AIROHIRE.AI TERMS OF USE

Effective Date: 1st December 2024

---

1. Introduction

Welcome to **AiRoHire.ai**, a digital platform owned and operated by **iBizCatalyst Ventures Pvt. Ltd.**, a company incorporated under the Companies Act, 2013, having its registered office at No. 158, Ashoka Marada Rasthe, Karishma Hills, 80 Feet Road, Subramanyapura Post, Doddakallasandra, Bangalore South – 560062, Karnataka, India (hereinafter referred to as "**iBizCatalyst**", "**we**", "**our**", or "**us**").

These **Terms of Use** ("**Terms**") govern your access to and use of the AiRoHire.ai platform, products, and services (collectively, the "**Platform**"). By accessing or using AiRoHire.ai, you agree to comply with these Terms. If you do not agree, please do not use the Platform.

---

2. Purpose of the Platform

AiRoHire.ai is an integrated AI-powered hiring and assessment platform that supports the entire recruitment lifecycle — including job creation, candidate screening, interview scheduling, AI-based video interviews, automated evaluation analytics, report generation, and final candidate selection and archival.

The Platform serves both:

- **Enterprise Users / Clients** (employers, recruiters, institutions, agencies)
- **Individual Users / Candidates** (job seekers, students, and test participants)

---

3. Account Creation and Access

- Users must create an authorized account to access Platform features.
- Enterprise clients are provided with **Administrator** logins to manage users and credits.
- You are responsible for maintaining the confidentiality of your credentials and for all activities under your account.
- **iBizCatalyst** reserves the right to suspend or terminate accounts that violate these Terms or compromise platform security.

---

4. Credit-Based Commercial Model

AiRoHire.ai operates on a **prepaid credit system**.

- Users may purchase Credits in advance to redeem for interviews, screenings, and related services.
- The **pricing, minimum purchase, and validity** of Credits are governed by the **commercial agreement, order form, or prevailing rates** displayed on the Platform.
- All payments are **non-refundable** and made **in advance**.
- Invoices are issued upon each purchase; credits activate once payment is confirmed.
- iBizCatalyst reserves the right to update pricing or credit structures with reasonable prior notice.

© 2025 iBizCatalyst Ventures Pvt. Ltd. All Rights Reserved.

5. Permitted Use

You may use the Platform only for lawful recruitment, assessment, and internal business purposes. You must not:

- Attempt to hack, decompile, or reverse-engineer any part of the Platform.
- Create or use fake profiles, impersonate others, or misuse data.
- Reproduce or distribute Platform content, question sets, or algorithms without written consent.
- Upload or transmit malicious code, or engage in actions that disrupt access for others.

5A. User Responsibilities

You agree to:

- Provide accurate, lawful, and updated information when using AiRoHire.ai.
- Use the Platform in accordance with all applicable laws, including employment, anti-discrimination, and data-protection regulations.
- Obtain proper consent from candidates before uploading or processing their personal data, if you act as an employer or recruiter.
- Refrain from using the Platform to make automated hiring decisions without human review, unless explicitly disclosed to the candidate.

---

6. Data Protection and Privacy

Your personal and candidate data are processed in accordance with our **Privacy Policy**.
By using AiRoHire.ai, you consent to such processing and confirm that all data provided is accurate and lawful.

- For data processed on behalf of enterprise clients, **iBizCatalyst** acts as a **Data Processor**, and the client acts as the **Data Controller**.
- For data collected directly by AiRoHire.ai, **iBizCatalyst Ventures Pvt. Ltd.** acts as the **Data Controller**.

AiRoHire.ai complies with the **Digital Personal Data Protection Act, 2023 (India)** and, where applicable, the **EU General Data Protection Regulation (GDPR)** and other international frameworks.

---

7. Consent and Terms for AI-Based Interviews and Recordings

(a) Consent and Purpose of Recording

By participating in an interview or assessment through AiRoHire.ai, you consent to the **access, recording, processing, and storage** of your video, audio, and screen data for legitimate recruitment and evaluation purposes.
You confirm this consent by selecting the checkbox or proceeding with the interview.

(b) Data Storage & Confidentiality

All recordings and related data are securely stored in compliance with applicable data-protection laws and company policies. Access is restricted to authorized personnel involved in evaluation or platform support. Data is retained only as long as necessary for assessment or as required by law, after which it is anonymized or deleted.

© 2025 iBizCatalyst Ventures Pvt. Ltd. All Rights Reserved.

(c) Right to Withdraw Consent

You may withdraw consent at any time by emailing **privacy@airohire.ai**. Withdrawal does not affect prior lawful processing but may make it impossible to continue the hiring process. iBizCatalyst will acknowledge such requests within seven (7) business days and confirm action taken within a reasonable time.

(d) AI Transparency and Human Oversight

AiRoHire.ai employs automated and AI-based analysis tools to assist in candidate evaluation. However, **all hiring decisions are subject to human review** by employers or authorized recruiters.

---

8. Intellectual Property

All intellectual property — including code, algorithms, models, datasets, designs, and branding — is the exclusive property of **iBizCatalyst Ventures Pvt. Ltd.**
No ownership rights are transferred. Users receive only a limited, revocable, non-exclusive license to use the Platform in accordance with these Terms.

---

9. Service Availability and Security

While AiRoHire.ai strives for continuous availability, temporary interruptions may occur due to maintenance, upgrades, or technical issues.
We implement industry-standard security measures, but users must also ensure secure networks, updated antivirus protection, and responsible device use.

10A. Indemnity

You agree to indemnify and hold harmless **iBizCatalyst Ventures Pvt. Ltd.**, its affiliates, and employees from and against any claims, damages, or liabilities arising from:

- your misuse of the Platform;
- violation of these Terms; or
- infringement of applicable laws, including data-protection or employment regulations.

---

10. Limitation of Liability

To the fullest extent permitted by law:

- iBizCatalyst shall not be liable for indirect, incidental, or consequential damages, including loss of data, revenue, or business opportunities.
- Our total liability for any claim shall not exceed the total amount paid by the client in the preceding three (3) months.
- iBizCatalyst is not responsible for any acts or omissions of employers, candidates, or third-party providers.

© 2025 iBizCatalyst Ventures Pvt. Ltd. All Rights Reserved.

11. Suspension and Termination

We may suspend or terminate your access immediately if:

- You breach these Terms or any applicable law.
- Misuse, fraud, or security compromise is detected.
- Subscription or credits expire or remain unpaid.

Termination does not release you from obligations accrued prior to the effective date of termination.

---

12. Third-Party Services

The Platform may integrate APIs or services from third parties (e.g., video hosting, payments, email).
iBizCatalyst does not control or guarantee these services and disclaims liability for their reliability, availability, or policies.

---

13. Governing Law and Jurisdiction

These Terms shall be governed by and construed in accordance with the **laws of India**, including the **Information Technology Act, 2000**, and the **Digital Personal Data Protection Act, 2023**, without regard to conflict-of-law principles.
All disputes are subject to the exclusive jurisdiction of the competent courts in **Bangalore, Karnataka, India**.

---

14. Modifications to Terms

We may amend or update these Terms from time to time.

- Material changes will be notified via email or in-platform notice before taking effect.
- Minor updates become effective upon posting on the AiRoHire.ai website.
  Continued use of the Platform after updates constitutes acceptance of the revised Terms.

---

15. Contact Information

For general or technical support: **support@airohire.ai**
For privacy or data-related matters: **privacy@airohire.ai**

Registered Office:
iBizCatalyst Ventures Pvt. Ltd. No. 158, Ashoka Marada Rasthe, Karishma Hills, 80 Feet Road,
Subramanyapura Post, Doddakallasandra, Bangalore South – 560062, Karnataka, India

---

© 2025 iBizCatalyst Ventures Pvt. Ltd. All Rights Reserved.