

AI HEADHUNTER – TERMS OF SERVICE Effective Date: 30 May 2025 Last Updated:
30 May 2025

These Terms of Service ("**Terms**") are a legal agreement between you ("**User**," "**you**" or "**your**") and **Stardom Innovations LLC**, a Florida limited-liability company doing business as "AI Headhunter" ("**Stardom**," "**AI Headhunter**," "**we**," "**us**," or "**our**"). These Terms govern your access to and use of our websites, Chrome extensions, mobile experiences, application-programming interfaces (APIs), and related services (collectively, the "**Platform**"). Stardom is a wholly-owned subsidiary of **Ehave Inc.** (OTCQB: **EHVVF**).

By accessing or using the Platform, you: (i) acknowledge that you have read, understood, and agree to be bound by these Terms and our Privacy Policy; and (ii) represent that you are at least 18 years old and have authority to enter into these Terms on behalf of yourself or any entity you represent. If you do not agree, do not access or use the Platform.

1. Eligibility & Account Registration

1. **Age & Authority.** You must be (a) at least 18 years old and (b) legally capable of entering into binding contracts to use the Platform.
2. **Account Creation.** Certain features require a registered account. You agree to provide accurate, current, and complete information and to keep it updated.
3. **Credentials.** You are solely responsible for safeguarding login credentials and for all activities that occur under your account. Notify us immediately at support@aiheadhunter.com of any unauthorized use.

2. Description of Services

The Platform provides AI-powered recruitment tools, including résumé parsing, candidate enrichment, job-to-talent matching, automated video/voice interviews, skills scoring, and analytics dashboards ("**Services**"). We may modify or discontinue any Service at any time with reasonable notice where practicable.

3. Subscription Plans & Payment

1. **Plans.** Access to the Services may require a paid subscription ("**Plan**"). Plan tiers, usage limits, and prices are described on our pricing page or a separate order form.

2. **Billing.** Unless otherwise agreed, fees are billed in advance on a monthly or annual basis and are non-refundable except as required by law. You authorize us (or our payment processor) to charge your chosen payment method for all applicable fees plus taxes.
3. **Auto-Renewal & Cancellation.** Plans automatically renew for successive terms equal to the initial term unless you cancel in the account dashboard before the renewal date. Cancellation takes effect at the end of the then-current billing period.
4. **Late Payments.** Overdue amounts may accrue interest at 1.5 % per month (or the maximum allowed by law) and may result in suspension or termination of Services.

4. License & Acceptable Use

1. **Limited License.** Subject to these Terms, Stardom grants you a non-exclusive, non-transferable, revocable license to access and use the Platform for lawful recruitment and talent-management purposes.
2. **Prohibited Conduct.** You will not:
 - misuse, interfere with, or disrupt the Platform;
 - upload unlawful, misleading, or harmful content;
 - reverse-engineer, decompile, disassemble, or attempt to discover source code or algorithms;
 - copy, frame, or mirror any part of the Platform without our prior written consent;
 - use bots, scraping, or unauthorized automation, except as expressly permitted via documented APIs;
 - violate applicable laws, including data-protection, anti-spam, and employment-discrimination laws;
 - store, resell, or share candidate data outside the scope of legitimate recruitment for the specific roles they applied to, unless the candidate has provided separate consent.
3. **User-Submitted Content.** You retain ownership of résumés, job descriptions, interview media, and other data you upload ("**User Content**"). You grant Stardom a worldwide, non-exclusive, royalty-free license to host, process, and use User Content to provide, secure, and improve the Services.
4. **Feedback.** Suggestions or feedback you provide may be freely used by Stardom without restriction or compensation.

5. Third-Party Services & Data Sharing

1. **InterviewScreeners.com.** Candidate data may be transmitted to InterviewScreeners.com for deeper AI-driven interviews and contact extraction, subject to aligned privacy commitments.
2. **Enrichment Partners.** We engage data-enrichment providers (e.g., CompilerX.com) to append professional contact information for active recruiter accounts. Such processing is governed by data-processing agreements.
3. **Partner Marketing.** With your opt-in consent, we may send productivity-related offers from trusted partners. You may unsubscribe at any time.
4. **Third-Party Links.** The Platform may contain links to third-party sites. Stardom is not responsible for their content or practices; use at your own risk.

6. Privacy & Data Protection

Our collection and use of personal information is described in our Privacy Policy, incorporated by reference. By using the Platform, you consent to the data practices described therein.

7. Confidentiality

Each party may disclose non-public business, technical, or financial information ("**Confidential Information**"). The receiving party will use the same degree of care it uses to protect its own confidential information (but no less than reasonable care) and will use Confidential Information only to fulfill its obligations under these Terms. This section survives termination for five (5) years (or perpetually for trade secrets).

8. Termination & Suspension

1. **By You.** You may terminate your account at any time via the dashboard or by emailing support@aiheadhunter.com. Pre-paid fees are non-refundable unless otherwise stated.
2. **By Us.** We may suspend or terminate access immediately upon notice if you breach these Terms, fail to pay fees, or create risk or legal exposure for us.
3. **Effect of Termination.** Upon termination, your license ends and you must cease using the Platform. We will delete or return User Content per our data-retention rules, unless retention is required by law.

9. Intellectual-Property Ownership

The Platform, including all software, visual interfaces, graphics, design, compilation, and trademarks, is owned by Stardom or its licensors and is protected by intellectual-property laws. No rights are granted except as expressly set out in these Terms.

10. Disclaimers

1. **AS-IS.** THE PLATFORM AND SERVICES ARE PROVIDED "AS IS" AND "AS AVAILABLE" WITHOUT WARRANTIES OF ANY KIND, EXPRESS OR IMPLIED, INCLUDING MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE, AND NON-INFRINGEMENT.
2. **No Hiring Guarantee.** AI-generated recommendations are probabilistic. Stardom does not guarantee hiring outcomes or compliance with employment laws in your jurisdiction.
3. **Beta Features.** Features labeled "beta," "preview," or similar are provided for evaluation only and may be modified or discontinued at any time.

11. Limitation of Liability

TO THE MAXIMUM EXTENT PERMITTED BY LAW, STARDOM, ITS AFFILIATES, AND THEIR DIRECTORS, OFFICERS, EMPLOYEES, AND AGENTS WILL NOT BE LIABLE FOR: (A) INDIRECT, INCIDENTAL, SPECIAL, CONSEQUENTIAL, OR PUNITIVE DAMAGES; OR (B) AGGREGATE LIABILITY EXCEEDING THE GREATER OF (i) FEES PAID TO STARDOM IN THE TWELVE (12) MONTHS BEFORE THE EVENT GIVING RISE TO THE CLAIM OR (ii) US \$10,000. THESE LIMITATIONS APPLY EVEN IF A REMEDY FAILS OF ITS ESSENTIAL PURPOSE.

12. Indemnification

You will defend, indemnify, and hold harmless Stardom and its affiliates from any claims, damages, liabilities, and expenses (including reasonable attorneys' fees) arising out of or related to: (a) your use or misuse of the Platform; (b) User Content; (c) your violation of these Terms or applicable law; or (d) your interaction with candidates.

13. Governing Law & Dispute Resolution

1. **Governing Law.** These Terms are governed by the laws of the State of Florida, USA, without regard to conflict-of-law rules.
2. **Arbitration.** Any dispute arising out of or relating to these Terms or the Services will be resolved by **binding arbitration** administered by the American Arbitration Association under its Commercial Arbitration Rules in Miami-Dade County, Florida. The arbitration shall be conducted in English by one arbitrator. Judgment on the award may be entered in any court with jurisdiction.
3. **Class-Action Waiver.** Disputes will be resolved only on an individual basis and not in a class, consolidated, or representative action. The arbitrator may not consolidate more than one person's claims.
4. **Equitable Relief.** Nothing prevents either party from seeking injunctive or other equitable relief in court for alleged infringement or misuse of intellectual property or Confidential Information.

14. Export & Compliance

You may not use or access the Platform if you are (a) located in a country subject to U.S. embargo or (b) listed on any U.S. government restricted-party list. You will comply with all applicable export-control and sanctions laws.

15. Modifications to Terms

We may amend these Terms by posting a revised version on the Platform and updating the "Last Updated" date. Material changes will become effective 30 days after posting or on the stated effective date. Continued use of the Platform constitutes acceptance of the revised Terms.

16. General

- **Entire Agreement.** These Terms constitute the entire agreement between you and Stardom regarding the subject matter and supersede all prior agreements.
- **Severability.** If any provision is held invalid, the remaining provisions will remain in full force.
- **Assignment.** You may not assign or transfer these Terms without our prior written consent. Stardom may assign its rights and obligations without restriction.

- **Force Majeure.** Neither party is liable for any delay or failure to perform due to causes beyond its reasonable control.
- **Notices.** Legal notices to Stardom must be sent to 100 SE 2nd St., Suite 2000, Miami, FL 33131 USA, Attn: Legal, with a copy to legal@aiheadhunter.com.

17. Contact

Questions about these Terms? Email us at support@aiheadhunter.com or write to: Stardom Innovations LLC, 100 SE 2nd St., Suite 2000, Miami, FL 33131 USA.

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