

User Agreement for Clarvo Oy

Welcome to Clarvo and Jobgeek!

This User Agreement (the "Agreement") governs your use of the services provided by Clarvo Oy, formerly known as Hanki App ("Clarvo," "we," "us," or "our"), through our websites clarvo.ai and jobgeek.ai (collectively, the "Platforms"). By accessing or using the Platforms, you ("you" or "user") agree to be bound by this Agreement. Please read this Agreement carefully before using the Platforms.

1. Services

Clarvo provides online platforms that connect job seekers with potential employers. These platforms include Clarvo and JobGeek. Our services are currently provided to users free of charge. We may, at our sole discretion, introduce new or modify existing services on the Platforms.

2. User Accounts

To access certain features of the Platforms, you may be required to create an account. You are responsible for maintaining the confidentiality of your account information and for all activities that occur under your account. You agree to provide accurate and complete information when creating your account and to keep your information updated.

By creating an account, you acknowledge and agree that Clarvo may:

- Access and review publicly available information from your professional profiles (such as LinkedIn) to verify and update your employment status and other career-related information
- Use this information to enrich and maintain the accuracy of your profile on our Platforms
- Use this information to improve our matching services and Platform functionality
- Collect and analyze data about your platform interactions, including job opportunities you view, accept, or reject
- Share your anonymized profile with potential employers until you express interest in a specific opportunity

3. User Responsibilities

You agree to use the Platforms in a lawful and responsible manner. You shall not:

- Provide false or misleading information
- Impersonate any person or entity
- Use the Platforms for any illegal or unauthorized purpose
- Interfere with or disrupt the Platforms or servers
- Violate any applicable laws or regulations
- Notify Clarvo if you would prefer us not to access your public professional profiles for verification purposes

4. Intellectual Property

The Platforms and their content, including but not limited to text, graphics, logos, and software, are the property of Clarvo or its licensors and are protected by intellectual property laws. You may not use the Platforms' content without our prior written consent.

By submitting content to the Platforms, you grant Clarvo a non-exclusive, royalty-free, worldwide license to use, reproduce, modify, and distribute your content for the purpose of providing and improving our services.

5. Third-Party Services

The Platforms may integrate with third-party services, such as Google Analytics, Microsoft Clarity, and OpenAI. Your use of these third-party services is subject to their respective terms and conditions. You agree to comply with such terms and conditions when using these services through the Platforms.

6. Disclaimer of Warranties

The Platforms are provided "as is" without any warranties of any kind, express or implied. Clarvo disclaims all warranties, including but not limited to warranties of merchantability, fitness for a particular purpose, and non-infringement.

7. Limitation of Liability

Clarvo shall not be liable for any damages of any kind arising from the use of the Platforms, including but not limited to direct, indirect, incidental, consequential, and punitive damages.

8. Privacy Policy

Clarvo is committed to protecting your privacy. Our Privacy Policy explains how we collect, use, and disclose your personal information. By using the Platforms, you consent to the collection and use of your personal information as described in our Privacy Policy.

9. GDPR Compliance

Clarvo complies with the General Data Protection Regulation (GDPR) regarding the collection, use, and processing of personal data of individuals in the European Economic Area (EEA).

10. Referral Program

Clarvo may offer a referral program from time to time on either or both Platforms. The terms and conditions of the referral program will be posted on the respective Platform or otherwise made available to you. By participating in the referral program, you agree to be bound by those terms and conditions.

11. Algorithm-Based Matching

Our Platforms use algorithms to match job seekers with potential employers. The matching is based on the information provided by both parties as well as your interaction data (such as job opportunities you have previously viewed, accepted, or rejected). This behavioral data helps us refine our matching algorithms and provide more personalized recommendations. While we strive to provide accurate matches, we do not guarantee that all matches will be perfect or that you will find employment through our Platforms.

12. Termination

Clarvo reserves the right to terminate or suspend your account and access to the Platforms at any time, with or without cause and with or without notice. Upon termination, your right to use the Platforms will immediately cease.

13. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of Finland.

14. Changes to this Agreement

Clarvo reserves the right to modify this Agreement at any time. We will post the updated Agreement on the Platforms with a notice of the changes. Your continued use of the Platforms after the changes become effective constitutes your acceptance of the revised Agreement.

15. Contact Us

If you have any questions about this Agreement, please contact us at info@clarvo.ai.