



Workshops for Warriors Terms of Service

1. As a condition of the use of Workshops for Warriors' (WFW) portal services and job boards, you agree to use the Services:
 - 1.1 To post jobs with a minimum \$18/hour pay, and this is what the graduate will earn if they accept a job at your company
 - 1.2 To only use the job-board to hire for full time positions
 - 1.3 To only hire graduates. WFW students are committed to finishing the program at WFW and no company shall offer a student a job that begins or requires a relocation prior to the graduation date of that student, found at wfwusa.org/school-schedule
 - 1.4 To hire only WFW graduates and not WFW or VetPowered staff
2. You further agree not to use the WFW portal services and job boards for any purpose that is unlawful.
3. The user understands the credentials earned at WFW and understands the type of positions students qualify for. A full list of skills and credentials earned can be found [here](#). **Note:** WFW alumni skills may differ candidate to candidate.
4. The contents, logo, and other visual media created by Workshops for Warriors and displayed on the website and employer portal is the property of WFW and protected by copyright laws.
5. All user accounts, both employer and student, can be terminated in case of abuses or at the sole discretion of WFW at any time.
6. WFW is not responsible for any third party websites that you link to. The user is responsible for reading and agreeing or disagreeing with the Terms and Conditions of these third parties.
7. The user owns the rights to the content they have created. WFW will not share any information included in the Employer or Student portal publically or with a private third-party unless permission is granted by the user.

Workshops for Warriors Employer and Student Portal Privacy Policy

Personal Information

WFW will only collect personal information from you (name, address, email address, phone number, company name) when you provide this information in the form of a review, comment, job board listing, or contact question. We will not use this information to send you general email marketing messages, sell your information to another business, or send you any news unless you expressly consent to receive such a communication.

We do reserve the right to use this information to contact you in the future to convey information about our organization that we feel may benefit you specifically based on previous interactions. If you do not chose to receive such communication from us, you will always have the opportunity to “unsubscribe” from receiving notifications at any time.

In some instances, such as when you communicate with us via email, you will provide us with personally identifiable information about yourself. We will consider all personally identifiable information to be confidential and will exercise security measures to protect it; however anything you use the Internet to convey information, you should know that it may be susceptible to hacking and other violations of security.

Sharing Your Personal Information

We will not share or sell your personal information with other companies or organizations. We reserve the right to disclose any personal information as needed if such information is requested by law enforcement agencies or if we are required to do so by law, regulation, subpoena, court order, or by a government entity.

Information Collected by Others

This notice addresses only Workshops for Warriors’ website policy and does not apply to any other website included, but not limited to, sites that users access via links from our site.

Cookie Information

Websites use devices such as cookies and Internet tags to gather certain types of information – for example, the URL of the website you just came from and the Internet Protocol (IP) address and browser version your computer is currently using. This information is anonymous and does not specifically identify you. The purpose of the information gathered is to allow us to provide information of the type and format that will be most useful to you. In addition, this information helps us make adjustments and improvements to our website to better service our visitors. You may choose to set your



Internet browser to reject requests for cookies; however, this may affect the way information is made available to you through the website.

Our Commitment to Data Security

To prevent unauthorized access, maintain data accuracy, and ensure the correct use of information, we have put in place appropriate physical, electronic, and managerial procedures to safeguard and secure the information we collect online.

Periodic Policy Changes

Please note that Workshops for Warriors reviews its privacy practices semi-annually. Because these practices are subject to change, to ensure continuing familiarity with the most current version of our privacy policy, please bookmark and periodically review this page.

Workshops for Warriors' Privacy Policy is effective as of June 20, 2017. This statement does not create an agreement between Workshops for Warriors and users, and as such, does not create any legal rights for any party.

By clicking "Submit" I agree that:

- I have read and accept the Terms of Service
- I have read and accept the Privacy Policy
- I may receive communications from WFW when interested in hiring a graduate
- I am at least 18 years old