

Terms of Service

People who use (hereinafter referred to as "the user") the employment agency service (hereinafter referred to as "the service") provided by WITH International Japan Co., Ltd. (hereinafter referred to as "the company") are required comply with the following terms of use (hereinafter referred to as the "Terms"). Please use the service after giving your consent.

Article 1 (Temporary agency service)

The service offered by our company is a career consulting service that introduces users to job offers that match their careers, skills, and aptitudes, as well as various information that accompany them, and other job change support. It is a general term for services.

Article 2 (Application / use of this service)

1. The user shall apply for the use of this service using the method specified by the Company, and shall not be able to apply using the method not specified by the Company.
2. The user is deemed to have accepted all the content of this agreement when using this service. The indication of disapproval will be accepted only by not using this service.
3. The Company may refuse the use of this service when it is judged that it is inappropriate to provide this service to the service applicant.

Article 3 (Provision of this service)

We shall provide the appropriate service to the user in the following cases at our discretion.

Providing job change consultation by telephone, e-mail, or interview (Web, face-to-face)

- (2) Support for job change activities by the person in charge
- (3) Providing job information
- (4) Acting for application procedures for recruiting companies
- (5) All other services that we judge to be useful for the user's job change activities

Article 4 (Termination of use of this service)

The Company may terminate the provision of this service without prior notice when it is determined that the user falls to comply with the following.

- (1) When the user violates any item stipulated in this agreement.
- (2) When you cannot reply to the contact from us without justifiable reasons.

(3) When making repeated requests that go beyond the scope of the job change support service.

(4) In addition, when the Company determines that the relationship of trust between the user and the Company cannot be maintained.

Article 5 (User Responsibility)

1. The user shall use this service at his / her own will and bear all responsibility related to the use.

2. We will confirm the working conditions such as work content and treatment when the user joins the recruiting company. However, the user is responsible for the employment contract after reconfirming the working conditions with the recruiting company. The Company shall not be able to guarantee that the working conditions confirmed by the Company and notified to the user are definitive of the employment contract.

3. When a dispute arises with a third party due to the use of this service by the user, the Company shall not be liable unless the Company is responsible, and the user shall be responsible for his / her actions. It is the user's responsibility to deal with this.

4. The user acknowledges and accepts that this service does not necessarily guarantee the success of the user's job change.

Article 6 (Prohibitions for users)

The user shall not perform the following acts when using this service.

(1) Acts that infringe the copyright, patent right, utility model right, design right, trademark right, or other intellectual property right of a third party or our company.

(2) Acts that infringe on the property, privacy, honor, etc. of a third party or our company.

(3) Acts that may harm a third party or our company.

(4) Acts that give or may cause disadvantage to a third party or our company.

(5) Registering and notifying false information.

(6) Sales activities using this service, information provision for the purpose of profit, information collection, etc.

(7) Copying, selling, publishing, or using the information obtained through this service beyond the scope of private use.

(8) Actions that interfere with the operation of this service, or that damage the credibility of a third party or our company, or actions that may cause such actions.

(9) Acts that are or may be offensive to public order and morals.

(10) Acts that violate or may violate laws and regulations.

Article 7 (Disclaimer)

1. The Company shall not be liable for any disadvantages or damage (including mental distress, interruption of job hunting, or other financial loss) resulting from the use of this service (including the act of providing information by a third party associated with these) or the inability to use it, unless there is intentional or gross negligence.
2. The Company shall not be liable for any damage caused to the user by the service provided by a third party through this service.
3. The Company shall not be liable for any damages to the user caused by force majeure such as natural disasters or other reasons not attributable to the Company.
4. The Company does not guarantee that the data in this service will not be deleted or changed. Users are requested to save necessary data at their own risk.
5. The Company will not answer or respond to any questions regarding confidential matters of our company or the recruiting company.
6. The Company does not guarantee that job seekers will always be introduced to the job offer and that the user's job change activities will be successful.

Article 8 (Non-guaranteed information provided)

1. The information provided by this service is at the responsibility of the recruiting company, and we will not guarantee the truthfulness, legality, safety, appropriateness, usefulness, and up-to-datedness of this information. The user shall use it at his / her own risk.
2. Unless there is a gross negligence in the operation of the employment agency, we will not have any problems in providing this service; the information obtained from this service will be accurate. We do not guarantee that the products, services, information, etc. obtained will meet the expectations of users.

Article 9 (Compensation for damages)

If the user violates this agreement and causes damage to the Company, the user shall be liable for all damages directly or indirectly caused to the Company.

Article 10 (Handling of personal information)

1. The handling of personal information is separately stipulated in the "Privacy Policy". Based on the policy, we will appropriately collect, use, manage, and store personal information of users, or disclose it to third parties.

2. The user shall use this service by accepting the "Privacy Policy" in the preceding paragraph.

Article 11 (Confirmation of facts with recruiting companies)

In the process of recruitment selection, if we find that there is a discrepancy or risk of discrepancies between the information regarding working conditions and other contract details notified by the recruiting company and the information reported by the user, we will confirm the facts with the recruiting company.

Article 12 (Copyright and use of provided information)

1. The copyright of all content (including photographs and illustrations) posted on this service belongs to the Company or the company outsourced by the Company.

2. We analyze the usage history of the job change support service, such as the information of the user registered by the user using the job change support service, with or without specifying the individual, regardless of before or after the end of the use of the job change support service. Moreover, it shall be possible to use it in the job change support service and individual service by reflecting it in various services, functions, information, etc. provided through the job change support service and the individual service that the user wishes or uses, as agreed to this in advance.

3. The Company may use the information provided to this service other than personal information and the content created from it for editing, publishing, selling, etc. The copyright in that case belongs to our company.

Article 13 (Exclusion of antisocial forces)

Users must not be antisocial forces (an organized crime group, a member of an organized crime group, a former member of an organized crime group who ceased to be such member less than five years ago, a quasi-member of an organized crime group, a related enterprise of an organized crime group, an extortionist threatening to disrupt shareholder meetings (sokaiya) or the like, a miscreant advocating political activism, an intellectual crime group or the like, or any party similar to any of the foregoing), and they shall not engage in illegal acts such as violent acts, fraudulent acts / threatening acts, or obstruction of business. If you violate such a statement, we will terminate the provision of this service without objection.

Article 14 (Changes to this service, etc.)

1. The Company may change or temporarily suspend this service without prior notice.

2. The Company may suspend or terminate the provision of this service for a long period of time with a one-month notice period.

Article 15 (Change of Terms)

We reserve the right to change these Terms as necessary. The users will be informed of the content of the change by notification on the Internet or by e-mail, etc., and after one month has passed, all users will be deemed to have accepted the change.

Article 16 (Matters to be discussed)

If there is any doubt about the interpretation of this agreement, or if there is a matter not stipulated in this agreement, the Company and the user shall resolve it after consultation in good faith.

Article 17 (Governing Law and Jurisdiction)

This agreement is governed by Japanese law, and the Tokyo District Court or the Tokyo Summary Court shall be the exclusive jurisdiction court of first instance for all disputes arising from this service and this agreement.

Supplementary provisions

This agreement will come into effect on May 1, 2021.