



Legal Warning

GENERAL CONDITIONS OF THE USE OF THE WEB SITE

1. THESE GENERAL CONDITIONS AND THEIR ACCEPTANCE

These general conditions (hereinafter, the General Conditions) regulate the use of the contents and services that make up the web portal www.manpowerprofessional.com.mx (hereinafter, the "Web portal") that MANPOWER S.A. DE C.V. (hereinafter "MANPOWER") makes available to Internet users.

The use of the Web portal attributes the Web portal user condition (hereinafter, the "User") and expresses the User's total acceptance and without reserve of each and every one of the General Conditions in the version published by MANPOWER at the time when the User accesses the Web portal. As a consequence, the User must read the General Conditions carefully on every occasion he/she intends to use the Web portal.

The use of certain services offered by the Users through the Web portal is subject to particular own conditions that, according to the cases, substitute, complete and/or modify the General Conditions (hereinafter, the Particular Conditions). Before the use of said services, therefore, the User must also read carefully the corresponding particular conditions.

Likewise, the use of the Service is equally subject to all the notices, use regulations and instructions made known to the User by MANPOWER, that complete what is foreseen in these General Conditions provided that they do not oppose to them.

2. OBJECT

Through the Web portal, MANPOWER facilitates the access to the Users and the use of diverse services and contents related to job search, inserting job offers in the Web portal provided by third companies that wish to begin a selection process, managing a data base of people that are looking for a job and that voluntarily wish to be a part of the same and provide their data for such end, and publishing contents on matters related to the working world, made available to the Users by MANPOWER, by third users of the Web portal and by third service and content suppliers, as well as any other product, service, or content accessible through the Web portal (hereinafter, the "Services").

MANPOWER reserves the right to unilaterally modify, at any time and without previous notice, the Web portal presentation and configuration, as well as the Services, the general conditions herein and/or the particular conditions required to use the Web portal and the Services.

3. ACCESS CONDITIONS AND WEB PORTAL USE

3.1. Access and Web portal use

Web portal access and use does not demand the User's previous subscription or registration. This notwithstanding, the use of some Services offered through the Web portal, may only be done through the User's subscription or registration and / or paying a price, in the way expressly set forth in the corresponding Particular Conditions.

3.2. User registration

MANPOWER reserves some of the Services offered through the Web portal for registered MANPOWER users by fulfilling the MANPOWER User registration available to the Users that wish to register at the web portal <http://www.manpowerprofessional.com.mx> . Notwithstanding the above, MANPOWER makes available for the Users certain Services whose use requires additional registrations by the Users.

In both cases the User is committed to select, use and keep his/her Username (hereinafter, "username") and his/her password (hereinafter "personal code") (hereinafter and as a set the "Access Codes") pursuant to what is set forth in clauses 3.2.1 of these General Conditions.

3.2.1. Assigning Access Codes

The system access code will be a User e-mail account. The User may not choose as a Username words, expressions, or graphic-denominative sets that are foul, slanderous, coinciding with brands, commercial names, shop signs, social denominations, advertising expressions, names or pseudonyms of public or famous personalities for which use it is not authorized, and in general, contrary to the law or demands of morality and proper consuetude.

3.2.2. Use and custody

The User commits himself to make diligent use of the Access Codes, as well as to not communicate them or make them available to third parties.

The User commits himself to communicate to MANPOWER as soon as possible the loss or theft of the Access Codes as well as any access risk to the same by a third party.

3.3. Obligation to use the Web portal and the Services correctly

The User commits himself to use the Web portal and the Services according to the law, these General Conditions, the applicable Particular Conditions, as well generally accepted morality and proper consuetude, and law and order.

The User is bound to refrain from using the Web portal and the Services with illegal ends or effects, contrary to what is set forth in these General Conditions, damaging the rights and interest of third parties, or that in any way may harm, render useless, overcharge or deteriorate the Web portal and the Services or impede the normal use or enjoyment of the Web portal and the Services by the Users.

3.4. Means to obtain Contents

The User must abstain him/herself from obtaining and even attempting to obtain information, curricula, messages, graphics, drawings, sound and/or image files, photographs, recordings, software, and in general, any kind of material that is accessible through the Web portal or the Services (hereinafter, the "Contents") using for that different means or procedures from the ones that, according to the cases, have been made available or have been pointed out for this effect in the web portals where the Contents are or, in general, of those used routinely in the Internet, provided that they do not entail a damage risk or disability to the Web portal, or the Services and/or Contents.

3.5. Correct use of Contents

The User is bound to use the Contents diligently, correctly and licitly, and, in particular, he commits to abstain from (a) using the Contents in such a way, and with ends or effects contrary to the law, morale, and generally accepted proper consuetude or to law and order; (b) reproducing or copying, distributing, allowing access to the public through any public communication modality, transforming or modifying the Contents, unless there is an authorization of the titleholder of the corresponding rights or that such is legally allowed; (c) suppressing, eluding, or manipulating the copyright and remaining data that identify MANPOWER's rights or of its shareholders incorporated in the Contents, as well as the technical protection devices, digital fingerprints or any information mechanism that the Contents may contain.

3.6. Introduction to hyperlinks that allow access to the websites of the Portal and the Services

The Users, and in general, those people that decide to establish a hyperlink between their website and the Web Portal (hereinafter, the Hyperlink) must comply with the following conditions: (a) the Hyperlink will only allow the access to the Portal's web pages, but it may not reproduce them in any way; (b) no hyperlink will be established with the Portal's web pages different from the homepage or first page of the Portal or the Services; (c) a browser will not be created, nor a border environment on the Portal's web pages; (d) no false manifestations or indications will be carried out, or imprecise, inexact or incorrect regarding the Portal's web pages and the Services, and in particular, it will not be declared or expressed that MANPOWER has authorized the Hyperlink or that it has supervised it or assumed in any way the contents or services offered or the positions to the web page's disposition on which the Hyperlink is established; (e) with the exception of those signs that are part of the Hyperlink itself, the web page on which the Hyperlink is established will not contain any illicit information or contents, contrary to morality and generally accepted proper consuetude and law and order, nor will it contain contents contrary to any rights of third parties.

The Hyperlink's establishment does not imply in any case the existence of relationships between MANPOWER and the web page owner, on which it is established, nor the acceptance and approval by MANPOWER of its contents or services.

4. PERSONAL DATA

To use some of the Services for which it is required to fill out registration questionnaires, in addition to the User Access Codes, certain personal data must be provided to MANPOWER (hereinafter, the Personal Data) that are found in the corresponding Registration questionnaires. MANPOWER will treat the Personal Data in an automated manner with the finalities as well as under the conditions defined in its Data Protection Policy.

5. COOKIE TECHNOLOGY EMPLOYMENT

MANPOWER uses cookies when the User surfs the Portal's sites and web pages. Our cookies are only associated with the anonymous User and his/her computer and they do not provide references that allow figuring out the name and last names of the User. MANPOWER's cookies may not read data from his/her hard disk nor read the cookie files created by other suppliers. MANPOWER encodes the User's identifying data for greater safety. Thanks to the cookies, it is possible for MANPOWER to recognize the registered Users after such have registered for the first time, without them having to register on every visit to access the areas and services reserved exclusively for them. The User has the possibility of configuring his browser to be notified on the screen of the reception of cookies and to impede the installation of cookies in his hard disk. To broaden this information, he/she may review the instructions and handbooks of his browser. To use the Web Portal, it is not necessary for the User to allow the installation of the cookies sent by MANPOWER, without the damage that in such case it will be necessary for the User to register every time he accesses a service that requires previous registration.

6. USE OF THE WEB PORTAL, OF THE SERVICES AND OF THE CONTENTS UNDER THE USER'S EXCLUSIVE RESPONSIBILITY

The User is aware of and accepts voluntarily that the use of the Web Portal, the Services and the Contents takes place, in all cases, under his sole and exclusive responsibility.

7. EXCLUSION OF GUARANTIES AND LIABILITY

7.1. Exclusion of guaranties and liability for the Web Portal's functioning and the Services

7.1.1. Availability and continuity, usefulness and fallibility

MANPOWER does guarantee the availability and continuity of the Web Portal and the Services. Not all the Services and Contents in general are available for all the geographical areas. When that is reasonably possible, MANPOWER will previously warn about the interruptions in the Web Portal's functioning and the Services. MANPOWER does not guarantee either the usefulness of the Web Portal and the Services to carry out any activity in particular, nor its infallibility and, in particular, although not exclusively, that the Users may effectively use the Web Portal and the Services, accessing the different web pages that make up the Web Portal or those from which the Services are rendered.

MANPOWER EXCLUDES ANY LIABILITY FOR THE DAMAGES OF ANY NATURE THAT MAY BE DUE TO THE LACK OF AVAILABILITY OR CONTINUITY OF THE WEB PORTAL'S FUNCTIONING AND THE SERVICES, TO THE DEFRAUDING OF THE USEFULNESS THAT THE USERS MAY HAVE ATTRIBUTED TO THE WEB PORTAL AND THE SERVICES, TO THE WEB PORTAL'S FALLIBILITY AND THE SERVICES, AND IN PARTICULAR, ALTHOUGH NOT EXCLUSIVELY, TO THE FAILURE IN THE ACCESS TO THE DIFFERENT WEB PAGES OF THE PORTAL OR TO THOSE FROM WHICH THE SERVICES ARE RENDERED.

7.1.2. Privacy and safety in the use of the Portal and the Services

MANPOWER does guarantee the privacy and safety of the Portal and the Services, and in particular, it does not guarantee that unauthorized third parties may not have knowledge of the type, conditions, characteristics and circumstances of the use the Users make of the Web Portal and the Services.

MANPOWER EXCLUDES ALL LIABILITY FOR THE DAMAGES OF ANY NATURE THAT MAY BE DUE TO THE KNOWLEDGE THAT UNAUTHORIZED THIRD PARTIES MAY HAVE OF THE TYPE, CONDITIONS, CHARACTERISTICS AND CIRCUMSTANCES OF THE USE THE USERS MAKE OF THE WEB PORTAL AND THE SERVICES.

7.2. Exclusion of guarantees and liability for the Contents

7.2.1. Quality

MANPOWER does control or guarantee the absence of virus and other elements in the Contents that may alter the informatics system (software and hardware) or in the electronic documents and files stored in its informatics system.

MANPOWER EXCLUDES ANY LIABILITY FOR DAMAGES OF ANY NATURE THAT MAY BE DUE TO THE PRESENCE OF VIRUS OR THE PRESENCE OF OTHER ELEMENTS IN THE CONTENTS THAT MAY ALTER THE INFORMATICS SYSTEM, THE ELECTRONIC DOCUMENTS OR THE USERS' FILES.

7.2.2. Lawfulness, reliability, and usefulness

MANPOWER does guarantee the lawfulness, reliability and usefulness of the Contents.

MANPOWER EXCLUDES ANY LIABILITIES FOR THE DAMAGES OF ANY NATURE THAT MAY BE DUE TO THE TRANSMISSION, DIFFUSION, STORAGE, AVAILABILITY, RECEPTION, OBTAINING OR ACCESS TO THE CONTENTS, AND IN PARTICULAR, ALTHOUGH NOT EXCLUSIVELY, FOR THE DAMAGES THAT MAY BE DUE TO: (A) NON COMPLIANCE WITH THE LAW, MORALITY, AND GENERALLY ACCEPTED PROPER CONSUETUDE, AND LAW AND ORDER AS A CONSEQUENCE OF THE TRANSMISSION, DIFFUSION, STORAGE, AVAILABILITY, RECEPTION, OBTAINING OR ACCESS TO THE CONTENTS; (B) THE INFRACTION OF THE INTELLECTUAL AND INDUSTRIAL PROPERTY RIGHTS, OF THE COMPANY SECRETS, OF THE CONTRACTUAL COMMITMENTS OF ANY KIND, OF THE RIGHTS TO THE HONOR, PERSONAL AND FAMILY INTIMACY, AND TO THE IMAGE OF THE PEOPLE, OF THE PROPERTY RIGHTS, AND OF ANY OTHER NATURE BELONGING TO A THIRD PARTY AS A CONSEQUENCE OF THE TRANSMISSION, DIFFUSION, STORAGE, AVAILABILITY, RECEPTION, OBTAINING OR ACCESS TO THE CONTENTS; (D) THE LACK OF TRUTH, ACCURACY, EXHAUSTIVENESS, PERTINENCE AND / OR CURRENCY OF THE CONTENTS; (E) THE INADEQUACY FOR ANY KIND OF PURPOSE OF AND DEFRAUDING OF THE EXPECTATIONS GENERATED BY THE CONTENTS; (F) THE NON COMPLIANCE, DELAY IN COMPLIANCE, DEFECTIVE COMPLIANCE OR THE TERMINATION BY ANY CAUSE OF THE OBLIGATIONS CONTRACTED BY THIRD PARTIES AND CONTRACTS CARRIED OUT WITH THIRD PARTIES THROUGH OR WITH REASON OF THE ACCESS TO THE CONTENTS; (G) THE VICIES AND DEFECTS OF ANY KIND OF THE TRANSMITTED, DIFFUSED, STORED, MADE AVAILABLE OR IN ANY OTHER WAY TRANSMITTED OR MADE AVAILABLE, RECEIVED, OBTAINED OR THAT HAVE BEEN ACCESSED THROUGH THE WEB PORTAL OR THE SERVICES.

7.2.3. Truthfulness, accuracy and currency

MANPOWER does guarantee the truthfulness and currency of the Contents, and in particular, of the information the Users have inserted, by the Users that carry out job searches as well as of the Users that publish job notices and / or use the Services offered by the Web Portal.

MANPOWER EXCLUDES ANY LIABILITY FOR THE DAMAGES OF ANY NATURE THAT MAY BE DUE TO THE LACK OF TRUTHFULNESS, ACCURACY, EXHAUSTIVENESS AND/OR CURRENCY OF THE CONTENTS AND, IN PARTICULAR, INFORMATION INSERTED BY THE USERS.

7.3. Exclusion of guarantees and liability for the Services rendered by third parties through the Web Portal

7.3.1. Quality

MANPOWER does guarantee the absence of virus or other elements in the Services rendered by third parties through the Web Portal that may alter its informatics system (software and hardware) or in the electronic documents and files stored in its informatics system.

MANPOWER EXCLUDES ANY LIABILITY FOR THE DAMAGES OF ANY NATURE THAT MAY BE DUE TO THE PRESENCE OF VIRUS OR OTHER HARMFUL ELEMENTS IN THE SERVICES RENDERED BY THIRD PARTIES THROUGH THE WEB PORTAL THAT MAY ALTER THE INFORMATICS SYSTEM, ELECTRONIC DOCUMENTS OR THE USERS' FILES.

7.3.2. Lawfulness, reliability and usefulness

MANPOWER does guarantee the lawfulness, reliability and usefulness of the Services rendered by third parties through the Web Portal.

MANPOWER EXCLUDES ANY LIABILITY FOR DAMAGES OF ANY NATURE THAT MAY BE DUE TO SERVICES RENDERED BY THIRD PARTIES THROUGH THE WEB PORTAL, AND IN PARTICULAR, ALTHOUGH NOT EXCLUSIVELY, FOR THE DAMAGES THAT MAY BE DUE TO A: (A) NON COMPLIANCE WITH THE LAW

A) NON COMPLIANCE WITH THE LAW, MORALITY, AND GENERALLY ACCEPTED PROPER CONSUETUDE, AND LAW AND ORDER AS A CONSEQUENCE OF SERVICES RENDERED BY THIRD PARTIES THROUGH THE WEB PORTAL; (B) THE INFRACTION OF THE INTELLECTUAL AND INDUSTRIAL PROPERTY RIGHTS, OF THE COMPANY SECRETS, OF THE CONTRACTUAL COMMITMENTS OF ANY KIND, OF THE RIGHTS TO THE HONOR, PERSONAL AND FAMILY INTIMACY, AND TO THE IMAGE OF THE PEOPLE, OF THE PROPERTY RIGHTS, AND OF ANY OTHER NATURE BELONGING TO A THIRD PARTY AS A CONSEQUENCE OF SERVICES RENDERED BY THIRD PARTIES THROUGH THE WEB PORTAL; (C) PERFORMING DISLOYAL COMPETITION ACTIONS AND ILLICIT ADVERTISING AS A CONSEQUENCE OF THE SERVICES RENDERED BY THIRD PARTIES THROUGH THE WEB PORTAL (D) THE LACK OF TRUTH, ACCURACY, EXHAUSTIVENESS, PERTINENCE AND / OR CURRENCY OF THE CONTENTS TRANSMITTED, DIFFUSED, STORED, RECEIVED, OBTAINED, MADE AVAILABLE OR ACCESSIBLE THROUGH SERVICES RENDERED BY THIRD PARTIES THROUGH THE WEB PORTAL (E) THE INADEQUACY FOR ANY KIND OF PURPOSE OF AND DEFRAUDING OF THE EXPECTATIONS GENERATED BY THE SERVICES RENDERED BY THIRD PARTIES THROUGH THE WEB PORTAL; (F) THE NON COMPLIANCE, DELAY IN COMPLIANCE, DEFECTIVE COMPLIANCE OR THE TERMINATION BY ANY CAUSE OF THE OBLIGATIONS CONTRACTED BY THIRD PARTIES AND CONTRACTS CARRIED OUT WITH THIRD PARTIES THROUGH OR WITH REASON OF THE SERVICES RENDERED THROUGH THE WEB PORTAL; (G) THE VICIES AND DEFECTS OF ANY KIND OF THE OF THE SERVICES RENDERED BY THIRD PARTIES THROUGH THE WEB PORTAL.

7.4. Exclusion of the guarantees and liability for the information, contents and services and lodged out of the Web Portal

The Web Portal makes available to the Users linking technical devices (such as, among other, links, banners, buttons), directories and search tools that allow the Users to access web sites belonging to and / or organized by third parties (hereinafter, Linked Sites). The installation of such links, directories and search tools has as only object to facilitate the search to the Users and the access to information, contents and services available in the Internet.

MANPOWER does not offer or commercialize on its own or through third parties the information, contents and services available in the Linked Sites, nor does it control them previously, approve, observe or make them of its own. The User therefore, must be very prudent in the assessment and use of the information, contents and services that exist in the Linked Sites.

MANPOWER DOES NOT GUARANTEE OR ASSUME ANY TYPE OF RESPONSIBILITY FOR DAMAGES OF ANY KIND THAT MAY BE DUE TO: (A) THE FUNCTIONING, AVAILABILITY, ACCESSIBILITY OR CONTINUITY OF THE LINKED SITES; (B) THE MAINTENANCE OF THE INFORMATION, CONTENTS AND SERVICES EXISTING IN THE LINKED SITES; (C) THE RENDERING OR TRANSMISSION OF THE INFORMATION, CONTENTS AND EXISTING SERVICES IN THE LINKED SITES; (D) THE QUALITY, LAWFULNESS, RELIABILITY AND USEFULNESS OF THE INFORMATION, CONTENTS AND SERVICES EXISTING IN THE LINKED SITES, IN THE SAME TERMS AND WITH THE SAME SCOPE SET FORTH IN GENERAL CONDITION 7.2 AND 7.3 REGARDING THE CONTENTS AND SERVICES RENDERED BY THIRD PARTIES THROUGH THE WEB PORTAL.

7.5. Exclusion of guarantees and responsibility for the use of the Web Portal, the Services and the Contents by the Users

MANPOWER has is not bound to or does it control the use the Users make of the Web Portal, and of the Services and of the Contents. In particular, MANPOWER does not guarantee that the Users use the Web Portal, the Services and the Contents pursuant to the General Conditions herein and, in its case, the Particular Conditions that are applicable, or that they do it diligently and prudently. MANPOWER does not have the obligation either of verifying and it does not verify the Users' identity, or the veracity, term, exhaustiveness and / or authenticity of the data the Users provide about themselves to other Users and/or in the Registration Questionnaires.

MANPOWER EXCLUDES ANY LIABILITY FOR DAMAGES OF ANY NATURE THAT MAY BE DUE TO THE USE OF THE SERVICES AND OR THE CONTENTS BY THE USERS OR THAT MAY BE DUE TO THE LACK OF TRUTHFULNESS, TERM, EXHAUSTIVENESS AND/OR AUTHENTICITY OF THE INFORMATION THAT THE USERS PROVIDE TO OTHER USERS OR ENTER IN THE REGISTRATION QUESTIONNAIRES ABOUT THEMSELVES, AND IN PARTICULAR, ALTHOUGH NOT EXCLUSIVELY, FOR THE DAMAGES OF ANY NATURE THAT MAY BE DUE TO THE IMPERSONATION OF A THIRD PARTY CARRIED OUT BY A USER IN ANY KIND OF COMMUNICATION MADE THROUGH THE WEB PORTAL.

8. NO LICENSE

MANPOWER does not grant any license or use authorization of any kind regarding the rights of industrial and intellectual property or over any other property or right related to the Web Portal, the Services or the Contents.

9. REFUSAL AND WITHDRAWAL OF WEB PORTAL ACCESS AND/OR TO THE SERVICES

MANPOWER reserves the right to refuse or withdraw access to the Web Portal and/or the Services, at any time and without the need of a previous notice, to those Users that do not comply with the General Conditions herein or the Particular Conditions that are applicable.

Making use of the liberty of hiring, MANPOWER reserves the right to determine what companies will be included in the Web Portal for job offerings. Likewise, it reserves the faculty to, at its sole discretion, suspend, interrupt, or exclude said offerings, at any time, without previous notice, when it considers that the same infringe the rights or interests of the users and/or were contrary to the law, morality, and generally accepted proper consuetude or law and order.

10. PROCEDURES IN THE EVENT OF ILLICIT ACTIVITIES

In case any User or third party considers that there are facts or circumstances that reveal the illicit character of the use of any content and/or the performance of any activity on the web pages included in or accessible through the Web Portal, and, in particular, of the infringement of intellectual or industrial property rights (patents, industrial models and drawings, brands, and commercial names, etc.) or other rights, must send a notice to MANPOWER where the following extremes are included: (a) personal data: name, address, telephone number and e-mail address of the claiming party; (b) specification of the alleged illicit activity performed in the Web Portal and, in particular, when dealing with an alleged infringement of rights, precise and concrete indication of the protected contents, as well as its location in the web pages; (c) facts or circumstances that reveal the illicit character of said activity; (d) in the alleged case of right infringement, authentic signature or equivalent, with the personal data of the titleholder of the allegedly infringed rights or of the person authorized to act in name and on account of such; (e) express declaration, clear and under the responsibility of the claiming party saying the information provided is exact, and the illicit character of the use of the contents or of the performance of the described activities.

Such notices must be sent to:

**Insurgentes Sur 688 piso 3 Col. Del Valle
C.P. 03100
Delg. Benito Juárez,
México D. F.
México.**

11. DURATION AND TERMINATION

The Web Portal service rendering and the remaining Services has, initially, an indefinite duration. MANPOWER, nevertheless, is authorized to deem as terminated or suspend the Portal's service rendering and/or of any of the Services at any time, without damage of what may have been set forth to this matter in the corresponding Particular Conditions. When this is reasonable possible, MANPOWER will previously warn about the termination or suspension of the Portal's service rendering and remaining Services.

12. APPLICABLE LAW AND JURISDICTION

The herein General Conditions are ruled by Mexican Laws.

MANPOWER y AND THE User, with an express waiver of any other jurisdiction, subject themselves to the Tribunals and Courts of Mexico City, for any controversy that may be derived from the service rendering object of the General Conditions herein. In case the User has his/her address outside Mexico, MANPOWER and the User are subject, with an express waiver of any other jurisdiction, to the aforementioned tribunals and courts.

For any suggestion or collaboration proposal contact us via e-mail at dpo@manpower.com.mx

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