring for information and may use a different time window. Downtime is any period of at least five consecutive minutes during which those endpoints return server errors (HTTP 5xx) or fail to respond. Monthly uptime is the percentage of minutes in the month that are not downtime.

Exclusions

The following are not covered and do not count as downtime: Auto Apply; the MCP server, connectors, and third-party integrations; beta, preview, or free features and unpaid usage; scheduled maintenance announced at least 48 hours in advance; emergency maintenance; force majeure; outages of upstream sources, applicant tracking systems, or third-party providers; issues caused by you, your systems, or your network; rate-limit (HTTP 429) and payment (HTTP 402) responses; suspension under Section 15; and the freshness, completeness, or accuracy of data, including the availability of any particular source.

Uptime refund

If monthly uptime for a calendar month falls below 90%, you may request a refund of the subscription fee you paid for that month. The refund is limited to one month's subscription fee per calendar month affected and is paid to your original payment method. For annual billing, one month's subscription fee is one-twelfth of the annual fee. Pay-as-you-go usage and wallet balances are not refundable under this section. To qualify, you must request the refund by email within 30 days after the end of the affected month, and your account must be in good standing with no unpaid amounts.

This refund is your sole and exclusive remedy, and our entire liability, for any unavailability, interruption, or degradation of the Services. Refunds paid under this section count toward the liability limit in Section 13.

11. Intellectual property.

The Services, including all software, documentation, APIs, and design, are the intellectual property of Jobo AI LLC. These terms do not grant you any rights to our trademarks, trade names, or branding.

We grant you a limited, non-exclusive, non-transferable, revocable license to access and use the Services in accordance with these terms. This license to access the Services is separate from the license to Delivered Data in Section 7, which survives termination.

If you give us feedback or suggestions about the Services, you grant us a perpetual, irrevocable, worldwide, royalty-free license to use them for any purpose, without obligation to you.

12. Disclaimer of warranties.

THE SERVICES AND ALL DELIVERED DATA ARE PROVIDED "AS IS" AND "AS AVAILABLE," WITH ALL FAULTS, AND WITHOUT WARRANTIES OF ANY KIND, WHETHER EXPRESS, IMPLIED, OR STATUTORY. TO THE MAXIMUM EXTENT PERMITTED BY LAW, WE DISCLAIM ALL WARRANTIES, INCLUDING IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE, NON-INFRINGEMENT, ACCURACY, AND QUIET ENJOYMENT, AND ANY WARRANTY THAT THE SERVICES WILL BE UNINTERRUPTED, ERROR-FREE, OR SECURE.

WITHOUT LIMITING THE ABOVE, WE DO NOT WARRANT THAT: job data will be complete, accurate, lawful, or current; any listing is genuine or any employer is legitimate; Enriched Data or other AI-generated output is correct; third-party content — including employer names, logos, listing text, and company information — is free of third-party intellectual-property, privacy, or other claims; any source will remain available to us; or your intended use of the Services or Delivered Data is lawful or permitted by any third party. We are not responsible for third-party websites, applicant tracking systems, or employers, or for their content, terms, or conduct.

Figures and descriptions Jobo publishes about the Services — on its website, in documentation, in marketplace listings, in sales or support communications, or elsewhere — including counts of jobs, companies, career sites, and platforms, coverage, check frequency, discovery times, enrichment rates, and performance or uptime figures, are approximate, describe the Services at a point in time, and may change without notice. They are informational and are not warranties, guarantees, or service commitments; Jobo's only commitments are those set out in these terms.

Beta, preview, trial, and free features — including any free starting balance — are provided as-is for evaluation, may be changed or discontinued at any time, and carry no service level.

13. Limitation of liability.

TO THE MAXIMUM EXTENT PERMITTED BY LAW, JOBO AI LLC AND ITS MEMBERS, MANAGERS, OFFICERS, EMPLOYEES, AND AGENTS SHALL NOT BE LIABLE FOR ANY INDIRECT, INCIDENTAL, SPECIAL, CONSEQUENTIAL, EXEMPLARY, OR PUNITIVE DAMAGES, OR FOR ANY LOSS OF PROFITS, REVENUE, DATA, GOODWILL, OR BUSINESS OPPORTUNITIES, ARISING FROM OR RELATED TO THESE TERMS, THE SERVICES, OR DELIVERED DATA, HOWEVER CAUSED AND UNDER ANY THEORY OF LIABILITY, EVEN IF ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

TO THE MAXIMUM EXTENT PERMITTED BY LAW, THE TOTAL AGGREGATE LIABILITY OF JOBO AI LLC AND ITS MEMBERS, MANAGERS, OFFICERS, EMPLOYEES, AND AGENTS FOR ALL CLAIMS ARISING FROM OR RELATED TO THESE TERMS, THE SERVICES, OR DELIVERED DATA, TAKEN TOGETHER, SHALL NOT EXCEED THE GREATER OF (A) THE TOTAL AMOUNT YOU PAID TO JOBO IN THE TWELVE (12) MONTHS PRECEDING THE FIRST EVENT GIVING RISE TO LIABILITY, OR (B) ONE HUNDRED U.S. DOLLARS (US$100). THE EXISTENCE OF MORE THAN ONE CLAIM DOES NOT ENLARGE THIS LIMIT.

We are not liable for the content, accuracy, or legality of third-party listings, or for the acts or omissions of employers, applicant tracking systems, candidates, your end users, or other third parties. These limitations are an essential basis of the bargain between you and Jobo and apply even if a limited remedy fails of its essential purpose. They do not limit liability that cannot be limited under applicable law, including liability for willful or wanton misconduct or fraud.

14. Indemnification.

You agree to defend, indemnify, and hold harmless Jobo AI LLC and its members, managers, officers, employees, and agents from and against any third-party claim, demand, investigation, or proceeding — including one brought by an employer, applicant tracking system or website operator, rights holder, data subject, candidate, your end user, or regulator — and any resulting damages, losses, fines, penalties, settlements, costs, and expenses (including reasonable attorneys' fees), arising from or related to:

- Your access to or use of the Services
- Your storage, display, modification, combination, distribution, or other use of Delivered Data, or any product or service you offer using it
- Your breach of these terms, including your representations and warranties
- Your violation of any law or of any third party's rights, including intellectual-property, privacy, and publicity rights
- Any claim that your use of Delivered Data violates employment, anti-discrimination, consumer-reporting (including the Fair Credit Reporting Act), automated-decision, or AI-in-hiring laws
- Any claim by a website operator, applicant tracking system, employer, or rights holder arising from your display, distribution, or use of Delivered Data

This obligation applies even if the claim alleges that Jobo was negligent, except to the extent a final judgment finds the loss was caused by Jobo's willful misconduct or fraud.

We will notify you of any claim for which we seek indemnity, although a delay in notice relieves you only to the extent you are materially prejudiced by it. You will control the defense with counsel reasonably acceptable to us, and we will reasonably cooperate at your expense. We may participate with our own counsel, and may assume control of our own defense at your expense if you fail to defend diligently. You may not settle any claim in a way that admits fault by Jobo, imposes any obligation on Jobo, or does not fully release Jobo, without our prior written consent.

15. Suspension and termination.

We may suspend or terminate your access to the Services immediately if you breach these terms, engage in fraudulent activity, create legal or security risk for Jobo or others, or if required by law. You may terminate your account at any time through your dashboard.

We may add, change, or remove sources, data fields, or records, and may modify or discontinue any part of the Services, at any time, including in response to legal requests or risk, without liability to you. If we discontinue a paid subscription service entirely, we will refund any prepaid subscription fees for the unused part of the billing period.

Upon termination, your right to access the Services ceases immediately. We may retain your account data for up to 90 days for legal and operational purposes before permanent deletion.

Effect of termination and survival

Your license to Delivered Data survives termination under Section 7, and the restrictions and obligations in Sections 3, 7, and 8 survive with it as conditions of that license. Sections 6 through 9 and 11 through 19 survive termination of these terms, as does any obligation to pay amounts owed. Termination for your breach of Sections 3, 7, or 8 revokes the surviving license to Delivered Data.

16. Modifications.

We may update these terms at any time. Material changes will be communicated via email or a prominent notice on the platform at least 30 days before taking effect, and we may ask you to accept them before you continue to use the dashboard. Continued use of the Services after changes take effect constitutes acceptance of the updated terms. A change never applies to a dispute that either party has already notified to the other under Section 17.

17. Dispute resolution and governing law.

Governing law

These terms are governed by the laws of the State of Wyoming, United States, without regard to conflict-of-law principles, and by the U.S. Federal Arbitration Act for the agreement to arbitrate.

Informal resolution

Before starting any proceeding, the party raising a dispute must send the other a written notice describing it, and both parties will try in good faith to resolve it for 30 days. Notices to Jobo go to support@jobo.world and to the postal address in Section 19. The time limit below is paused during this 30-day period.

Binding arbitration

Any dispute, claim, or controversy arising from or relating to these terms, the Services, or Delivered Data that is not resolved informally will be finally resolved by binding arbitration administered by the American Arbitration Association under its Commercial Arbitration Rules, before a single arbitrator. The seat of arbitration is Sheridan, Wyoming, and hearings may be held by video conference. The arbitrator decides all questions of arbitrability except the enforceability of the class-action waiver below, which a court decides. Judgment on the award may be entered in any court of competent jurisdiction. Each party bears its own attorneys' fees and costs, and administrative and arbitrator fees are allocated under the AAA rules, unless the arbitrator awards otherwise under applicable law or these terms. The arbitration, and any award, are confidential except as needed to enforce the award or as required by law.

Mass filings

If 25 or more similar demands are brought against Jobo by or with the assistance of the same or coordinated counsel, they will be administered under the AAA Mass Arbitration Supplementary Rules and resolved in batches of no more than 25, one batch at a time, with one arbitrator per batch where possible. Limitation periods are paused for demands while they wait for their batch.

Class-action and jury-trial waiver

DISPUTES WILL BE RESOLVED ONLY ON AN INDIVIDUAL BASIS. NEITHER PARTY MAY BRING OR PARTICIPATE IN ANY CLASS, COLLECTIVE, CONSOLIDATED, OR REPRESENTATIVE ACTION OR ARBITRATION, EXCEPT FOR THE BATCHING OF MASS FILINGS DESCRIBED ABOVE. YOU AND JOBO EACH WAIVE ANY RIGHT TO A JURY TRIAL.

Exceptions

Either party may bring an individual claim in small-claims court, and either party may seek injunctive or other equitable relief in court to protect its intellectual property, confidential information, or the Services, or to stop misuse of the Services or Delivered Data. Those proceedings, and any proceeding to confirm or enforce an arbitration award, will be brought in the state or federal courts located in Wyoming, and both parties consent to their jurisdiction.

Time limit

TO THE EXTENT PERMITTED BY LAW, ANY CLAIM ARISING FROM OR RELATING TO THESE TERMS, THE SERVICES, OR DELIVERED DATA MUST BE BROUGHT WITHIN ONE (1) YEAR AFTER IT ARISES, OR IT IS PERMANENTLY BARRED.

18. General.

Entire agreement. These terms, together with the policies incorporated by reference and, where you have accepted them, the Auto Apply Terms and Data Processing Agreement, are the entire agreement between you and Jobo about the Services and supersede any prior understandings. Terms in your purchase orders or other documents do not apply. In accepting these terms, you have not relied on any statement, representation, or promise that is not expressly set out in them, including statements on Jobo's website, in documentation, or in marketing or sales materials. Nothing in this paragraph limits liability for fraud.

Severability. If any provision of these terms is held invalid or unenforceable, it will be enforced to the maximum extent permitted and the remaining provisions remain in full effect. If the class-action waiver is held unenforceable for a claim, that claim will proceed in court, not in arbitration.

No waiver. Failure to enforce any provision is not a waiver of it.

Assignment. You may not assign or transfer these terms without our prior written consent. We may assign them, including in connection with a merger, acquisition, or sale of assets. These terms bind and benefit the parties and their permitted successors and assigns.

Force majeure. Neither party is liable for delay or failure caused by events beyond its reasonable control, including outages of hosting, network, or third-party providers, changes by upstream sources, acts of government, and natural events. This does not excuse payment obligations.

Export and sanctions. You will comply with U.S. and other applicable export-control and sanctions laws and represent that you are not a sanctioned person or located in a sanctioned territory.

Relationship and notices. The parties are independent contractors. There are no third-party beneficiaries of these terms. We may give you notices by email to your account address or through the Services. You may give us notices by email to support@jobo.world and, for legal notices, also by mail to the address in Section 19.

Language and headings. These terms are written in English, and the English version controls over any translation. Headings are for convenience only and do not affect interpretation.

19. Contact.

For questions about these terms, contact us at support@jobo.world. For privacy questions, see our Privacy policy (https://jobo.world/privacy); for correction or removal requests, see our Data removal policy (https://jobo.world/data-removal).

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United States

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