

HireFirst.ai– Terms of Service

Effective Date: October 2025

Entity: *HireFirst.ai Private Limited*

Address: 23/109A, Ram Nagar 5th Street, SS Colony, Madurai, Tamil Nadu, India

Contact: contact@hirefirst.ai

1. Acceptance of Terms

By accessing or using **HireFirst.ai** (“Platform”, “Service”), you agree to be bound by these Terms of Service and our **Privacy Policy**.

If you are using HireFirst.ai on behalf of a company or organization, you confirm that you have authority to bind that entity to these Terms.

2. Description of Service

HireFirst.ai provides an AI-driven recruitment automation platform that allows employers to:

- Create and manage job postings;
- Synchronize postings with third-party sites such as LinkedIn;
- Screen and find matched candidates with top n listing;
- Conduct Online assessment to the applicants;
- Manage interview schedules;
- Manage recruitment workflows;
- Engage candidates using WhatsApp Chatbot;

The Platform is offered as a **multi-tenant SaaS** product hosted on **Microsoft Azure**

3. Account Registration and Access

- Users must provide accurate company and contact information.
- You are responsible for maintaining the confidentiality of login credentials.
- HireFirst.ai reserves the right to suspend or terminate accounts in case of misuse, security risk, or policy violation.

4. Data Processing and Privacy

Your use of HireFirst.ai is also governed by our Privacy Policy.

Key highlights:

- Candidate and recruiter data are encrypted during storage (Fernet AES-128-CBC) and transmission (TLS 1.2+).
- Limited candidate resume data may be securely transmitted to **third-party AI model providers (e.g., Google Gemini)** via paid APIs for inference only.
- Such providers contractually ensure that your data is **not used for model training or retention**.
- HireFirst.ai does not sell or share personal data for advertising or unrelated analytics.

5. Intellectual Property

All software, trademarks, and content in HireFirst.ai are owned or licensed by HireFirst.ai. You may use the Platform only for legitimate recruitment purposes. Reverse engineering, copying, or redistribution is prohibited.

6. Acceptable Use

You agree not to:

- Upload unlawful or discriminatory content;
- Attempt to breach or test system security;
- Misuse APIs or automated bots to overload the service;
- Use the platform to collect personal data without consent.

7. Service Availability

We strive for 99.5% uptime. However, temporary downtime may occur for maintenance or third-party service dependencies (e.g., Azure, LinkedIn APIs, or Gemini API).

We are not liable for any indirect or consequential loss arising from downtime.

8. Limitation of Liability

To the maximum extent permitted by law, HireFirst.ai shall not be liable for:

- Data loss due to client-side actions or external API limitations;
- Damages arising from misuse or unauthorized access to the Platform; or
- Indirect, incidental, or special damage, even if advised of the possibility.

9. Termination

We may suspend or terminate access if you breach these Terms or misuse the service. Upon termination, your stored data will be retained or deleted as per our Privacy Policy.

10. Modifications

HireFirst.ai may modify these Terms periodically. Updated versions will be posted on the login page with a new effective date.

11. Governing Law

These Terms are governed by the laws of India.

Any disputes shall be subject to the jurisdiction of **Madurai, Tamil Nadu** courts.

15. Contact

For questions regarding these Terms, reach out to:

contact@hirefirst.ai