

Terms and Condition

PURPOSE:

Waays And Solutions Pvt.Ltd is intended only to serve as a preliminary medium of contact and exchange of information for its users / members / visitors who have a bona fide intention to contact and/or be contacted for the purposes related to genuine existing job vacancies and for other career enhancement services.

USE TO BE IN CONFORMITY WITH THE PURPOSE:

Waays And Solutions Pvt.Ltd and related products) or service or product that is subscribe to or used (whether the same is paid for by you or not) is meant for the Purpose **and only the exclusive use of the subscriber/registered user**. Copying or downloading or recreating or sharing passwords or sublicensing or sharing in any manner which is not in accordance with these terms, **is a misuse** of the Platform or service or product and WAAYS AND SOLUTIONS PVT.LTD reserves its rights to act in such manner as to protect its loss of revenue or reputation or claim damages including stopping your service or access and reporting to relevant authorities. In the event you are found to be copying or misusing or transmitting or crawling any data or photographs or graphics or any information available on Waays And Solutions Pvt.Ltd for any purpose other than that being a bonafide Purpose, we reserve the right to take such action that we deem fit including stopping access and claiming damages

The site is a public site with free access and Waays And Solutions Pvt.Ltd assumes no liability for the quality and genuineness of responses. Waays And Solutions Pvt.Ltd cannot monitor the responses that a person may receive in response to information he/she has displayed on the site. The individual/company would have to conduct its own background checks on the bonafide nature of all response(s).

Waays And Solutions Pvt.Ltd will not be liable on account of any inaccuracy of information on this web site. It is the responsibility of the visitor to further research the information on the site. Any breach of privacy or of the information provided by the consumer to Waays And Solutions Pvt.Ltd to be placed on the website by technical or any other means is not the responsibility of Waays And Solutions Pvt.Ltd. Waays And Solutions Pvt.Ltd does not guarantee confidentiality of information provided to it by any person acquiring/using all/any information displayed on the Waays And Solutions Pvt.Ltd website or any of its other websites / domains owned and operated by Waays And Solutions Pvt.Ltd

Waays And Solutions Pvt.Ltd does not share personally identifiable data of any individual with other companies / entities without obtaining permission except with those acting as our agents.. Waays And Solutions Pvt.Ltd shall share all such information that it has in its possession in response to legal process, such as a court order or subpoena. The user shall not utilize the services offered by Waays And Solutions Pvt.Ltd/WAAYS AND SOLUTIONS PVT.LTD in any manner so as to impair the interests and functioning of Waays And Solutions Pvt.Ltd/WAAYS AND SOLUTIONS PVT.LTD. The user undertakes not to duplicate, download publish, modify and distribute material on Waays And Solutions Pvt.Ltd unless specifically authorized by WAAYS AND SOLUTIONS PVT.LTD in this regard.

The user undertakes to use Waays And Solutions Pvt.Ltd for his/her own purposes. Using content from Waays And Solutions Pvt.Ltd for derivative works with a commercial motive without prior written consent from WAAYS AND SOLUTIONS PVT.LTD is strictly prohibited.

Users undertake that the services offered by Waays and Solutions Pvt.Ltd/ WAAYS AND SOLUTIONS PVT.LTD shall not be utilized to upload, post, email, transmit or otherwise make available either directly or indirectly, any unsolicited bulk e-mail or unsolicited commercial e-mail. WAAYS AND SOLUTIONS PVT.LTD reserves the right to filter and monitor and block the emails sent by you/user using the servers maintained by WAAYS AND SOLUTIONS PVT.LTD to relay emails. All attempts shall be made by WAAYS AND SOLUTIONS PVT.LTD and the user to abide by International Best Practices in containing and eliminating Spam.

Users shall not spam the platform maintained by Waays and Solutions Pvt.Ltd / WAAYS AND SOLUTIONS PVT.LTD or indiscriminately and repeatedly post jobs/forward mail indiscriminately etc. Any conduct of the user in violation of this clause shall entitle WAAYS AND SOLUTIONS PVT.LTD to forthwith terminate all services to the user without notice and to forfeit any amounts paid by him.

The user shall not upload, post, transmit, publish, or distribute any material or information that is unlawful, or which may potentially be perceived as being harmful, threatening, abusive, harassing, defamatory, libelous, vulgar, obscene, or racially, ethnically, or otherwise objectionable.

The user expressly states that the resume/insertion or information/ data being fed into the network of Waays And Solutions Pvt.Ltd by the user is correct and complete in all respects and does not contain any false, distorted, manipulated, fraudulent or misleading facts or averments. Waays And Solutions Pvt.Ltd expressly disclaims any

liability arising out of the said resume insertion/information/ data so fed into the network of Waays And Solutions Pvt.Ltd by the user. Further, the user agrees to indemnify Waays And Solutions Pvt.Ltd for all losses incurred by Waays And Solutions Pvt.Ltd due to any false, distorted, manipulated, defamatory, libellous, vulgar, obscene, fraudulent or misleading facts or otherwise objectionable averments made by the user on the network of Waays And Solutions

The User is solely responsible for maintaining confidentiality of the User password and user identification and all activities and transmission performed by the User through his user identification and shall be solely responsible for carrying out any online or off-line transaction involving credit cards / debit cards or such other forms of instruments or documents for making such transactions and Waays And Solutions Pvt.Ltd assumes no responsibility or liability for their improper use of information relating to such usage of credit cards / debit cards used by the subscriber online / off-line.

The User/Subscriber/Visitor to Waays And Solutions Pvt.Ltd and/or its affiliated websites does hereby specifically agree that he/she shall, at all times, comply with the requirements of the Information Technology Act, 2000 as also rules, regulations, guidelines, bye laws and notifications made thereunder, while assessing or feeding any resume/ insertion or information/data into the computers, computer systems or computer network of Waays And Solutions Pvt.Ltd. The said User/ subscriber/ visitor to Waays And Solutions Pvt.Ltd and/or its affiliated websites does further unequivocally declare that in case he violates any provisions of the Information Technology Act, 2000 and/or rules, regulations, guidelines, byelaws and notifications made thereunder, he shall alone be responsible for all his acts, deeds and things and that he alone shall be liable for civil and criminal liability there under or under any other law for the time being in force.

The User is solely responsible for obtaining, at his own cost, all licenses, permits, consents, approvals and intellectual property or other rights as may be required by the user for using the Service.

THE USER REPRESENTS, WARRANTS AND COVENANTS THAT ITS USE OF WAAYS AND SOLUTIONS PVT.LTD SHALL NOT BE DONE IN A MANNER SO AS TO:

- a. Violate any applicable local, provincial, state, national or international law, statute, ordinance, rule or regulation;
- b. Interfere with or disrupt computer networks connected to Waays And Solutions Pvt.Ltd;
- c. Impersonate any other person or entity, or make any misrepresentation as to your employment by or affiliation with any other person or entity;
- d. Forge headers or in any manner manipulate identifiers in order to disguise the origin of any user information;
- e. Interfere with or disrupt the use of Waays And Solutions Pvt.Ltd by any other user, nor "stalk", threaten, or in any manner harass another user;
- f. Use Waays And Solutions Pvt.Ltd in such a manner as to gain unauthorized entry or access to the computer systems of others;
- g. Reproduce, copy, modify, sell, store, distribute or otherwise exploit for any commercial purposes Waays And Solutions Pvt.Ltd, or any component thereof (including, but not limited to any materials or information accessible through Waays And Solutions Pvt.Ltd);
- h. Use content from the Site for derivative works with a commercial motive without prior written consent of the WAAYS AND SOLUTIONS PVT.LTD.
- i. Use any device, software or routine to interfere or attempt to interfere with the proper working of Waays And Solutions Pvt.Ltd; or
- j. Impose an unreasonable or disproportionately large load on Waays And Solutions Pvt.Ltd infrastructure.
- k. Spam Waays And Solutions Pvt.Ltd/WAAYS AND SOLUTIONS PVT.LTD by indiscriminately and repeatedly posting content or forwarding mail that may be considered spam etc.
- l. Access data not intended for you or log into server or account that you are not authorized to access;
- m. Constitute an act of reverse engineering, decompiling, disassembling, deciphering or otherwise attempting to derive the source code for the Site or any related technology or any part thereof
- n. Engage in "framing," "mirroring," or otherwise simulating the appearance or function of the Site
- o. Attempt to probe, scan or test the vulnerability of a system or network;
- p. Use automated means to crawl and/or scrape content from Waays And Solutions Pvt.Ltd and to manually scrape content from Waays And Solutions Pvt.Ltd;
- q. The Site uses technological means to exclude Robots etc. from crawling it and scraping content. You undertake not to circumvent these methods.
- r. Access the Site except through the interfaces expressly provided by WAAYS AND SOLUTIONS PVT.LTD;
- s. Attempt or breach security or authentication measures without proper authorization;
- t. Providing deep links into Waays and Solutions Pvt.Ltd without prior permission of WAAYS AND SOLUTIONS PVT.LTD is prohibited. Extracting data from Waays and Solutions Pvt.Ltd using any automated process such as spiders, crawlers etc. or through any manual process for a purpose which has not been authorised in writing.
- u. Upload, post, email, transmit or otherwise make available either directly or indirectly, any unsolicited bulk e-mail or unsolicited commercial e-mail.
- v. Subscribers shall under no circumstance sublicense, assign, or transfer the License, and any attempt at such sublicense, assignment or transfer is void.

- w. Constitute hosting, modifying, uploading, posting, transmitting, publishing, or distributing any material or information
- a. For which you do not have all necessary rights and licenses;
 - b. Which infringes, violates, breaches or otherwise contravenes the rights of any third party, including any copyright, trademark, patent, rights of privacy or publicity or any other proprietary right;
 - c. Which contains a computer virus, or other code, files or programs intending in any manner to disrupt or interfere with the functioning of Waays And Solutions Pvt.Ltd, or that of other computer systems;
 - d. That is grossly harmful, harassing, invasive of another's privacy, hateful, disparaging, relating to money laundering or unlawful, or which may potentially be perceived as being harmful, threatening, abusive, harassing, defamatory, libelous/blasphemous, vulgar, obscene, or racially, ethnically, or otherwise unlawful in any manner whatsoever;
 - e. Which constitutes or encourages conduct that would constitute a criminal offence, give rise to other liability, or otherwise violate applicable law;
 - f. That deceives or misleads the addressee about the origin of such messages or communicates any information which is grossly offensive or menacing in nature;
 - g. That belongs to another person and to which the user does not have any right to;
 - h. That harm minors in any way;
 - i. That threatens the unity, integrity, defence, security or sovereignty of India, friendly relations with foreign states, or public order or causes incitement to the commission of any cognisable offence or prevents investigation of any offence or is insulting any other nation.

The user shall not infringe on any intellectual property rights of any person / entity or retain information / download any information from any computer system or otherwise with an intention to do so.

Waays And Solutions Pvt.Ltd will make best efforts to do so but does not warrant that any of the web sites or any affiliate site(s) or network system linked to it is free of any operational errors nor does it warrant that it will be free of any virus, computer contaminant, worm, or other harmful components. The subscription of a user shall be subject to Quotas as applicable and as advised. E-Mails provided as part of contact details are expected to be genuine and access to such email accounts is available to authorised personnel only.

Waays And Solutions Pvt.Ltd shall not be liable for any loss or damage sustained by reason of any disclosure (inadvertent or otherwise) of any information concerning the user's account and / or information relating to or regarding online transactions using credit cards / debit cards and / or their verification process and particulars nor for any error, omission or inaccuracy with respect to any information so disclosed and used whether or not in pursuance of a legal process or otherwise.

Payments for the services offered by Waays And Solutions Pvt.Ltd shall be on a 100% advance basis. Refund if any will be at the sole discretion of Waays And Solutions Pvt.Ltd. WAAYS AND SOLUTIONS PVT.LTD offers no guarantees whatsoever for the accuracy or timeliness of the refunds reaching the Customers card/bank accounts. WAAYS AND SOLUTIONS PVT.LTD gives no guarantees of server uptime or applications working properly. All is on a best effort basis and liability is limited to refund of amount only. WAAYS AND SOLUTIONS PVT.LTD undertakes no liability for free services. WAAYS AND SOLUTIONS PVT.LTD reserves its right to amend / alter or change all or any disclaimers or terms of agreements at any time without any prior notice. All terms / disclaimers whether specifically mentioned or not shall be deemed to be included if any reference is made to them.

Subscriber/user acknowledges and agrees that WAAYS AND SOLUTIONS PVT.LTD/Waays And Solutions Pvt.Ltd, at its sole discretion and without prejudice to other rights and remedies that it may have under the applicable laws, shall be entitled to set off the amount paid or payable by a subscriber/user against any amount(s) payable by Subscriber/user to WAAYS AND SOLUTIONS PVT.LTD under any other agreement or commercial relationship towards other products/services.

Waays And Solutions Pvt.Ltd further reserves its right to post the data on the website Waays And Solutions Pvt.Ltd or on such other affiliated sites and publications as Waays And Solutions Pvt.Ltd may deem fit and proper at no extra cost to the subscriber / user.

The subscription / agreement between WAAYS AND SOLUTIONS PVT.LTD and the subscriber / user is not a "non-poach agreement" nor can the same be termed or used as an alternative to "non-poach agreement" in as much as WAAYS AND SOLUTIONS PVT.LTD / Waays And Solutions Pvt.Ltd is a public site and all information posted by WAAYS AND SOLUTIONS PVT.LTD goes to the public domain except information / data which is specifically assigned a non-public / private character.

Any agreement for a subscription / usage entered into by WAAYS AND SOLUTIONS PVT.LTD does not confer exclusivity of service on any subscriber / user.

Waays And Solutions Pvt.Ltd will not be party to any legal proceedings between a user (e.g. a subscriber) and a party contracted through the site. In case Waays And Solutions Pvt.Ltd is implicated in any legal proceedings, costs will be recovered from the party that names Waays And Solutions Pvt.Ltd. Waays And Solutions Pvt.Ltd

however will abide with any court order served on it through due process. WAAYS AND SOLUTIONS PVT.LTD controls and operates this Platform from its headquarters in Noida and makes no representation that the materials on Waays And Solutions Pvt.Ltd are appropriate or available for use in other locations. If you use this Website from other locations, you are responsible for compliance with applicable local laws including but not limited to the export and import regulations of other countries. In case a person using the world wide web/internet receives a spam or virus which includes a link to Waays And Solutions Pvt.Ltd or to any other site maintained, operated or owned by WAAYS AND SOLUTIONS PVT.LTD, it should not be held responsible for the same. WAAYS AND SOLUTIONS PVT.LTD assumes no responsibility for such mails.

The services provided by the websites maintained, operated or owned by WAAYS AND SOLUTIONS PVT.LTD do not extend to acting as an agent (express or implied) on behalf of any subscriber or user.

WAAYS AND SOLUTIONS PVT.LTD has no agents and does not operate through any agents save for those specifically mentioned on the home page of the website.

The Terms and conditions mentioned above regulate the usage of Waays And Solutions Pvt.Ltd. Any person using Waays And Solutions Pvt.Ltd in violation of the stipulations contained in the Terms and Conditions of Waays And Solutions Pvt.Ltd shall render himself/herself liable to appropriate action in a court of law both civil and criminal.

BY ACCEPTING THESE TERMS AND CONDITIONS, YOU AGREE TO INDEMNIFY AND OTHERWISE HOLD HARMLESS WAAYS AND SOLUTIONS PVT.LTD, ITS DIRECTORS, OFFICERS, EMPLOYERS, AGENTS, SUBSIDIARIES, AFFILIATES AND OTHER PARTNERS FROM ANY DIRECT, INDIRECT, INCIDENTAL, SPECIAL, CONSEQUENTIAL OR EXEMPLARY DAMAGES ARISING OUT OF, RELATING TO, OR RESULTING FROM YOUR USE OF THE SERVICES OBTAINED THROUGH WAAYS AND SOLUTIONS PVT.LTD INCLUDING BUT NOT LIMITED TO INFORMATION PROVIDED BY YOU OR ANY OTHER MATTER RELATING TO WAAYS AND SOLUTIONS PVT.LTD. ANY REFERENCE TO DUTIES AND TAXES ETC IN THESE TERMS OF USE SHALL INCLUDE GOODS AND SERVICES TAX (HEREIN REFERRED AS GST) FROM THE DATE GST LAW IS IMPLEMENTED IN INDIA. ANY ADDITIONAL TAX LIABILITY ARISING ON ACCOUNT OF INTRODUCTION OF GST (WHETHER ON ACCOUNT OF INCREASE IN RATE OR ANY CHANGE BROUGHT IN BY THE NEW TAX REGIME) WOULD BE RECOVERED OVER AND ABOVE THE AGREED CONTRACT PRICE / SERVICE FEE.

If any dispute arises between a user/users and WAAYS AND SOLUTIONS PVT.LTD arising out of use of Waays And Solutions Pvt.Ltd or thereafter, in connection with the validity, interpretation, implementation or alleged breach of any provision of these Terms and Conditions, the dispute shall be referred to a sole arbitrator who shall be an independent and neutral third party identified by the Company. Decision of the arbitrator shall be final and binding on both the parties to the dispute. The place of arbitration shall be New Delhi, India. The Arbitration & Conciliation Act, 1996 as amended, shall govern the arbitration proceedings.

These Terms and Conditions shall be governed by the laws of Republic of India. The exclusive forum for any disputes arising out of or relating to these Terms of Use shall be a court of law located in New Delhi, India.

Waays And Solutions Pvt.Ltd, Waays And Solutions Pvt.Ltd India, WAAYS AND SOLUTIONS PVT.LTD and Waays And Solutions Pvt.Ltd are used interchangeably and are synonymous.

The user of Waays And Solutions Pvt.Ltd is subject to the [Privacy Policy](#) available through this link.

In case of non compliance of these Terms and Conditions or Privacy Policy WAAYS AND SOLUTIONS PVT.LTD may terminate usage rights and take down any offending information that might have been uploaded by such subscriber/user

ADDITIONALLY, BASIS SERVICES CHOSEN, CERTAIN PRODUCT/SERVICE SPECIFIC CONDITIONS MAY APPLY.

Job Seekers

1. [Waays And Solutions FastForward Services / Resume Posting / Submission of Resume / Resume Upload / Resume Manager](#)
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Recruiters

1. [Classified Job listing \(single\)](#)
2. [Classified Subscriptions for various period](#)
3. [Hot Vacancies \(single\)](#)
4. [Hot Vacancies Subscriptions](#)
5. [Job Gallery](#)
6. [Best Places to Work](#)
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Job Seekers

1. Waays And Solutions FastForward Services / Resume Posting / Submission of Resume / Resume Upload / Resume Manager by registering your resume on Waays And Solutions Pvt.Ltd, you agree to the following terms For

1. The resume/ insertion or information/data fed by the user can be updated by the user alone, free of cost.
2. Waays And Solutions Pvt.Ltd offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the resume/ insertion or information/data is fed by the user.
3. Waays And Solutions Pvt.Ltd neither guarantees nor offers any warranty about the credentials bonafides, status or otherwise of the prospective employer/organization which downloads the resume/ insertion or information/data and uses it to contact the user.
4. Waays And Solutions Pvt.Ltd would not be held liable for loss of any data technical or otherwise, or of the resume/ insertion or information/data or particulars supplied by user due to acts of god as well as reasons beyond its control like corruption of data or delay or failure to perform as a result of any cause(s) or conditions that are beyond Waays And Solutions Pvt.Ltd's reasonable control including but not limited to strikes, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, distributed denial of service attacks, virus attacks, war and natural calamities.
5. It shall be sole prerogative and responsibility of the user to check the authenticity of all or any response received pursuant to the resume/ insertion or information/data being fed into the network system of Waays And Solutions Pvt.Ltd by the user, for going out of station or in station for any job or interview. Waays And Solutions Pvt.Ltd assumes no responsibility in respect thereof and expressly disclaims any liability for any act, deed or thing which the user may so do, pursuant to the receipt of the response, if any, to the resume/ insertion or information/ date being fed into the network system of Waays And Solutions Pvt.Ltd.
6. Uploading of multiple resumes beyond a reasonable limit by the same individual, using the same or different accounts shall entitle Waays And Solutions Pvt.Ltd to remove the Resumes without notice to the subscriber.
6.a This service is only meant for candidates looking for suitable jobs. Any usage with commercial intent is prohibited.
7. Waays And Solutions Pvt.Ltd reserves its right to reject and delete any resume/ insertion or information/data fed in by the user without assigning any reason.
8. This free service entitles the user alone i.e the same person, to add modify or change the data/information fed in by him but does not entitle him to use the free service to feed fresh insertion or information/data /resume of another person in place of the insertion or information/data already fed in by such user.
9. Waays And Solutions Pvt.Ltd has the right to make all such modifications/editing of resume in order to fit resume in its database.
10. The subscriber shall be assigned a password (s) by Waays And Solutions Pvt.Ltd to enable the subscriber to access all the information received through Waays And Solutions Pvt.Ltd, but the sole responsibility of the safe custody of the password shall be that of the subscriber and Waays And Solutions Pvt.Ltd shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. Waays And Solutions Pvt.Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
11. It shall be the sole responsibility of the user to ensure that it uses the privacy setting options as it deems fit to debar / refuse access of the data fed by it, to such corporate entities individuals or consultants. Waays And Solutions Pvt.Ltd shall not be responsible for such insertions / data being accessed by its subscribers or users whose access has not been specifically blocked /debarred by the user while using the privacy settings.

12. Even though you may have marked your profile as unsearchable, on viewing a Waays And Solutions Recruiter profile when you are logged into your Waays And Solutions Pvt.Ltd account, a snapshot of your profile maybe made visible to the recruiter.
13. Although Waays And Solutions Pvt.Ltd will make all possible efforts to adhere to these privacy settings, it will not be responsible for a resume being seen by a blocked user for any reason. For best privacy settings it is recommended that you do not allow your resume to be searched at all.
14. The user represents that he/she is not a minor and is not under any legal or other disability which limits his/her ability to comply with these Terms or to install and use the services subscribed and purchased with minimal risk of harm to you or others. You further represent that you are not purchasing the products/services for resale to others and will not do so without Waays And Solutions Pvt.Ltd (India) Limited's prior written consent.
15. All changes / modifications made by the user to the data / information shall be effected and will come into operation only after 24-48 hours of such changes / modifications being made.
16. On registration you agree to: a) Making your resume searchable to clients of WAAYS AND SOLUTIONS PVT.LTD who subscribe to RESDEX (Resume Database Access). You may be contacted by subscribers of RESDEX via email, telephone and/or post. If you wish to modify this setting and make yourself non-searchable, you may reset this in the Privacy Setting section of your resume. We recommend that you read the privacy settings carefully and WAAYS AND SOLUTIONS PVT.LTD will not be held responsible for contacts/emails received by you. b) Receive job alerts (mails detailing jobs that match your profile as entered on Waays And Solutions Pvt.Ltd) via email. You may remove yourself from the job alert email database by resetting this option in the Privacy Setting section of your resume c) Receive promotional mailers/ special offers. You may remove yourself from the promotional mailer email database by resetting this option on the Privacy Setting section of your resume.
17. The user agreement between a user/subscriber and WAAYS AND SOLUTIONS PVT.LTD will be treated as having been terminated in the following events: (i) On completion of the term for which the user/subscriber engages the services of the website; or (ii) In case the user/subscriber violates any of the conditions of this agreement or any other agreement entered into by him with WAAYS AND SOLUTIONS PVT.LTD, however, such termination will be at the option and discretion of WAAYS AND SOLUTIONS PVT.LTD; or (iii) On writing and on such terms as agreed to by the parties mutually.
18. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website.

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2. Resume Display

1. In case necessary inputs required by us for commencing the services are not received by us within 30 days of the payment, the order shall stand cancelled and the any amounts paid shall be appropriated.
2. The payment for service once subscribed to by the subscriber is not refundable and any amount paid shall stand appropriated.
3. The amount paid entitles the subscriber alone to the service by Waays And Solutions Pvt.Ltd for a period of subscription opted for from the date of up-linking of the resume on the website Waays And Solutions Pvt.Ltd or such other mirror or parallel site(s) as Waays And Solutions Pvt.Ltd may deem fit and proper but such web host shall be without any extra cost to the subscriber / user.
4. The resume displayed can be updated by the subscriber alone free of cost.
5. Notwithstanding anything contained herein, through Resume Display service your resume is made available from the home page of Waays And Solutions Pvt.Ltd and can be by freely accessed by anyone.
6. Additionally, through this service your resume is also made a part of Waays And Solutions Pvt.Ltd's proprietary database, accessed only by companies/recruiter registered with us. Please log into your account and set the visibility of the resume as desired by you, here you can selectively block a company/recruiter from accessing your resume. (Please note that the confidentiality settings of the resume which has been made part of the exclusive database is independent of the confidentiality settings of the resume made part of the free search service)
7. Waays And Solutions Pvt.Ltd offers neither guarantee nor warranties that there would be a satisfactory response or any response at all once the resume is put on display.
8. Waays And Solutions Pvt.Ltd neither guarantees nor offers any warranty about the credentials of the prospective employer/organization which down loads the information and uses it to contact the prospective employee / visitor / user / subscriber.
9. Waays And Solutions Pvt.Ltd would not be held liable for loss of any data technical or otherwise, and particulars supplied by subscribers due to reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Waays And Solutions Pvt.Ltd's reasonable control including but not limited to strikes, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.
10. It shall be the sole prerogative and responsibility of the individual to check the authenticity of all or any response received pursuant to the resume being displayed by Waays And Solutions Pvt.Ltd for going out of station or in station for any job / interview and Waays And Solutions Pvt.Ltd assumes no responsibility in respect thereof.
11. Waays And Solutions Pvt.Ltd reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, refund if any shall be on a pro-rata basis at the sole discretion of Waays And Solutions Pvt.Ltd.

12. Waays And Solutions Pvt.Ltd will commence providing services only upon receipt of amount/charges upfront either from subscriber or from a third party on behalf of the subscriber.
13. This subscription is not transferable i.e. it is for the same person throughout the period of subscription.
14. Waays And Solutions Pvt.Ltd has the right to make all such modifications/editing of resume in order to fit the resume in its database.
15. The liability, if any, of Waays And Solutions Pvt.Ltd is limited to the extent of the amount paid by the subscriber.
16. The subscriber shall be assigned password(s) by Waays And Solutions Pvt.Ltd to enable the subscriber to access all the information received through its site Waays And Solutions Pvt.Ltd, but the sole responsibility of the safe custody of the password shall be that of the subscriber and Waays And Solutions Pvt.Ltd shall not be responsible for data loss/theft or data/corruption or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. Waays And Solutions Pvt.Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber
17. The subscriber undertakes that the data/information provided by him is true and correct in all respects.
18. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website

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3. RecruiterConnection

1. The payment for service once subscribed to by the subscriber is not refundable and any amount paid shall stand appropriated.
2. Through RecruiterConnection, the subscriber can buy credits to send messages to the recruiter of his/her choice.
3. If the recruiter does not view the message sent to him/her within 15 days, the period being subject to change without prior notice, then the credit would be returned to the jobseeker. Credits will be returned only once.
4. All the credits are valid for one year from the date of purchase.
5. After contacting a recruiter, the jobseeker cannot send a message to the same recruiter for 30 days, the period being subject to change without prior notice.
6. Using the service, the jobseeker would be able to send a message of maximum 500 characters along with a subject line of maximum 200 characters.
7. Waays And Solutions Pvt.Ltd offers neither guarantee nor warranties that there would be a satisfactory response or any response at all once the message is sent to the recruiter.
8. Waays And Solutions Pvt.Ltd neither guarantees nor offers any warranty about the credentials of the prospective recruiter/organization which sees the message and down loads the information and uses it to contact the prospective employee / visitor / user / subscriber.
9. It shall be the sole prerogative and responsibility of the individual to check the authenticity of all or any response received pursuant to the connect message for going out of station or in station for any job / interview and Waays And Solutions Pvt.Ltd assumes no responsibility in respect thereof.
10. This subscription is not transferable i.e. it is for the same person throughout the period of subscription.
11. The subscriber undertakes that the data/information provided by him is true and correct in all respects.
12. This service shall not be utilized by the user for uploading/transmitting content which is illegal or objectionable in any manner.
13. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website.

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4. Resume Flash

1. The service once subscribed to by the subscriber is not refundable and all amount(s) paid shall stand appropriated
2. Waays And Solutions Pvt.Ltd shall send the resume to the consultant(s) database subscribed to by email once only and Waays And Solutions Pvt.Ltd shall not be bound to refund any amount or charges or fee paid once the information/resume is sent to the consultant(s) database subscribed to.
3. The subscription fee paid entitles the subscriber only for one time sending of resume to consultant(s) database subscribed to. For repeated availing of the service, additional charges will have to be paid.
4. Waays And Solutions Pvt.Ltd offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the resume is sent to consultant(s) database subscribed to.
5. Waays And Solutions Pvt.Ltd neither guarantees nor offers any warranty about the credentials of the prospective employer/organization which receives the information / data and uses it to contact the prospective employee / subscriber / visitor / user.
6. It shall be the sole prerogative and responsibility of the individual / subscriber to check the authenticity of all or any response received pursuant to the resume being sent to consultant(s) database subscribed to by Waays And Solutions Pvt.Ltd for going out of station or in station for any job interview and Waays And Solutions Pvt.Ltd assumes no responsibility in respect thereof.
7. The subscriber shall have no right to demand any information regarding the organizations to whom the resume has been sent and Waays And Solutions Pvt.Ltd would be under no legal or other obligation to disclose/reveal the particulars of such organizations.
8. Waays And Solutions Pvt.Ltd reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason before sending the resume to consultant(s) database subscribed to,

but in such an eventuality, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Waays And Solutions Pvt.Ltd.

9. In the event that Waays And Solutions Pvt.Ltd does not deem the resume suitable/fit/appropriate to be sent to consultant(s) subscribed to, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Waays And Solutions Pvt.Ltd.
10. Waays And Solutions Pvt.Ltd will commence providing services only upon receipt of amount/charges upfront either from subscriber or from a third party on behalf of the subscriber.
11. This subscription is not transferable i.e. it is for the same person throughout the period of subscription.
12. The liability, if any, of Waays And Solutions Pvt.Ltd is limited to extent of the amount paid by the subscriber.
13. The subscriber shall be assigned a password (s) by Waays And Solutions Pvt.Ltd to enable the subscriber to access all the information received through Waays And Solutions Pvt.Ltd, but the sole responsibility of the safe custody of the password shall be that of the subscriber and Waays And Solutions Pvt.Ltd shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. Waays And Solutions Pvt.Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber
14. The subscriber undertakes that the data/information provided by him is true and correct in all respects.
15. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website

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5. Resume Writing

1. In case necessary inputs required by us for commencing the services are not received by us within 30 days of the payment, the order shall stand cancelled and the any amounts paid shall be appropriated.
2. The subscriber shall certify that the information/data supplied by it to Waays And Solutions Pvt.Ltd is accurate and correct.
3. The subscriber shall give reasonable time to Waays And Solutions Pvt.Ltd for writing of resumes.
4. The subscriber must respond to the queries raised (sent by email) by Waays And Solutions Pvt.Ltd within 7 days of such a query being raised failing which, Waays And Solutions Pvt.Ltd shall stand absolved of all its obligation, if any.
5. The subscription amount once paid for by the subscribers is not refundable and all amount(s) paid on behalf of the subscriber shall stand appropriated.
6. The liability, if any, of Waays And Solutions Pvt.Ltd is limited to the extent of the amount paid by the subscriber.
7. Waays And Solutions Pvt.Ltd offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the resume is written and used by the subscriber to apply for jobs.
8. Waays And Solutions Pvt.Ltd shall not be held liable for loss of any data technical or otherwise, information, particulars supplied by subscriber due to reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Waays And Solutions Pvt.Ltd's reasonable control including but not limited to strikes, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.
9. Waays And Solutions Pvt.Ltd reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason, but in such an eventuality, any amount so paid for, shall be refunded to the subscriber on a pro-rata basis at the sole discretion of Waays And Solutions Pvt.Ltd.
10. Waays And Solutions Pvt.Ltd will commence providing services only upon receipt of amount/charges upfront either from subscriber or from a third party on behalf of the subscriber.
11. This subscription is not transferable i.e. it is for the same person throughout the period of subscription.
12. The subscriber shall be assigned password(s) by Waays And Solutions Pvt.Ltd to enable the subscriber to access all the information received through Waays And Solutions Pvt.Ltd, but the sole responsibility of the safe custody of the password shall be that of the subscriber and Waays And Solutions Pvt.Ltd shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. Waays And Solutions Pvt.Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
13. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website.
14. Content and Images(Visuals) in visual resume are provided by Subscriber. Waays And Solutions Pvt.Ltd India Limited disclaims all warranties against infringement.

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6. Jobs on the Move

1. The payment for service once subscribed to by the subscriber is not refundable and any amount paid shall stand appropriated.
2. The amount paid entitles the subscriber alone to the service by Waays And Solutions Pvt.Ltd for a period of subscription opted for from the date of sending the first job SMS.
3. Waays And Solutions Pvt.Ltd uses an automated algorithm to match jobs against the keywords/attributes present in the profile submitted by the user, and hence offers no guarantee nor warranties that the jobs sent in the job SMS will be relevant to the profile.

4. Waays And Solutions Pvt.Ltd neither guarantees nor offers any warranty about the credentials of the prospective employer/organization whose details are sent in the Job SMS.
5. By opting for this service you are agreeing to receive details of Jobs from Waays And Solutions Pvt.Ltd, on your mobile, till the tenure of the service.
6. Waays And Solutions Pvt.Ltd will try its utmost best to try and deliver all SMS sent, however, it does not take any responsibility for SMSes not delivered (which may be on account of phones being out of order, operator network problems, SIM not being used anymore etcetera). It does take the responsibility of the SMSes leaving its vendor SMS gateway.
7. Waays And Solutions Pvt.Ltd will not be responsible in any way for failure of any backend technology of SMS applications at the Operators end and resultant inability of a user to receive SMS.
8. Waays And Solutions Pvt.Ltd reserves the right to regulate number of SMSes sent out to a particular user in a single day.
9. The service will be delivered on the mobile number provided at the time of purchase of the service, and will continue on the new number if changed by the user.
10. If there are no jobs found matching the user's profile, an intimation SMS & email is sent to the user, on the 7th day and the user is asked for changing/editing his profile.
11. Waays And Solutions Pvt.Ltd would not be held liable for loss of any data technical or otherwise, and particulars supplied by subscribers due to reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Waays And Solutions Pvt.Ltd's reasonable control including but not limited to strikes, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.
12. It shall be the sole prerogative and responsibility of the individual to check the authenticity of all or any response received pursuant to the resume being displayed by Waays And Solutions Pvt.Ltd for going out of station or in station for any job / interview and Waays And Solutions Pvt.Ltd assumes no responsibility in respect thereof.
13. Waays And Solutions Pvt.Ltd reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, refund if any shall be on a pro-rata basis at the sole discretion of Waays And Solutions Pvt.Ltd.
14. Waays And Solutions Pvt.Ltd will commence providing services only upon receipt of amount/charges upfront either from subscriber or from a third party on behalf of the subscriber.
15. This subscription is not transferable i.e. it is for the same person throughout the period of subscription.
16. The liability, if any, of Waays And Solutions Pvt.Ltd is limited to the extent of the amount paid by the subscriber.
17. The subscriber shall be assigned password (s) by Waays And Solutions Pvt.Ltd to enable the subscriber to access all the information received through its site Waays And Solutions Pvt.Ltd, but the sole responsibility of the safe custody of the password shall be that of the subscriber and Waays And Solutions Pvt.Ltd shall not be responsible for data loss/theft or data/corruption or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. Waays And Solutions Pvt.Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
18. The subscriber undertakes that the data/information provided by him is true and correct in all respects.
19. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website.
20. If you would like to stop the service before the due date, please write an email to service@Waays And Solutions Pvt.Ltd

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7. Job Mail

1. The payment for service once subscribed to by the subscriber is not refundable and any amount paid shall stand appropriated.
2. The amount paid entitles the subscriber alone to the service by Waays And Solutions Pvt.Ltd for a period of subscription opted for from the date of sending the first job mail.
3. Waays And Solutions Pvt.Ltd uses an automated algorithm to match jobs against the keywords/attributes present in the profile submitted by the user, and hence offers no guarantee nor warranties that the jobs sent in the job mail will be relevant to the profile.
4. Waays And Solutions Pvt.Ltd neither guarantees nor offers any warranty about the credentials of the prospective employer/organization whose details are sent in the job mail.
5. By opting for this service you are agreeing to receive details of Jobs from Waays And Solutions Pvt.Ltd, in your mailbox, for the tenure of the service.
6. Although all attempts will be made by Waays And Solutions Pvt.Ltd to send all jobs on the specified days, however it does not take any responsibility for job mail not been sent (which may be on account of non availability of jobs as per the user's specified criteria).
7. Waays And Solutions Pvt.Ltd will not be responsible in any way for failure of any backend technology of mail exchange server and resultant inability of a user to receive job mail.
8. Waays And Solutions Pvt.Ltd reserves the right to regulate number of jobs sent out in the Job mail to a particular user in a single day.
9. The service will be delivered on the email id provided at the time of purchase of the service, and will continue on the verified email id if changed by the user.

10. If there are no jobs found matching the user's profile, an intimation email is sent to the user, and on the 3rd such instance the user is asked for changing/editing his profile. But the loss of these days is not compensated in the duration of the service.
11. Waays And Solutions Pvt.Ltd would not be held liable for loss of any data technical or otherwise, and particulars supplied by subscribers due to reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Waays And Solutions Pvt.Ltd's reasonable control including but not limited to strikes, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.
12. It shall be the sole prerogative and responsibility of the individual to check the authenticity of all or any response received pursuant to the resume being displayed by Waays And Solutions Pvt.Ltd for going out of station or in station for any job / interview and Waays And Solutions Pvt.Ltd assumes no responsibility in respect thereof.
13. Waays And Solutions Pvt.Ltd reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, refund if any shall be on a pro-rata basis at the sole discretion of Waays And Solutions Pvt.Ltd.
14. Waays And Solutions Pvt.Ltd will commence providing services only upon receipt of amount/charges upfront either from subscriber or from a third party on behalf of the subscriber.
15. This subscription is not transferable i.e. it is for the same person throughout the period of subscription.
16. The liability, if any, of Waays And Solutions Pvt.Ltd is limited to the extent of the amount paid by the subscriber.
17. The subscriber shall be assigned password (s) by Waays And Solutions Pvt.Ltd to enable the subscriber to access all the information received through its site Waays And Solutions Pvt.Ltd, but the sole responsibility of the safe custody of the password shall be that of the subscriber and Waays And Solutions Pvt.Ltd shall not be responsible for data loss/theft or data/corruption or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. Waays And Solutions Pvt.Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
18. The subscriber undertakes that the data/information provided by him is true and correct in all respects.
19. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website.
20. If you would like to stop the service before the due date, please write an email to service@Waays And Solutions Pvt.Ltd

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8. RSS (Really Simple Syndication)
 1. The use of the services offered by Waays And Solutions Pvt.Ltd including this service is also subject to the terms and conditions which regulate the usage of the website.
 2. This service is provided by Waays And Solutions Pvt.Ltd free of charge. This service is meant exclusively for individual and non commercial use. The content being provided through this service may not be edited/changed/modified in any manner without our permission. Any usage for non-personal/commercial purposes requires specific written permission to be obtained from us prior to commencing such usage. Please contact legal@Waays And Solutions Pvt.Ltd to request permission.
 3. Waays And Solutions Pvt.Ltd India Limited claims proprietary rights over the content being made available as RSS feeds from Waays And Solutions Pvt.Ltd, including copyrights, trademark etc. The user shall provide acknowledgement to Waays And Solutions Pvt.Ltd in connection with its use of RSS feeds obtained from the website.
 4. Waays And Solutions Pvt.Ltd India Limited reserves the right to discontinue providing RSS feeds, limit the users access to parts of the RSS feeds without assigning any reason for the same. Limits may be imposed.
 5. The factual content contained in the RSS feeds is displayed as supplied by various recruiters, recruitment agencies and other sources; Waays And Solutions Pvt.Ltd India Limited offers no warranties about the correctness/truthfulness of the content.

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9. Waays And Solutions Toolbar Terms and Conditions
 1. This service is provided by Waays And Solutions Pvt.Ltd free of charge.
 2. This service is meant exclusively for individual and non commercial use. Any usage to the contrary for producing derivative works is strictly prohibited
 3. The logos and the marks used on Waays And Solutions Pvt.Ltd and any downloads are the exclusive property of Waays And Solutions Pvt.Ltd (India) Limited, which shall retain all rights, title and interest in these trademarks, copyrights, logos and other intellectual property rights
 4. The Privacy Policy of the website Waays And Solutions Pvt.Ltd governs your use of the Waays And Solutions Toolbar
 5. Waays And Solutions Pvt.Ltd (India) Limited reserves the right to restrict your access to Waays And Solutions Pvt.Ltd without assigning any reason for the same.
 6. Waays And Solutions Pvt.Ltd (India) Limited offers no guarantee or warranty whatsoever regarding the Waays And Solutions Toolbar. :

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10. Applications by Non Registered Users

1. The user undertakes that the data/information being provided by him/her in the resume is true and correct in all respects..
2. Waays And Solutions Pvt.Ltd does not share personally identifiable data of any individual with other companies/entities without obtaining permission. Waays And Solutions Pvt.Ltd may share all such information that it has in its possession for its own purposes including sending promotional mailers etc and in response to legal process, such as a court order or subpoena.
3. The user undertakes that he/she will not disseminate false/objectionable/offensive material using these services.
4. This interface shall be exclusively for the purposes of bona fide job applications; usage of the interface in any other fashion is strictly prohibited.
5. Waays And Solutions Pvt.Ltd neither guarantees nor offers any warranty about the credentials bonafides, status or otherwise of the prospective employer/organization which downloads the resume/ insertion or information/data and uses it to contact the user.
6. The user shall not infringe on any intellectual property rights of any person/entity or retain information/download any information from any computer system or otherwise with an intention to do so.
7. The User/subscriber/visitor to Waays And Solutions Pvt.Ltd or affiliated site(s) is prohibited from introducing/posting or transmitting information or software, which contains a computer virus, or a contaminant, worm or other harmful components on the internet or on Waays And Solutions Pvt.Ltd site or sub-domains or on any affiliate sites or any other network system
8. Waays And Solutions Pvt.Ltd will not be party to any legal proceedings between a user (e.g. a subscriber) and a party contracted through the site. In case Waays And Solutions Pvt.Ltd is implicated in any legal proceedings, costs will be recovered from the party that names Waays And Solutions Pvt.Ltd. Waays And Solutions Pvt.Ltd however will abide with any court order served on it through due process.

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11. Job Search & Resume Services on SMS
 1. The subscriber availing this service shall be deemed to have consented to be bound by all the applicable terms and conditions of this service.
 2. Decision of Waays And Solutions Pvt.Ltd regarding all transactions under this service shall be final and binding and no correspondence shall be entertained in this regard.
 3. Waays And Solutions Pvt.Ltd reserves the right to extend, cancel, discontinue, prematurely withdraw, change, alter or modify this service or any part thereof including charges, at its sole discretion at anytime as may be required in view of business exigencies and/or regulatory or statutory changes.
 4. Your mobile phone number (MSISDN) will be used during the transmission of text messages through the mobile service provider's server for SMS Service.
 5. The membership is for your personal use only. You cannot transfer, assign or authorize your membership to any other person.
 6. The subscriber understands that he/she can avail SMS Services at his/her discretion and the said service shall be availed in such options as are made available by Waays And Solutions Pvt.Ltd from time to time.
 7. This service is subject to guidelines/directions issued by Telecom Regulatory Authority of India or any other statutory authority from time to time.
 8. The SMS or its contents once sent for availing the SMS services shall be treated as final and the same cannot be withdrawn, changed or retrieved subsequently under any circumstances.
 9. WAP Services enable you to access our Services and to submit and/or receive Content through your wireless Device. Your access to our WAP Services may be dependent on the wireless Device you use to access the applicable WAP services.
 10. Subscription Services provide you with access to certain Content for a selected period of time, which will be as indicated and chosen by you prior to purchase. The frequency with which you will receive the relevant Content will be notified to you at the time you subscribe for the service.
 11. You will not post or transmit any content that is abusive, obscene, sexually oriented or against national interest. Waays And Solutions Pvt.Ltd reserves the right to suspend your profile if any prohibitive or objectionable content is found and may further initiate appropriate legal proceedings against you.
 12. The Service is an additional service offered by Waays And Solutions Pvt.Ltd. The functions of the Service are dependent on the Operator owning the network to facilitate this service (Operator), for which Waays And Solutions Pvt.Ltd does not undertake any responsibility for failure of this network transmission or failure of message transmission for any reasons whatsoever. From time to time, Waays And Solutions Pvt.Ltd may include additional features and services.
 13. Waays And Solutions Pvt.Ltd reserves the right to modify/delete the profile contents at its own discretion without prior notice if the contents of profile are deemed unfit for broadcast.
 14. Waays And Solutions Pvt.Ltd is not responsible for authenticity of the content arising thereto.
 15. The subscriber must maintain such minimum balance in his/her prepaid account as is specified by Waays And Solutions Pvt.Ltd for availing the particular option offered under these services. All incidental costs/taxes/levies, if any, related to the VAS shall be entirely borne by the customer.
 16. The users specifically note and agree that the content and service or part thereof may be varied, added, withdrawn, withheld or suspended by Waays And Solutions Pvt.Ltd at its sole discretion without prior notice to the users.

17. Waays And Solutions Pvt.Ltd shall not be liable for any costs, loss or damage (whether direct or indirect), or for loss of revenue, loss of profits or any consequential loss whatsoever as a result of the user using the Service.
18. No reversal of deducted charges shall be allowed under any circumstances.
19. The users shall remain solely responsible for all content, information, data originated from the users and transmitted via the Service (content), and the users shall accordingly indemnify Waays And Solutions Pvt.Ltd and / or the Operator, against all third party claims relating to the users content or due to the users act, negligence or omission.
20. You are bound by the terms and conditions as mentioned herein and as stated on the site.
21. Message delivery is conditional to Mobile operator's technical infrastructure and its network uptime.
22. By using various SMS based services from Waays And Solutions Pvt.Ltd like Job Search, Job Alert, Waays And Solutions forum Chat, Career services etc , you agree to receive phone calls, messages etc. from Waays And Solutions Pvt.Ltd and/or its associates tailored to provide with better job opportunities.
23. Subscribing or using various paid/free services of Waays And Solutions Pvt.Ltd on SMS/Voice/WAP either directly or indirectly doesn't in any manner guarantee the user a job.
24. Waays And Solutions Pvt.Ltd and/or its respective suppliers make no representations about the suitability, reliability, availability, timeliness, lack of viruses or other harmful components and accuracy of the information, software, products, services and related graphics contained within the, Waays And Solutions Pvt.Ltd sites/services for any purpose. All such information, software, products, services and related graphics are provided "as is" without warranty of any kind. Waays And Solutions Pvt.Ltd and/or its respective suppliers hereby disclaim all warranties and conditions with regard to this information, software, products, services and related graphics, including all implied warranties and conditions of merchantability, fitness for a particular purpose, workmanlike effort, title and non-infringement. Waays And Solutions Pvt.Ltd shall not be responsible or liable for any consequential damages arising thereto.
25. By agreeing to register at Waays And Solutions Pvt.Ltd, a user allows Waays And Solutions Pvt.Ltd to get in touch with him/her from time to time on events or offers regarding jobs and ancillary services on mobile. This can include exciting offers, information, as well as promotions.
26. The subscriber shall comply with all directions/instructions etc. issued by the Company relating to the network, the services and any/all matters connected therewith and provide the Company all other and further information and co-operation as the Company may require from time to time.
27. Registration presumes that the users have read, understood and accepted the terms and conditions.
28. This service is live in India only.

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Recruiter

1. Classified Job listing (single)
 1. Waays And Solutions Pvt.Ltd shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on the website Waays And Solutions Pvt.Ltd or such other mirror or parallel site(s) or in allied publications as Waays And Solutions Pvt.Ltd may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.
 2. The insertion so displayed in the classified section of Waays And Solutions Pvt.Ltd shall be for a fixed period (currently 30 days), which period is subject to change without notice. Every instance of refreshing and existing listing entitles you to an additional fixed period (currently 30 days) starting from the date on which the listing is refreshed and shall be counted as fresh posting.
 3. Waays And Solutions Pvt.Ltd reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, but in such an eventuality, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Waays And Solutions Pvt.Ltd.
 4. By posting/uploading a job posting on the website you confirm that you have obtained all licenses/permits as are necessary for recruitment and to indemnify WAAYS AND SOLUTIONS PVT.LTD against all claims, damages arising out of actions/claims that may be made in relation to the same.
 5. Waays And Solutions Pvt.Ltd has the right to make all such modifications/editing of the vacancy details in order to fit its database.
 6. The Subscriber/Recruiter will provide up to a maximum of 2 email id's for vacancies posted on Waays And Solutions Pvt.Ltd in the Classified section to collect response(s) if any. The contact information given by the subscriber for all listing should be the same and the subscriber cannot give multiple contact information/data for the purpose of listing.
 7. All information intimated by the subscriber / recruiter and displayed by Waays And Solutions Pvt.Ltd on Waays And Solutions Pvt.Ltd becomes public knowledge and Waays And Solutions Pvt.Ltd may at its sole discretion include the vacancy intimated by a subscriber for display on Waays And Solutions Pvt.Ltd in any other media including the print media at no extra costs to the subscriber and Waays And Solutions Pvt.Ltd shall not be held liable for usage/publicity of such information.
 8. Waays And Solutions Pvt.Ltd offers no guarantee nor warranties that there would be a satisfactory response or any at all response once the job is put on display.
 9. Waays And Solutions Pvt.Ltd shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.

10. Waays And Solutions Pvt.Ltd would not be held liable for any loss of data, technical or otherwise, information, particulars supplied by the subscriber, due the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Waays And Solutions Pvt.Ltd's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.
11. Waays And Solutions Pvt.Ltd will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber.
12. The subscriber/Recruiter shall be deemed to give an undertaking to Waays And Solutions Pvt.Ltd that the jobs sought to be advertised on the classified section of Waays And Solutions Pvt.Ltd are in existence, are genuine and that the subscriber / recruiter has the authority to advertise for such jobs.
13. The subscriber/Recruiter must give an undertaking to Waays And Solutions Pvt.Ltd that there will be no fee charged from any person who responds to jobs advertised on the classified section of Waays And Solutions Pvt.Ltd for processing of applications / responses from such person.
14. Waays And Solutions Pvt.Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of the classified section of Waays And Solutions Pvt.Ltd at any time without assigning any reason and without giving any notice.
15. The subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual. Usage from third party premises/networks without prior written permission of WAAYS AND SOLUTIONS PVT.LTD is not permitted.
16. The subscriber shall be assigned password (s) by Waays And Solutions Pvt.Ltd to enable the subscriber to post vacancies on the site in agreed upon section(s), but the sole responsibility of the safe custody of the password shall be that of the subscriber and Waays And Solutions Pvt.Ltd shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. Waays And Solutions Pvt.Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
17. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website

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2. Classified Subscriptions for various period
 1. Waays And Solutions Pvt.Ltd shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on the website Waays And Solutions Pvt.Ltd or such other mirror or parallel site(s) or in allied publications as Waays And Solutions Pvt.Ltd may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.
 2. Each insertion so displayed in the classified section of Waays And Solutions Pvt.Ltd shall be for a fixed period (currently 30 days), which period is subject to change without notice. Every instance of refreshing and existing listing entitles you to an additional fixed period (currently 30 days) starting from the date on which the listing is refreshed and shall be counted as a fresh posting.
 3. Waays And Solutions Pvt.Ltd reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, but in such an eventuality, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Waays And Solutions Pvt.Ltd.
 4. By posting/uploading a job posting on the website you confirm that you have obtained all licenses/permits as are necessary for recruitment and to indemnify WAAYS AND SOLUTIONS PVT.LTD against all claims, damages arising out of actions/claims that may be made in relation to the same.
 5. Waays And Solutions Pvt.Ltd has the right to make all such modifications/editing of the vacancy details in order to fit its database.
 6. The Subscriber/Recruiter will provide up to a maximum of 2 email id's for vacancies posted on Waays And Solutions Pvt.Ltd in the Classified section to collect response(s) if any. The contact information given by the subscriber for all listing should be the same and the subscriber cannot give multiple contact information/data for the purpose of listing.
 7. All information intimated by the client and displayed by Waays And Solutions Pvt.Ltd on Waays And Solutions Pvt.Ltd becomes public knowledge and Waays And Solutions Pvt.Ltd may at its sole discretion include the vacancy intimated by a client for display on Waays And Solutions Pvt.Ltd in any other media including the print media at no extra costs to the client and Waays And Solutions Pvt.Ltd cannot be held liable for usage/publicity of such information.
 8. Waays And Solutions Pvt.Ltd offers no guarantee or warranties that there would be a satisfactory response or any response at all once the job is put on display.
 9. Waays And Solutions Pvt.Ltd shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.
 10. Waays And Solutions Pvt.Ltd would not be held liable for loss of any data whether of technical nature or otherwise or all or any , information or particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Waays And Solutions Pvt.Ltd's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

11. Waays And Solutions Pvt.Ltd will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber.
12. The subscriber/Recruiter shall give an undertaking to Waays And Solutions Pvt.Ltd that the jobs sought to be advertised on the classified section of Waays And Solutions Pvt.Ltd are in existence, are genuine and that the subscriber has the authority to advertise the jobs
13. The subscriber/Recruiter must give an undertaking to Waays And Solutions Pvt.Ltd that there will be no fee charged from any person who responds to jobs advertised on the classified section of Waays And Solutions Pvt.Ltd for processing of such person
14. Waays And Solutions Pvt.Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of the classified section of Waays And Solutions Pvt.Ltd at any time without assigning any reason and without giving any notice
15. The subscriber to this service shall be entitled to such number of listings during the period of subscription as may be agreed upon
16. The subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual. Usage from third party premises/networks without prior written permission of WAAYS AND SOLUTIONS PVT.LTD is not permitted.
17. Only one office of one corporate entity / firm will be entitled to use this service and in case other offices of the same company/ associated companies, want to use the said service, then, they shall have to pay additional subscription charges for the service
18. The subscriber shall be assigned password (s) by Waays And Solutions Pvt.Ltd to enable the subscriber to post vacancies on the site in agreed upon section(s), but the sole responsibility of the safe custody of the password shall be that of the subscriber and Waays And Solutions Pvt.Ltd shall not be responsible for data loss/theft of data or corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. Waays And Solutions Pvt.Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber
19. Only insertions with contact information registered with Waays And Solutions Pvt.Ltd will be displayed on the site
20. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website.
21. The Courts at Delhi alone shall have the sole and exclusive jurisdiction in case of any dispute.
22. All disputes arising out of the transactions between a user and Waays And Solutions Pvt.Ltd will be resolved in accordance with the laws of India as applicable.

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3. Hot Vacancies (single)

1. Waays And Solutions Pvt.Ltd shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on the website Waays And Solutions Pvt.Ltd or such other mirror or parallel site(s) or in allied publications as Waays And Solutions Pvt.Ltd may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.
2. Each insertion so displayed in the classified and hot vacancies and section of Waays And Solutions Pvt.Ltd shall be for a fixed period (currently 30 days), which period is subject to change without notice. Every instance of refreshing and existing listing entitles you to an additional fixed period (currently 30 days) starting from the date on which the listing is refreshed and shall be counted as fresh posting.
3. The Subscriber/Recruiter will provide up to a maximum of 5 email id's for vacancies posted on Waays And Solutions Pvt.Ltd in the hot vacancies and Classified section to collect response(s) if any. The contact information given by the subscriber for all listing should be the same and the subscriber cannot give multiple contact information/data for the purpose of listing
4. Waays And Solutions Pvt.Ltd reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, but in such an eventuality, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Waays And Solutions Pvt.Ltd.
5. By posting/uploading a job posting on the website you confirm that you have obtained all licenses/permits as are necessary for recruitment and to indemnify WAAYS AND SOLUTIONS PVT.LTD against all claims, damages arising out of actions/claims that may be made in relation to the same.
6. Waays And Solutions Pvt.Ltd has the right to make all such modifications/editing of the vacancy details in order to fit its database.
7. All information intimated by the subscriber and displayed by Waays And Solutions Pvt.Ltd on Waays And Solutions Pvt.Ltd becomes public knowledge and Waays And Solutions Pvt.Ltd may at its sole discretion include the vacancy intimated by a client for display on Waays And Solutions Pvt.Ltd in any other media including the print media at no extra costs to the client and Waays And Solutions Pvt.Ltd shall not be held liable for usage/publicity of such information / data.
8. Waays And Solutions Pvt.Ltd offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the job vacancy is put on display.
9. Waays And Solutions Pvt.Ltd shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.

10. Waays And Solutions Pvt.Ltd would not be held liable for any loss of data whether technical or otherwise or for loss of information or particulars supplied by the subscriber due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Waays And Solutions Pvt.Ltd's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.
11. The subscriber/Recruiter shall give an undertaking to Waays And Solutions Pvt.Ltd that the jobs sought to be advertised on the 'Hot Vacancies' and 'Classified' sections of Waays And Solutions Pvt.Ltd are in existence, genuine and the subscriber has the authority to advertise the said jobs vacancies.
12. Waays And Solutions Pvt.Ltd will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber.
13. The subscriber/Recruiter must give an undertaking to Waays And Solutions Pvt.Ltd that there will be no fee charged from any person who responds to jobs / vacancies advertised on the 'Hot Vacancy' and 'Classified' sections of Waays And Solutions Pvt.Ltd for processing of such person.
14. Waays And Solutions Pvt.Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of the 'Hot Vacancies' and 'Classified' sections of Waays And Solutions Pvt.Ltd at any time without assigning any reason and without giving any prior notice.
15. The subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual. Usage from third party premises/networks without prior written permission of WAAYS AND SOLUTIONS PVT.LTD is not permitted.
16. The subscriber shall be assigned password (s) by Waays And Solutions Pvt.Ltd to enable the subscriber to post vacancies on Waays And Solutions Pvt.Ltd site in agreed upon section(s), but the sole responsibility of the safe custody of the password shall be that of the subscriber and Waays And Solutions Pvt.Ltd shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. Waays And Solutions Pvt.Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber
17. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website

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4. Hot Vacancies Subscriptions

1. Waays And Solutions Pvt.Ltd shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on the website Waays And Solutions Pvt.Ltd or such other mirror or parallel site(s) or in allied publications as Waays And Solutions Pvt.Ltd may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.
2. Each insertion so displayed in the hot vacancies and classified vacancy section of the site Waays And Solutions Pvt.Ltd shall be for a fixed period (currently 30 days), which period is subject to change without prior notice.
3. The Subscriber/Recruiter will provide up to a maximum of 5 email id's for vacancies posted on Waays And Solutions Pvt.Ltd in the hot vacancies and Classified section to collect response(s) if any. The contact information given by the subscriber for all listing should be the same and the subscriber cannot give multiple contact information/data for the purpose of listing
4. By posting/uploading a job posting on the website you confirm that you have obtained all licenses/permits as are necessary for recruitment and to indemnify WAAYS AND SOLUTIONS PVT.LTD against all claims, damages arising out of actions/claims that may be made in relation to the same.
5. Waays And Solutions Pvt.Ltd has the right to make all such modifications/editing of the vacancy details in order to fit its database.
6. Waays And Solutions Pvt.Ltd reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, but in such an eventuality, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Waays And Solutions Pvt.Ltd.
7. All information intimated by the client and displayed by Waays And Solutions Pvt.Ltd on Waays And Solutions Pvt.Ltd becomes public knowledge and Waays And Solutions Pvt.Ltd may at its sole discretion include the vacancy intimated by a client for display on Waays And Solutions Pvt.Ltd in any other media including the print media at no extra costs to the client and Waays And Solutions Pvt.Ltd cannot be held liable for usage/publicity of such information.
8. Waays And Solutions Pvt.Ltd offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the job vacancy is put on display.
9. Waays And Solutions Pvt.Ltd shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.
10. Waays And Solutions Pvt.Ltd would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Waays And Solutions Pvt.Ltd's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.

11. The subscriber/Recruiter shall give an undertaking to Waays And Solutions Pvt.Ltd that the jobs sought to be advertised on the `Hot Vacancies' and `Classified' sections of Waays And Solutions Pvt.Ltd are in existence, genuine and the subscriber has the authority to advertise the jobs.
12. Waays And Solutions Pvt.Ltd will commence providing the services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber.
13. The subscriber/Recruiter must give an undertaking to Waays And Solutions Pvt.Ltd that there will be no fee charged from any person who responds to jobs advertised on the 'Hot Vacancy' and 'Classified' sections of Waays And Solutions Pvt.Ltd for processing of such person.
14. Waays And Solutions Pvt.Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of the classified and/or Hot Vacancies section of Waays And Solutions Pvt.Ltd at any time without assigning any reason and without giving any notice.
15. The subscriber to this service shall be entitled to such number of listings during the period of subscription as may be agreed upon.
16. This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual. Usage from third party premises/networks without prior written permission of WAAYS AND SOLUTIONS PVT.LTD is not permitted.
17. The subscriber shall be assigned a password (s) by Waays And Solutions Pvt.Ltd to enable the subscriber to post vacancies on the site in agreed upon section(s), but the sole responsibility of the safe custody of the password shall be that of the subscriber and Waays And Solutions Pvt.Ltd shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. Waays And Solutions Pvt.Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
18. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website

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5. Job Gallery

1. Waays And Solutions Pvt.Ltd shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on the website Waays And Solutions Pvt.Ltd or such other mirror or parallel site(s) or in allied publications as Waays And Solutions Pvt.Ltd may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.
2. Each insertion so displayed in the classified and hot vacancies section of Waays And Solutions Pvt.Ltd shall be for a fixed period (currently 30 days), which period is subject to change without notice.
3. The Subscriber/Recruiter will provide up to a maximum of 5 email id's for vacancies posted on Waays And Solutions Pvt.Ltd in the classified and hot vacancies section to collect response(s) if any. The contact information given by the subscriber for all listing should be the same and the subscriber cannot give multiple contact information/data for the purpose of listing.
4. Waays And Solutions Pvt.Ltd reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, but in such an eventuality, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Waays And Solutions Pvt.Ltd.
5. By posting/uploading a job posting on the website you confirm that you have obtained all licenses/permits as are necessary for recruitment and to indemnify WAAYS AND SOLUTIONS PVT.LTD against all claims, damages arising out of actions/claims that may be made in relation to the same.
6. Waays And Solutions Pvt.Ltd has the right to make all such modifications/editing of the vacancy details in order to fit its database
7. Waays And Solutions Pvt.Ltd offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the job vacancy is put on display.
8. All information intimated by the client and displayed by Waays And Solutions Pvt.Ltd on Waays And Solutions Pvt.Ltd becomes public knowledge and Waays And Solutions Pvt.Ltd may at its sole discretion include the vacancy intimated by a client for display on Waays And Solutions Pvt.Ltd in any other media including the print media at no extra costs to the client and Waays And Solutions Pvt.Ltd cannot be held liable for usage/publicity of such information.
9. Waays And Solutions Pvt.Ltd shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.
10. Waays And Solutions Pvt.Ltd would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Waays And Solutions Pvt.Ltd's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.
11. The subscriber/Recruiter shall give an undertaking to Waays And Solutions Pvt.Ltd that the jobs sought to be advertised on the 'Job Gallery' `Hot Vacancies' and `Classified' sections of Waays And Solutions Pvt.Ltd are in existence, genuine and the subscriber has the authority to advertise the jobs.
12. Waays And Solutions Pvt.Ltd will commence providing the services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber.

13. The subscriber/Recruiter must give an undertaking to Waays And Solutions Pvt.Ltd that there will be no fee charged from any person who responds to jobs advertised on the 'Job Gallery' 'Hot Vacancy' and 'Classified' sections of Waays And Solutions Pvt.Ltd for processing of such person.
14. Waays And Solutions Pvt.Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of any section of Waays And Solutions Pvt.Ltd at any time without assigning any reason and without giving any notice.
15. The subscriber to this service shall be entitled to such number of listings during the period of subscription as may be agreed upon.
16. This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual. Usage from third party premises/networks without prior written permission of WAAYS AND SOLUTIONS PVT.LTD is not permitted.
17. This service entitles one company/entity alone to put up a Micro site within the domain of Waays And Solutions Pvt.Ltd having a maximum size of 10 K during the validity period of subscription.
18. The subscriber shall be assigned a password (s) by Waays And Solutions Pvt.Ltd to enable the subscriber to post vacancies on the site in agreed upon section(s), but the sole responsibility of the safe custody of the password shall be that of the subscriber and Waays And Solutions Pvt.Ltd shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. Waays And Solutions Pvt.Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
19. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website

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6. Best Places to Work

1. 1. Waays And Solutions Pvt.Ltd shall place the information relating to vacancies in the Hot Vacancies & such other Classified sections on the website Waays And Solutions Pvt.Ltd or such other mirror or parallel site(s) or in allied publications as Waays And Solutions Pvt.Ltd may deem fit and proper but such additional web hosting shall be without any extra cost to the subscriber / user.
2. Each insertion so displayed in the classified hot vacancies and other section(s) of Waays And Solutions Pvt.Ltd shall be for a fixed period (currently 30 days), which period is subject to change without notice
3. The Subscriber/Recruiter will provide up to a maximum of 5 email id's for vacancies posted on Waays And Solutions Pvt.Ltd in the classified and hot vacancies section(s) to collect response(s) if any. The contact information given by the subscriber for all listings should be the same and the subscriber cannot give multiple contact information/data for the purpose of listing
4. Waays And Solutions Pvt.Ltd reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason either before uploading or after uploading the vacancy details, but in such an eventuality, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Waays And Solutions Pvt.Ltd
5. By posting/uploading a job posting on the website you confirm that you have obtained all licenses/permits as are necessary for recruitment and to indemnify WAAYS AND SOLUTIONS PVT.LTD against all claims, damages arising out of actions/claims that may be made in relation to the same.
6. Waays And Solutions Pvt.Ltd has the right to make all such modifications/editing of the vacancy details in order to fit its database
7. Waays And Solutions Pvt.Ltd offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the job vacancy is put on display
8. All information intimated by the client and displayed by Waays And Solutions Pvt.Ltd on Waays And Solutions Pvt.Ltd becomes public knowledge and Waays And Solutions Pvt.Ltd may at its sole discretion include the vacancy intimated by a client for display on Waays And Solutions Pvt.Ltd in any other media including the print media at no extra costs to the client and Waays And Solutions Pvt.Ltd cannot be held liable for usage/publicity of such information
9. Waays And Solutions Pvt.Ltd shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense
10. The subscriber may also be offered other services, including use of the e-Apps, access to Resdex (Resume Database) for the period of subscription and banners on a "run of the website" basis as agreed with Waays And Solutions Pvt.Ltd
11. Waays And Solutions Pvt.Ltd would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Waays And Solutions Pvt.Ltd's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities
12. Waays And Solutions Pvt.Ltd will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber
13. The subscriber/Recruiter shall give an undertaking to Waays And Solutions Pvt.Ltd that the jobs sought to be advertised on the 'Best Places to Work' `Hot Vacancies' and `Classified' sections of Waays And Solutions Pvt.Ltd are in existence, genuine and the subscriber has the authority to advertise the jobs.

14. The subscriber/Recruiter must give an undertaking to Waays And Solutions Pvt.Ltd that there will be no fee charged from any person who responds to jobs advertised on the 'Best Places to Work' 'Hot Vacancy' and 'Classified' sections of Waays And Solutions Pvt.Ltd for processing of such person
15. Waays And Solutions Pvt.Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of any section of Waays And Solutions Pvt.Ltd at any time without assigning any reason and without giving any notice
16. The subscriber to this service shall be entitled to such number of listings during the period of subscription as may be agreed upon
17. This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual. Usage from third party premises/networks without prior written permission of WAAYS AND SOLUTIONS PVT.LTD is not permitted.
18. This service entitles one company/entity alone to put up a Micro site within the domain of Waays And Solutions Pvt.Ltd having a maximum size of 50 K during the validity period of subscription
19. The subscriber shall be assigned a password (s) by Waays And Solutions Pvt.Ltd to enable the subscriber to post vacancies on the site in agreed upon section(s), but the sole responsibility of the safe custody of the password shall be that of the subscriber and Waays And Solutions Pvt.Ltd shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. Waays And Solutions Pvt.Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
20. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her or on his behalf on the website

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7. Manual Shortlisting

1. Waays And Solutions Pvt.Ltd agrees to provide the service to the subscriber only for the duration and the number of vacancies contracted for, to the best of its ability and Waays And Solutions Pvt.Ltd shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.
2. Waays And Solutions Pvt.Ltd will make best efforts to use the parameters provided by the subscriber to short list, but takes no responsibility for the accuracy of the short listing based on the parameters for selection as specified by the subscriber
3. Waays And Solutions Pvt.Ltd would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Waays And Solutions Pvt.Ltd's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities
4. Waays And Solutions Pvt.Ltd will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber. The payment for service once subscribed to by the subscriber is not refundable and any amount paid shall stand appropriated.
5. This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual. Usage from third party premises/networks without prior written permission of WAAYS AND SOLUTIONS PVT.LTD is not permitted.
6. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website
7. It is the responsibility of Job Seekers to verify the correctness and authenticity of the claims made by recruiters. We merely act as facilitators and do not as agents for any recruiter.
8. Payments to recruiters are not advised and shall be at your own risk.

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8. Display of Banners

1. Waays And Solutions Pvt.Ltd agrees to provide the service to the subscriber only for the duration or the number of impressions contracted for, to the best of its ability.
2. Waays And Solutions Pvt.Ltd will display the banners on all the relevant/specified sections of the site on a rotation basis
3. Waays And Solutions Pvt.Ltd reserves its right to reject any insertion or information/data provided by the subscriber without assigning any reason, but in such an eventuality, any amount so paid for, may be refunded to the subscriber on a pro-rata basis at the sole discretion of Waays And Solutions Pvt.Ltd
4. Waays And Solutions Pvt.Ltd offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the banners are put on display
5. Waays And Solutions Pvt.Ltd would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Waays And Solutions Pvt.Ltd's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities
6. Waays And Solutions Pvt.Ltd will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber

7. This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual. Usage from third party premises/networks without prior written permission of WAAYS AND SOLUTIONS PVT.LTD is not permitted.
8. The subscriber/Recruiter/Advertiser must give an undertaking to Waays And Solutions Pvt.Ltd that there will be no fee charged from any person who responds to jobs advertised on Waays And Solutions Pvt.Ltd for processing of applications / responses from such person
9. The User of these services does not claim any copyright, Trade Mark or other Intellectual Property Right over the data uploaded by him/her on the website. The Banners displayed on Waays And Solutions shall be prepared as per the instructions received from the users, Waays And Solutions Pvt.Ltd shall not be responsible for the users misappropriation of the Trade Mark/ Copyright or any other Intellectual Property Right sought to be passed of as that of the user.

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9. e-Apps

1. Waays And Solutions Pvt.Ltd agrees to provide the service to the subscriber only for the duration contracted for to the best of its ability.
2. Waays And Solutions Pvt.Ltd reserves its right to suspend/terminate the services contracted for by the subscriber either prior to or during the contracted period without assigning any reason. In such an eventuality, any amount so paid for by the subscriber for this service, may be refunded by Waays And Solutions Pvt.Ltd to the subscriber at the discretion of Waays And Solutions Pvt.Ltd.
3. Waays And Solutions Pvt.Ltd offers no guarantee nor warranties that there would be a satisfactory response or any response at all subscriber for applications received using the e-Apps software
4. Waays And Solutions Pvt.Ltd shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense
5. Waays And Solutions Pvt.Ltd would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Waays And Solutions Pvt.Ltd's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities
6. Waays And Solutions Pvt.Ltd will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber
7. The subscriber/Recruiter shall give an undertaking to Waays And Solutions Pvt.Ltd that the jobs sought to be advertised on the Waays And Solutions Pvt.Ltd are in existence, genuine and the subscriber has the authority to recruit /advertise for such vacancies
8. Waays And Solutions Pvt.Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of any section of Waays And Solutions Pvt.Ltd at any time without assigning any reason and without giving any notice
9. The subscriber/Recruiter must give an undertaking to Waays And Solutions Pvt.Ltd that there will be no fee charged from any person who responds to jobs advertised on Waays And Solutions Pvt.Ltd for processing of such person
10. The subscriber can store data at the Waays And Solutions Pvt.Ltd server which shall not be in excess of 10 MB during the validity period of the subscription. Waays And Solutions Pvt.Ltd will not be responsible for restoring data against subscriptions that have expired or for vacancies that have been removed
11. This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual. Usage from third party premises/networks without prior written permission of WAAYS AND SOLUTIONS PVT.LTD is not permitted.
12. The subscriber shall be assigned a password (s) by Waays And Solutions Pvt.Ltd to enable the subscriber to access all the information received through the software, but the sole responsibility of the safe custody of the password shall be that of the subscriber and Waays And Solutions Pvt.Ltd shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. Waays And Solutions Pvt.Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber
13. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website

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10. Resdex

1. Waays And Solutions Pvt.Ltd agrees to provide the service to the subscriber only for the duration contracted for to the best of its ability
2. Waays And Solutions Pvt.Ltd reserves its right to suspend/terminate the services contracted for by the subscriber either prior to or during the contracted period without assigning any reason. In such an eventuality, any amount so paid for by the subscriber for this service, may be refunded by Waays And Solutions Pvt.Ltd at a prorata basis to the subscriber at its discretion. 2A. The subscriber shall be entitled to 1 user name / password to access the Resdex service alone and additional user names / passwords may be provided by Waays And Solutions Pvt.Ltd on such terms and conditions as may be mutually agreed upon.
3. Waays And Solutions Pvt.Ltd offers no guarantee nor warranties that there would be a satisfactory response or any response at all subscriber for applications received using the RESDEX software.

4. Waays And Solutions Pvt.Ltd shall in no way be held liable for any information received by the subscriber and it shall be the sole responsibility of the subscriber to check, authenticate and verify the information/response received at its own cost and expense.
5. Any actions taken by an employer/recruiter on the basis of the background check report or otherwise, is the employer's/recruiter's responsibility alone and Waays And Solutions Pvt.Ltd will not be liable in any manner for the consequences of such action taken by the user
6. Waays And Solutions Pvt.Ltd would not be held liable for any loss of data technical or otherwise, information, particulars supplied by the customers due to the reasons beyond its control like corruption of data or delay or failure to perform as a result of any causes or conditions that are beyond Waays And Solutions Pvt.Ltd's reasonable control including but not limited to strike, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, war and natural calamities.
7. Waays And Solutions Pvt.Ltd will commence providing services only upon receipt of amount/charges upfront either from the subscriber or from a third party on behalf of the subscriber.
8. The subscriber/Recruiter
 - i. undertakes that the jobs sought to be filled through Waays And Solutions Pvt.Ltd are in existence, genuine and the subscriber has the authority to recruit /advertise for such vacancies. Also the subscriber undertakes that the database will be used to contact candidates for jobs only.
 - ii. shall ensure compliance with all applicable laws for the protection of the personal details of the users whose profiles are accessed by them through Waays And Solutions Pvt.Ltd including but not limited to compliance the Telecom Commercial Communications Customer Preference Regulations, 2010 as also rules, regulations, guidelines, bye laws and notifications and all applicable Data Protection rules and regulations made there under, while accessing or feeding any resume/ insertion or information/data into the computers, computer systems or computer networks of Waays And Solutions Pvt.Ltd.
9. Waays And Solutions Pvt.Ltd reserves its right to change the look, feel, design, prominence, depiction, classification of any section of Waays And Solutions Pvt.Ltd at any time without assigning any reason and without giving any notice.
10. The subscriber/Recruiter undertakes that there will be no fee charged from any person who is contacted through RESDEX for processing of such person.
11. This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual concern. Usage from third party premises/networks without prior written permission of WAAYS AND SOLUTIONS PVT.LTD is not permitted.
12. The subscriber shall be assigned a password (s) by Waays And Solutions Pvt.Ltd to enable the subscriber to access all the information received through the software, but the sole responsibility of the safe custody of the password shall be that of the subscriber and Waays And Solutions Pvt.Ltd shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. Waays And Solutions Pvt.Ltd undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber.
13. The information on Waays And Solutions Pvt.Ltd is for use by its subscribers alone and does not authorize the subscriber to download and use the data for commercial purposes. In case any one is found to be in violation of this then Waays And Solutions Pvt.Ltd at its discretion may suspend its service/subscription and also may take such action as it may be advised
14. The subscriber shall not use / circulate / forward a person's resume hosted on the Waays And Solutions Network / Resumes to his / her current employer as mentioned by the person in his / her resume
15. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him or on his behalf on the website or supplied to WAAYS AND SOLUTIONS PVT.LTD.

ANTI SPAM POLICY

The use and access to RESDEX database is subject to this policy. The services provided to you are aimed at providing recruitment solutions and should be restricted to contacting suitable candidates for genuine jobs in existence.

Mailing practices such as transmitting marketing and promotional mailers/ Offensive messages/ messages with misleading subject lines in order to intentionally obfuscate the original message, are strictly prohibited.

We reserve the right to terminate services, without prior notice, to the originator of Spam. No refund shall be admissible under such circumstances.

Following is an illustrative (not exhaustive) list of the kinds of messages which can be classified as spam:

1. Unsolicited Bulk Messages/Unsolicited Commercial Communications.
2. Voice Calls/SMS to telephone numbers registered on the National Consumer Preference Register.
3. Non Job related mails.
4. Messages with misleading subject lines.
5. Blank Messages.
6. Extra ordinary High Number of mails.

7. Mails soliciting payments.
8. Misleading/Fraudulent mails.

Users agree to indemnify and hold harmless Waays And Solutions Pvt.Ltd (India) Limited from any damages or claims arising out of usage of their RESDEX accounts for transmitting spam

Users are advised to change their passwords frequently in order to reduce the possibility of misuse of their accounts.

To seek more information and to report Spam. Please mail us at: abuse@Waays And Solutions Pvt.Ltd

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11. Insta Hire

1. SMS packs once bought will have minimum validity for a period of 3 months but cannot be refunded or exchanged for any other Waays And Solutions Pvt.Ltd products.
2. SMS packs will not be clubbed with any other Waays And Solutions Pvt.Ltd products.
3. Insta recruit (from Resdex*) can only be used as long as recruiter has a live subscription to the Resdex. In case subscription to Resdex* has expired then recruiter will not be able to send SMS until Resdex is renewed (even if the recruiter has balance smses).
4. However smses not used will remain with the recruiter and the recruiter can use the same once he renews the Resdex*.
5. In Insta recruit, recruiters can sms only those candidates on that search page that show up post conducting search.
6. A minimum of 1000 sms need to be purchased in one go and thereafter in multiples thereof.
7. Recruiters at all times should try and ensure that smses are being sent to relevant candidates to get maximum response.
8. Waays And Solutions Pvt.Ltd reserves the right to scan all content being sent out on sms and block smses if necessary if content of the SMS is deemed as spam or any non-recruitment content whatsoever.
9. Waays And Solutions Pvt.Ltd reserves the right to regulate number of smses sent out to a particular profile on a particular day (this is to safeguard consumer interests in case consumer is getting spammed by some recruiter)
10. While Waays And Solutions Pvt.Ltd will try its utmost best to try and deliver all SMS sent out, it does not take any responsibility for smses not delivered (which may be on account of phones being out of order, operator network problems, sims not being used anymore etcâ.). It does take the responsibility of the smses leaving its vendor sms gateway.
11. Waays And Solutions Pvt.Ltd reserves the right to change, withdraw, terminate the scope and scale of service at any point of time, without any reason whatsoever.
12. Ssms being sent out after 7 in the night will cue up in the Waays And Solutions Pvt.Ltd system and will be delivered to candidates after 8 in the morning (this is in keeping with telecom regulations)
13. The service is available across all operators in India only.
14. This subscription is neither re-saleable nor transferable by the subscriber to any other person, corporate body, firm or individual concern. Usage from third party premises/networks without prior written permission of WAAYS AND SOLUTIONS PVT.LTD is not permitted.
15. * For candidates who will reply to these smses, VAS rates as levied by their respective operator would be applicable. For further details please contact your respective mobile operator.

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12. Waays And Solutions Recruiter

1. The Waays And Solutions Recruiter profile may be updated/edited etc. by the user alone. The user shall not upload, post, transmit, publish, or distribute any material or information that is unlawful, or which may potentially be perceived as being harmful, threatening, abusive, harassing, defamatory, libellous, vulgar, obscene, or racially, ethnically, or otherwise objectionable.
2. Uploading of multiple profiles by the same recruiter using the same or different accounts shall entitle Waays And Solutions Pvt.Ltd to remove the profiles without notice to the subscriber.
3. WAAYS AND SOLUTIONS PVT.LTD reserves its right to reject and delete any profile or information/data fed in by the user without assigning any reason.
4. The sole responsibility of the safe custody of the log in details shall be that of the user and WAAYS AND SOLUTIONS PVT.LTD shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. WAAYS AND SOLUTIONS PVT.LTD undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password created by the user/recruiter.
5. WAAYS AND SOLUTIONS PVT.LTD shall in no way be held liable for any information received by the user and it shall be the sole responsibility of the user to check, authenticate and verify the information/response received at its own cost and expense.
6. The user represents that he/she is not a minor and is not under any legal or other disability which limits his/her ability to comply with these Terms or to install and use the services subscribed and purchased with minimal risk of harm to you or others.

7. All changes / modifications made by the user to the data / information shall be effected and will come into operation only after 24-48 hours of such changes / modifications being made.
8. On registration you agree:
 - a. to make your profile available for display in the public domain.
 - b. and understand that when you post a job on Waays And Solutions Pvt.Ltd or trigger an email to a job seeker through RESDEX, a snapshot of your public profile on Waays And Solutions Recruiter may automatically get inserted into the posting/mail (existing or new job listing on Waays And Solutions Pvt.Ltd).
 - c. that you have the requisite authority to upload the job listings that are posted through the profile created by you in this section of Waays And Solutions Pvt.Ltd i.e. Waays And Solutions Recruiter.
 - d. and understand that WAAYS AND SOLUTIONS PVT.LTD may place the information relating to vacancies posted by me through my Waays And Solutions Recruiter account in the any of Classified sections on the website Waays And Solutions Pvt.Ltd or such other mirror or parallel site(s) or in allied publications as WAAYS AND SOLUTIONS PVT.LTD may deem fit and proper.

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Note: The terms in this agreement may be changed by Waays And Solutions Pvt.Ltd at any time. Waays And Solutions Pvt.Ltd is free to offer its services to any client/prospective client without restriction.