

Terms of Service of the bulldogjob.com

§ 1. Introduction

1. Terms of Service of the Bulldogjob.pl and bulldogjob.com Websites (hereinafter referred to as: "**Terms**") specifies the terms and conditions of the provision of services via the website operated at bulldogjob.pl and bulldogjob.com (hereinafter referred to as: "**Service**").
2. The website is operated in accordance with the applicable Act of July 18, 2002 on the provision of electronic services, as stated by the Polish Law.
3. The subject of services provided by Bulldogjob Spółka z ograniczoną odpowiedzialnością with its registered office in Warsaw (hereinafter referred to as: "**Company**") in relation to Employers - understood as a natural person, a legal person or an organizational unit that is not a legal person conducting business activity, via the Website, is to provide an online platform for:
 - 3.1. maintaining an individual Employer profile (hereinafter referred to as the Employer Profile);
 - 3.2. publishing content in the form of articles;
 - 3.3. publishing content in the form of videos;
 - 3.4. publishing job offers;
 - 3.5. using a job offer differentiator or boosting the job offer as an additional element;
 - 3.6. implementing employer branding strategies using tools provided by the Company;
 - 3.7. publishing content in the form of an entry that includes more than one company;
 - 3.8. publishing other content agreed upon by the parties;
 - 3.9. conducting a targeted advertising campaign in social media related to the content posted by the Employer on the Website,
 - 3.10. newsletter,
 - 3.11. browsing opinions about the Employer posted on the Website by former or current employees of the Employer,
 - 3.12. responding to opinions about the Employer posted on the Website by former or current employees of the Employer,
 - 3.13. implementation of the Verified service (detailed rules for the provision of the Verified service are specified in the Terms of the Verified service, which constitutes an annex to these Regulations).(hereinafter collectively referred to as the Services).
4. The subject of services provided by the Company in relation to natural persons using the features offered by the Website (hereinafter referred to as: "**Users**") via the Website is to provide an online platform for:
 - 4.1. enabling you to apply directly to the Employer for job offers posted by him on the Website;
 - 4.2. subscribing to the Newsletter sent by the Website;
 - 4.3. logging in to the Website and creating an individual User profile;
 - 4.4. contact between the User and the Employer using available contact forms;
 - 4.5. posting opinions about employers;
 - 4.6. reading opinions about employers posted by other Users.

§ 2 General terms

1. A necessary condition to use the functionality of the Website is to read and accept these Regulations. Starting to use the functionality of the Website is tantamount to confirming that you have read the Regulations and accepting to be bound by the terms and conditions described in these Regulations.
2. Viewing the content published on the Website is available to the User free of charge. Reading the posted content does not create a legal relationship between the Website and third parties.
3. The website applies a privacy policy and a personal data protection policy.
4. The annexes to these Terms are:
 - 4.1. Privacy policy;
 - 4.2. Employer Reviews Terms and Conditions
 - 4.3. Verified Terms and Conditions.
5. The annexes to this document are an integral part, and the User or Employer confirming acceptance of the Terms also accepts the annexes.

§ 3 Creating a User account

1. Only a natural person can create an account on the Website.
2. Creating an Account takes place by:
 - a) clicking on the link displayed on the Website after selecting the "log in as an IT specialist" option - Facebook, Google and LinkedIn,
 - b) selecting the "log in" option and registering the User,
 - c) clicking one of the Apply via: Facebook, LinkedIn, Google buttons when applying for a job offer.
3. With the user's consent, his data will be downloaded from the source indicated above or the user will enter his identification data after selecting the "log in" option.
4. Consent to downloading data from a social networking site is tantamount to granting the Website a power of attorney to perform the above action and other activities required to download personal data and update them.
5. The User may also be asked to provide additional data to facilitate the provision of the Services.
6. The User's consent is granted to the Website for the period of existence of the User Account.
7. Notifications about events concerning the User (occurring on the Website), as well as proposed job offers coming directly or indirectly from Bulldogjob clients will be sent to the e-mail address associated with the account.
8. If the User gives additional consent, the Website may send the User marketing, commercial and other information through the account, the purpose of which is to best meet the User's needs, including information that was not yet available on the Website at the time of consent.
9. You may update your identification information at any time.
10. The user is obliged to provide true personal data.
11. Logging in to your account allows the user to:
 - a) store User preferences,
 - b) quick application for job offers,
 - c) adding and editing posted opinions about employers,
 - d) receive access to other PREMIUM content for logged in Users, prepared by the Website.

12. At any time, the User may resign from having an account and delete data from the Website by sending a request to an email address: usunmojekonto@bulldogjob.pl. It is also possible to remove an account in the User settings. Deleting an account does not mean deleting opinions about employers posted by the User.
13. The account will be deleted within 48 hours of reading the message from the User.
14. The User Account may also be deleted by the Website if the User violates the law or the provisions of the Website Regulations.
15. After the Website determines that the User has violated the Website Regulations, the Website will send a request to the User's e-mail address to stop activities inconsistent with the Website Regulations and will delete the account within 48 hours if the User continues to violate the Website Regulations.

§ 4 Protection of personal data of Website Users

1. Every Employer and User has the right to protect his or her privacy.
2. The Service Provider processes personal data of the Employer and the User necessary to establish, shape the content, change or terminate the contract for the provision of Services by the Service Provider and solely for the proper implementation of the Services specified in the Regulations, in accordance with the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (hereinafter referred to as the GDPR Regulation).
3. The personal data of the Employer and the User are processed for the purpose of providing the Services referred to in the Regulations and for the legally justified purpose of the data administrator.
4. The data subject has the right to access his or her data and correct it - the employer after logging in to the employer's panel, the user by sending an e-mail to the following address: pomoc@bulldogjob.pl.
5. Providing data is voluntary, but it determines the possibility of using the Services provided.
6. In the case of Services consisting in posting opinions about employers, personal data provided by the User will be used only in the User's verification procedure and then appropriately anonymized. Detailed rules for processing Users' personal data for the purposes of posting opinions about employers are presented in the Privacy Policy and in the Regulations for adding opinions about employers.
7. In the case of Services involving the provision of the User's personal data to Employers who publish, e.g., a job offer on the Website, the Employer is a Data Controller, who is responsible for their processing in accordance with applicable law.
8. The website stores Users' data in order to properly complete the User's application process for the published job offer(s).
9. The storage period of this data is 3 months.
10. Personal data of Employers and Users may be used by the Website for the purposes of sending commercial information electronically from Bulldogjob Spółka z ograniczoną odpowiedzialnością or third parties, only after the Employer and/or User have given their separate express consent to such use.
11. When choosing the option of contacting the Website using the chat tool, the Website processes personal data voluntarily provided by the User and included in the message. Providing the above data is always voluntary, but it is necessary to provide them when handling the User's inquiry.

12. The website is not responsible for any actions of Employers related to the content or scope of personal data and for any damage resulting to the User.
13. Detailed rules regarding the processing of personal data are set out in the Privacy Policy.

§ 5 Employer

1. An employer is a natural person, a legal person or an organizational unit that is not a legal person that runs a business and wants to create and implement a brand strategy using the Website, wants to employ an Employee or conducts other activities aimed at promoting the brand using the Website.
2. In order to post content (article, job offer and others) on the Website, the Employer must register and log in.
3. Content publication, job offer publication and using some other functionalities of the Website is paid, in accordance with the Company's current price list, unless expressly provided otherwise.

§ 6 Employer Panel

1. An account with access to the full functionality of the Website and the use of services provided by the Company to Employers and described in § 1 point 3 may be set up by the Employer or the Website, having previously obtained the Employer's consent for such activities.
2. If these Regulations have been accepted by a natural person who is not the Employer, this person declares and guarantees that he or she is authorized to represent the Employer towards the Company, in particular to consent to concluding an agreement with the Company, including to assume obligations on behalf of the Employer in accordance with the wording of the Regulations, assumptions and manage the account in the Employer Panel, provide the Company with information regarding the Employer and perform other activities on behalf of the Employer and with direct effect for the Employer.
3. Creating an Employer's account takes place by completing and approving the registration form, selecting and accepting the Regulations of the Website.
4. Employer panel requires using a valid e-mail address and password combination.
5. From the Employer Panel it is possible to:
 - 5.1. manage the content of the Employer account in the following section: company profile,
 - 5.2. edit articles,
 - 5.3. edit and publish job offers,
 - 5.4. respond to opinions about the Employer posted on the Website,
 - 5.5. edit or delete replies to opinions about the Employer posted on the Website,
 - 5.6. buy Bulldogjob tools – including: differentiator, boost, promotion in social media, extended satisfaction survey report (the catalog of available products may change, and the current offer of basic products is always visible in the administration panel after logging in).
6. The Employer may permanently delete the Employer's account by sending to the following address: usunprofilpracodawcy@bulldogjob.pl email message.
7. The account will be deleted by Bulldogjob's Data Administrator within 2 business days.

8. All content published and related to the Employer will be removed from the Website, including: articles, job offers and other content except payment history and Employer reviews posted by Users.
9. The Website may always delete the Employer's account for reasons attributable to the Employer.
10. The reasons referred to in point 10 may include, among others: : :
 - 10.1. Including in the job offer questions about racial or ethnic origin, political views, religious or philosophical beliefs, religious, party or trade union membership, as well as data on health condition, genetic code, addictions or sexual life, as well as data on convictions, punishment decisions and fines criminal proceedings, as well as other judgments issued in court or administrative proceedings.
 - 10.2. Publishing content that is contrary to the law or good practices, inciting racial, religious or ethnic hatred, or promoting violence and damaging the good name of the entity to which the opinion relates.
 - 10.3. Employers publishing content that is generally considered morally reprehensible, socially inappropriate, slanderous or intentionally offensive.
11. The reason attributable to the Employer is in particular the violation of these Website Regulations, including its annexes or generally applicable law through the content and form of your own publications on the Website.
12. If the Website takes action to remove content for reasons attributable to the Employer, the Website will inform the Employer about the planned removal at least 24 business hours before removing the content, block the content visible to Users and call on the Employer to remove the violation.
13. The obligation to notify in advance does not apply to situations where the removal of the advertisement is intended to avoid committing or removing the consequences of committing a crime or offense.
14. In the event of a failure due to reasons attributable to the Website, the Employer will receive an extension of the content publication offer by the number of days when the service did not work properly.
15. The Website may take action to delete the Employer's account if he violates the provisions of these Regulations, including its annexes or provisions of generally applicable law.
16. In such a case, the Website will call on the Employer to stop activities resulting in a violation of the Regulations or the law by sending such information to the email address.
17. The website will additionally block content published by the Employer that is visible to Users, and if non-compliant activities are not stopped, the Employer's account will be deleted 72 hours after sending the information to the Employer.
18. All data related to the Employer will be deleted, except payment information and opinions about the Employer posted by Users.

§ 7 Rules for the provision of Services towards Employers

1. Services provided by the Company via the Website in relation to Employers - indicated in detail in § 1 point. 3.1-3.14 of these Regulations are provided by the Company as a rule for a fee, i.e. access to these Services is possible only after payment by the Employer, unless the parties agree otherwise.

2. In order to use paid Services, the Employer creates an account on the Website - in accordance with § 6 of these Regulations - by gaining access to the Employer Panel and selecting the Services offered by the Company, in the form of: a quantitative package - including a specific number of Services available after logging in to your panel and selecting the "BUY LOANS" button.
3. The employer has the opportunity to use additional services provided by the Website, such as an employer branding workshop, preparation and implementation of a full employer branding strategy, and others offered by the Website. In such a case, the offer is prepared individually for the Employer. To receive an offer, please send an inquiry to sales@bulldogjob.pl or contact the Service directly by phone.
4. The Employer gains the opportunity to use the selected Service or package after the full payment for the selected Service or package is credited to the Company's bank account, indicated in the VAT invoice after selecting the "Payment by transfer" option.
5. Once the due payment for the Service or package selected by the Employer is recorded, the Company is obliged to provide appropriate Services to the Employer in accordance with the provisions of these Regulations.

§ 8 Publication of the employer's profile, job offers and articles

1. Employer Profile

- 1.1. The Employer Profile Form is completed by the Employer according to: template available on the Website using the available options and filters.
- 1.2. The form contains mandatory fields, without which the content will not be published.
- 1.3. If the Employer publishes the image of people associated with the Employer on his profile, he declares that he has the consent of these people to use their image on his profile.
- 1.4. For the first 6 months from creating an employer profile, the profile is free of charge and displays on the Website all fields completed by the Employer at the registration stage and opinions about the Employer added by Website Users.
- 1.5. After 6 months from creating an employer profile, the visibility of profile options and filters is limited to basic information about the Employer, such as: logo, company name, location, opinions about the Employer.

2. Job offer

- 2.1. The employer fills out the job offer form according to: template available on the Website using the available options and filters.
- 2.2. The form contains mandatory fields, without which the content will not be published.
- 2.3. If the Employer publishes in the job offer the image of people involved in the recruitment process in the section: "People who will conduct the interview", the Employer declares that he has the consent of these people to use their image in the job offer.
- 2.4. The price list of tools is available on the Website after logging in to the Employer panel and selecting the "BUY LOANS" button.
- 2.5. Publishing a job offer/article or using another additional paid option (e.g. a differentiator or purchasing a premium employer profile or other available bulldogjob products, prepared individually for the Client) is possible only after the

amount payable according to the Price List or an individually agreed offer has been credited to the Company's bank account.

- 2.6. It is unacceptable to complete and approve job offer/article forms using scripts or other tools for automatic completion and sending of orders - any such actions will be treated as a violation of the Regulations.
- 2.7. The job offer is available and visible to Users on the Website for 30 days from the time of its publication.
- 2.8. After 30 days, the job offer is no longer visible to Users, but is still available to the Employer in the Employer's administration panel in the "Archival" section, while a job offer whose publication date has expired is available indefinitely on the Employer's account in the "Archival" section. The employer has the option of editing it, republishing it or deleting it.
- 2.9. The added job offer is published in the first position (at the top of the website) and will occupy subsequent positions when new job offers are published.
- 2.10. In order to extend the service - job offer, the Employer should purchase a new loan and submit a new job offer with the same content.
- 2.11. The website is entitled to publish the advertisement in its entirety or in the form of a summary on other portals, forums, mailing lists and discussion groups in order to promote the advertisement.

3. Content of the job offer – Employer

- 3.1. A job offer should include an offer of paid work for an individual.
- 3.2. The job offer should be prepared in Polish or English.
- 3.3. The job offer should include an actual job offer. It is unacceptable to publish fake job offers.
- 3.4. The job offered and the conditions of work must be legal.
- 3.5. The job offer must not seek to violate the law, in particular the job offer must concern legal work, in accordance with the definitions of applicable law.
- 3.6. The information and other content included in the job offer should be complete, true, non-discriminatory and not misleading.
- 3.7. It is unacceptable to post sexual advertisements.
- 3.8. The website provides functionality for directly sending a CV by a candidate to the e-mail address provided in the published job offer.
- 3.9. A necessary condition for using the functionality described in § 7 point. 2 is the acceptance of these regulations and consent to the treatment of personal data in accordance with applicable legal regulations.
- 3.10. The Website has the right to correct the content posted by Employers for linguistic, spelling and grammatical errors.
- 3.11. It is prohibited to ask questions on the Website about: racial or ethnic origin, political views, religious or philosophical beliefs, religious, party or trade union membership, as well as data about health, genetic code, addictions or sexual life, as well as data regarding convictions and punishment decisions. and fines, as well as other judgments issued in court or administrative proceedings.
- 3.12. The website allows you to edit the content of the job offer.
- 3.13. You can edit a job offer after it has been published in the Employers panel.

4. Articles

- 4.1. The employer has the opportunity to purchase the product - Article - by sending a request for quotation to the following address: sales@bulldogjob.pl or by contacting the Service directly by phone.

- 4.2. If the article contains the image of the author of the text or other people, the Employer declares that he has their consent to use their image in the article.
- 4.3. The content may discuss issues important to the Employer, talk about new technologies, ongoing projects, completed work in projects and should touch on topics related to work in IT, and be written in a technical language.
- 4.4. The form contains mandatory fields, without which the content will not be published.
- 4.5. The price of bulldogjob "Articles" is prepared individually for the Employer by the Website. To receive an offer, please send your inquiry to: sales@bulldogjob.pl or after logging in to the Employer Panel and selecting the "EB Articles" - "BUY ARTICLE" tab, send an inquiry to the provided e-mail address or contact us directly by phone.
- 4.6. The publication of the article and the use of additional bulldogjob options and products is possible only after the payment has been credited to the Company's account.
- 4.7. As part of the publication of the Employer's content, the website prepares graphics for it.
- 4.8. The article is published in accordance with the calendar and the availability of free dates in the publication schedule.
- 4.9. When the Employer selects a date already taken, the Website suggests/indicates the next possible publication date.
- 4.10. After completing the content, the article is sent by the Employer for verification by the Website.
- 4.11. Content verification by the Website concerns content, style, grammar and style.
- 4.12. The Website may refuse to publish the content if it is not consistent with the vision of implementing the Website's strategy and if the content does not bring substantive value to the Website's end users.
- 4.13. After the content is successfully verified by the Website and the payment is credited to the Company's account, the article will be published.
- 4.14. Published articles remain on the Website for an indefinite period of time.
- 4.15. It is possible to delete a published article at the Employer's request by sending appropriate information to the e-mail address: pomoc@bulldogjob.pl.
- 4.16. The website is entitled to publish the article in its entirety or in the form of a summary on other websites, forums, mailing lists, discussion groups, etc. in order to promote the content.

§ 9 Copyright to job offers and articles – Employer

1. The employer declares that:
 - 1.1. job offer, the article does not violate the rights of third parties, in particular copyrights and personal rights of third parties,
 - 1.2. has the appropriate copyrights to trade names and graphic and word signs provided in the advertisement or article.
2. The Employer grants the Website a non-exclusive license to use trade names and graphic and word marks provided in a job offer, article or account in order to provide a service.
3. The license is granted for a specified period, i.e. for the duration of the service or the existence of the Employer's profile.
4. The website is entitled to grant sublicenses to third parties in order to provide the service.

5. The license referred to in point 2 is granted in the following areas:
 - 5.1. in the field of recording and reproducing works - producing copies of the work using a specific technique, including magnetic recording and digital techniques,
 - 5.2. in the scope of trade in copies - placing copies on the market, lending or renting them,
 - 5.3. in terms of disseminating works in other ways - public performance,
 - 5.4. exhibiting, displaying, reproducing, broadcasting and rebroadcasting, as well as making the works publicly available in such a way that everyone can have access to them at a place and time of their choosing.
6. The employer provides the above-mentioned license free of charge, as the license will be used only to provide services to the Employer.

§ 10 Opinions about employers

1. The Company provides Users with the opportunity to post opinions about their former and current employers (also known as: "**opinions about employers**").
2. Users' opinions about employers will be visible in the "Opinions about the employer" section, available on the profile of each employer.
3. Issuing an opinion about an Employer who does not have a profile on the Website will be tantamount to creating a basic version of the Employer's profile. The Employer will be able to transform the basic version into a full-fledged profile at any time (free "Basic" profile or paid "Brand" profiles or higher) to supplement or correct their data or use the functionality of the Employer's profile referred to in §1 section 3 of the Regulations.
4. In order for Users to add opinions about employers, they must first read and accept the Regulations. Adding an opinion about an employer by the User is tantamount to confirming that the User has read the content of the Regulations and accepts it.
5. Detailed rules for issuing opinions about employers are set out in the Regulations for adding opinions about employers, which constitutes an annex to these Regulations.

§ 11 Payments

1. The price of the Services is the net price and is specified in the currency: Polish zloty.
2. The company is a payer of goods and services tax (VAT).
3. A necessary condition for publishing content on the Website is to make a payment and credit the money to the Company's account.
4. Payment can be made:
 - 4.1. using the przelewy24.pl website integrated with the Website, using all functionalities of the przelewy24.pl website,
 - 4.2. The payment card operator is PayPro SA Agent Rozliczeniowy, ul. Kanclerska 15, 60-327 Poznań, entered into the Register of Entrepreneurs of the National Court Register kept by the District Court Poznań Nowe Miasto and Wilda in Poznań, 8th Commercial Division of the National Court Register under KRS number 0000347935, NIP 7792369887, REGON 301345068, by bank transfer.
5. Within 72 hours after the amount paid by the Employer is credited to the Company's account, the Company will provide the Employer with a VAT invoice in the Employer's Panel, in the "Payment invoices" tab.
6. In the case of payment by "transfer", the Company will provide the Employer with a VAT invoice in the Employer Panel, in the "Payments" tab.

7. An employer registered for VAT purposes in an EU country other than Poland is obliged to provide a current, correct and verifiable individual VAT identification number in the VIES system or declare that he does not have such a number.
8. If an Employer registered for VAT purposes in an EU country other than Poland pays the remaining part of the price to the Company at the Polish VAT rate for domestic transactions, its content will be published after the amount is credited to the Website's account.

§ 12 Newsletter

1. The newsletter will be sent as information in the form of a short text, link, icon, image or other form of link, sent periodically, regularly or not, to the e-mail address provided by the User on the Website.
2. The information concerns content published on the Website as articles, job offers posted by Employers, and sent to the User as content selected according to User's personal settings.
3. The newsletter may also contain links to paid and free thematic studies published on the Website's websites, information about new products introduced on the Website, graphics and advertising banners and other forms of promotion and marketing.
4. The newsletter will be sent to the Subscriber, i.e. a natural person, a legal person or an organizational unit without legal personality who has agreed to receive the subscription.
5. The recipient of the newsletter agrees to receive it and accepts the regulations of the Website.
6. Expressing consent results in saving the e-mail address in the database of newsletter recipients.
7. Newsletters are sent at specified intervals in the form of messages delivered via e-mail to e-mail addresses added by Users to the database of newsletter recipients.
8. Every Internet user interested in this service can register in the newsletter recipient database and receive newsletters.
9. Registration in the newsletter recipient database is free of charge.
10. We register in the database of newsletter recipients using the registration form, available at the Website's address: bulldogjob.pl and bulldogjob.com.
11. After registration, a message with a return link activating the newsletter will be sent to the provided e-mail address.
12. In order for the newsletter service to be activated, the User must click on the return link.
13. The newsletter recipient has the option to unsubscribe from this service at any time.
14. To unsubscribe from receiving the newsletter, in each newsletter sent, the Website provides a link to a page where the newsletter recipient can unsubscribe.
15. Receiving the newsletter does not constitute acquiring any copyrights.
16. The newsletter recipient may use these works only to the extent permitted by the Act on Copyright and Related Rights.
17. No part or all of the content of the newsletter may be reproduced or distributed in any form or in any other way, including copying and posting on the Internet.
18. The use or exploitation of the content in whole or in part without the written consent of the service provider is prohibited.

§ 13 Liability of the Company

1. The Company does not guarantee the Employer that it will receive any application (CV), nor does it guarantee the accuracy of the submitted applications (CV) or the employment of anyone in the position that is the subject of the job offer.
2. The Company does not guarantee the User that the Employer will contact them, offer them a job or employ them.
3. The Company does not participate in contact between the parties: the Employer and the User.
4. The Company is not liable for lost profits incurred by Users or Employers or third parties in connection with the use of the Website or the Services provided by the Company.
5. The Company is not liable for non-performance or improper performance of the Services if the non-performance or improper performance of the Service was unintentional.
6. The Company is not liable for non-performance or improper performance of the Service if it is caused by third parties not related to the Company (in particular telecommunications operators, suppliers of telecommunications lines and electricity).
7. The Company is not responsible for the content received and sent by Users via the Internet and for the content of opinions about employers, including the data or information provided therein.
8. The Company is not liable for damage caused by actions or omissions of Users or Employers that are contrary to the law or the content of the Regulations, in particular for damage caused by providing incomplete or false data.
9. The Company reserves the right to share the User's or Employer's data (including personal data) and the content of opinions or comments formulated by him or her with authorized persons or bodies, if the obligation to make such data and content available to authorized persons or bodies results from the provisions of law in force in the territory of the Republic of Poland.

§ 14 Liability towards Employers

1. The website is provided "as is", i.e. it is available in the most up-to-date version which may contain defects.
2. Due to the above, the Website does not provide any warranty for the services provided, including product quality.
3. The Website does not guarantee that the Website's servers are free from computer viruses and other harmful software, therefore it is not liable for any damage caused by computer viruses and harmful software.
4. The website does not guarantee that the content of the website will be free from defects.
5. The Company is not responsible for data loss caused by hardware or software failure or circumstances beyond the Company's control.
6. The Employer is obliged to repair any damage incurred on the Website in connection with the submitted content, including the necessary costs of dispute proceedings, court entries, costs of legal representation and other justified costs incurred on the Website and incurred in connection with claims of third parties or themselves. Employers and users.
7. The Website reserves the right to temporarily not provide services if the provision of services is not possible due to random events beyond the Website's control (e.g. fire, flooding, natural disasters and others.).

8. The website reserves the right to introduce technical breaks in the operation of the website.

§ 15 Safety and technical requirements

1. The Website recommends the use of legal software, including anti-virus software, to ensure safe use of the services provided by the Website.
2. To use the functionality of the Website, you must:
 - 2.1. have access to the Internet,
 - 2.2. have a modern browser that supports HTML5, CSS3 and JavaScript,
 - 2.3. have an e-mail account when selecting the subscription option,
 - 2.4. have cookies, JavaScript and SSL enabled.

§ 16 Complaints

1. The Employer, User and third parties are entitled to submit a complaint at any time.
2. The complaint may concern the inconsistency of the service provided with the purchased one (Bulldogjob Tools), violation of these Regulations or violation of the rights of the Employer, User or a third party.
3. In the event of non-compliance of the service provided with the purchased service, the Employer has the right to demand removal of the non-compliance, reduction of the price of the service for the period of non-compliance, termination of the contract or payment of compensation if damage resulted from the non-compliance.
4. A complaint may be submitted in writing to the following address: Bulldogjob Sp. z o. o.; street Prosta 70, 00-838 Warszawa or by e-mail to the following address:reklamacja@bulldogjob.pl.
5. The complaint must contain the data necessary to investigate the complaint:
 - 5.1 Employer's company name,
 - 5.2 a description of the non-compliance of the ordered service or an indication of where the rights of the Employer or a third party were violated, or an indication of any other reason for the complaint,
 - 5.3 the complaint should include the method of dealing with the complaint proposed by the Employer. The same applies to third parties,
 - 5.4 information about any possible damage.
6. The complaint processing time is 21 business days from the date of successful delivery of a properly prepared complaint to the Website.

§ 17 Commercial information

1. The website sends commercial information by e-mail to employers who have consented to it. Commercial information concerns services provided by the Website.
2. The employer may, without giving a reason, withdraw his/her consent to receiving commercial information at any time by clicking on the link contained in each commercial information or by sending an e-mail to the following e-mail address:pomoc@bulldogjob.pl.

3. The consent referred to in section 1 is consent to receive commercial information to the provided e-mail address within the meaning of Art. 172 section 1 of the Act of 16 July 2004 Telecommunications Law and Art. 10 section 2 of the Act of 18 July 2002 on the provision of electronic services.

§ 18 Copyrights

1. The website, as a comprehensive internet solution, is itself subject to copyright protection.
2. All rights to the idea, content, graphic elements, layout of pages and subpages and other elements of the website are reserved.
3. The Employer, User and third parties are not authorized to copy, modify, reproduce, distribute or download all or part of the content of the Website.

§ 19 Final provisions

1. The website reserves the right to make changes to the terms of the Regulations, including changes to the scope of Bulldogjob products/tools and service prices.
2. If the Regulations are changed, their new content will be published on the website bulldogjob.pl and bulldogjob.com.
3. The new version of the Regulations will apply to products/tools that were purchased or started using them after the announcement of the change in the Regulations.
4. The website reserves the right to place advertising content on the website bulldogjob.pl and bulldogjob.com in forms customarily used on the Internet.
5. The website is subject to Polish law, and all matters relating to the use of the services and the account are subject to the relevant provisions of law in force in the territory of the Republic of Poland.
6. In the case of services purchased by entrepreneurs, the court competent to hear disputes arising from the application of the Regulations and the provision of services by the Website is the court competent for the seat of the Website.