RVWorkAndTravel.com — Terms and Conditions

Status: DRAFT — Under Development

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1. Introduction and Acceptance

Welcome to RVWorkAndTravel.com ("RVWorkAndTravel," "we," "us," or "our"). RVWorkAndTravel.com is an online platform intended to help recreational vehicle (RV) travelers and other eligible users discover work opportunities, connect with job posters, and find useful travel-related services throughout the United States.

By accessing, registering for, or using our website, you agree to these Terms and Conditions ("Terms") and acknowledge our Privacy Policy. If you do not agree, you must not use the service.

RVWorkAndTravel.com is currently operated as an independently owned website. The business may adopt a different legal structure in the future, in which case the applicable ownership and contact information will be updated.

2. Eligibility

Users must be at least **18 years old** to create an account or use RVWorkAndTravel.com. By using the website, you represent that you satisfy this requirement.

We do not ordinarily require users to submit their date of birth or government-issued identification during registration. The service is currently intended for users and work opportunities within the United States. We may suspend or terminate accounts that violate eligibility requirements.

3. Accounts and Registration

An account is required to post jobs or express interest in work through features that require authentication. Registration requires a name, email address, and password.

Users must provide an email address they are authorized to use and must not impersonate another person, business, or organization. Display names are not independently verified as legal identities.

Users are responsible for maintaining the confidentiality of their login credentials and for activity conducted through their accounts, subject to applicable law. Users must promptly report suspected unauthorized access. We may introduce additional security or verification requirements where reasonably necessary to protect users and the platform.

4. Employer and Job Poster Verification

Users wishing to publish job opportunities must complete required email and phone verification. We may periodically require users to repeat verification procedures to confirm continued access to their registered contact methods.

Verification confirms completion of specific technical verification steps. **It does not establish that a person's identity, business, employment offer, qualifications, or trustworthiness has been independently authenticated.**

We may request additional information when investigating suspicious activity, subject to our Privacy Policy and applicable law. Failure to complete required verification may prevent job posting or other restricted activities.

5. Nature of the Service

RVWorkAndTravel.com is a platform connecting people who advertise work opportunities with people interested in those opportunities.

Unless we expressly enter into a separate written agreement stating otherwise:

- We are not the employer of workers using the platform.
- We do not recruit or hire workers on behalf of job posters.
- We are not a party to employment agreements between users.
- We do not set wages, schedules, job duties, or employment conditions.
- We do not process wages or other compensation for work arranged between users.
- We do not guarantee employment, hiring, payment, job performance, or workplace safety.

Users are responsible for independently evaluating opportunities and the people with whom they choose to work. Nothing in these Terms excludes responsibilities that applicable law imposes on the platform.

6. Job Postings and Compensation

Job posters are responsible for providing accurate and sufficiently complete information about advertised opportunities. Listings may describe compensation arrangements such as:

- Hourly, weekly, fixed-project, or other monetary compensation.
- Negotiable compensation.
- RV parking, hookups, accommodations, meals, or other noncash benefits.
- A combination of monetary and nonmonetary compensation.

Noncash or benefits-only arrangements are permitted **only where legally allowed**.

Job posters are solely responsible for ensuring that their listings and arrangements comply with applicable federal, state, and local laws, including wage and hour requirements, worker classification, employment discrimination rules, occupational safety, taxation, and other employment obligations.

Describing an arrangement as volunteer work, work camping, an exchange, or benefits-only does not automatically exempt it from employment laws. RVWorkAndTravel.com does not certify the legality of compensation arrangements and may remove listings that appear unlawful or violate these Terms.

7. Responsibilities of Workers and Job Posters

Job posters are responsible for determining worker eligibility, confirming qualifications where necessary, communicating job expectations, complying with applicable laws, and providing agreed compensation.

Workers are responsible for providing truthful information about their experience and qualifications, understanding the agreed work arrangements, and complying with applicable laws and lawful workplace requirements.

Both parties should establish compensation, schedules, duties, housing or parking arrangements, and other relevant conditions before work begins. Any employment contracts, tax documentation, insurance, licensing, permits, or other legal obligations are the responsibility of the applicable parties.

RVWorkAndTravel.com is not responsible for resolving employment payments or contractual disputes between users, except where applicable law requires otherwise.

8. Job Posting Review and Moderation

Job listings may undergo automated screening before publication. Listings that do not trigger automated restrictions may become visible immediately. Other listings may require manual review.

All content remains subject to review at any time, whether or not it was previously approved or published. We may edit visibility, restrict access, suspend, reject, or remove listings where we reasonably determine that they violate applicable laws, these Terms, or platform safety standards.

We may take such action with or without advance notice, subject to applicable law. **Publication of a listing does not constitute verification, endorsement, or a guarantee by RVWorkAndTravel.com.** Automated systems may make mistakes, and not every fraudulent or harmful listing can be detected.

9. Reporting Fraud and Misconduct

Users may report suspicious listings, potentially fraudulent employers, worker misconduct, harassment, misleading information, or other violations. Reports may be reviewed by automated tools or website administrators.

We may investigate reports and take action including warnings, content removal, feature restrictions, account suspension, or permanent account termination. Submitting knowingly false or malicious reports is prohibited.

We do not guarantee that every report will result in enforcement action, and we may limit disclosure of investigations to protect privacy, security, and reporting users.

10. User Communications

RVWorkAndTravel.com offers communication features that allow eligible account holders to exchange messages. Users must not use messaging to harass, threaten, defraud, spam, or otherwise harm other users.

Messages and attachments may be processed and stored to operate the service, provide security, investigate reported abuse, and comply with applicable law. Communications are not guaranteed to be end-to-end encrypted.

Users may choose to communicate or complete arrangements outside the website. We cannot monitor or verify those external communications. Users should exercise caution when sharing sensitive information or arranging in-person meetings.

11. Resumes and Job Applications — Planned Features

This section describes planned features that are not yet fully implemented.

We intend to introduce formal job applications and optional in-app resumes. Once available:

- Users will not be required to create or submit a resume.
- Applicants will choose which available contact details and resume information to share for each application.
- Employers will not be permitted to browse a general database of worker resumes.
- Personal contact information will not automatically be disclosed solely because a user applies for a job, except for information clearly identified as part of the application.
- Users will be responsible for information they voluntarily disclose.

The final application interface and applicable disclosures will be updated before these features launch.

12. Ratings, Reviews, and Work History

The website currently supports certain service ratings. Additional worker and employer reputation features are planned.

Users submitting ratings or reviews must provide genuine, truthful feedback based on actual experiences. Fabricated reviews, manipulation of ratings, paid positive reviews that are not properly disclosed, harassment, and knowingly false accusations are prohibited.

We may investigate disputed ratings and remove or restrict content that violates our rules, subject to applicable law.

Planned employment reputation features

We intend to develop worker and employer ratings, verified interaction records, job completion reporting, and private work-history notes.

These planned features may permit employers to view worker ratings when receiving an application and workers to review publicly available employer ratings. No-show reporting will require appropriate evidence of an agreed work commitment and a reasonable dispute process.

Personal work-history notes are intended to remain private to the account holder and separate from publicly displayed ratings. We will publish further rules before these features become available. We do not currently guarantee verification of employment completion.

13. Travel Information, Maps, and Service Listings

Our website provides travel-related information, mapping, route searches, and community-submitted service information. Some features use Google Maps and other third-party technologies.

Locations, routes, distances, service availability, operating hours, prices, and other third-party or user-contributed information may be inaccurate, incomplete, or outdated.

Users are responsible for verifying directions, road restrictions, vehicle suitability, campsite rules, service availability, and other conditions before traveling. Our mapping features do not replace safe driving practices or professional navigation judgment.

Use of Google Maps features is additionally subject to applicable Google Maps terms, including the Google Maps/Google Earth Additional Terms of Service (https://maps.google.com/help/terms_maps/) and Google Privacy Policy (https://policies.google.com/privacy).

14. User-Generated Content

Users may submit listings, text, images, service locations, ratings, reports, and other content. Users retain ownership of their original content to the extent provided by law.

By submitting content, users grant RVWorkAndTravel.com a nonexclusive, worldwide, royalty-free license to host, store, reproduce, display, format, and distribute that content as reasonably necessary to operate, maintain, promote, and improve the service.

This license applies only to content users have the right to submit. Users must not upload copyrighted, confidential, or personal information without appropriate authorization.

When an account is deleted, public contributions may be retained in a de-identified form as explained in our Privacy Policy, subject to applicable privacy, copyright, and deletion rights. We reserve the right to remove or restrict content that violates these Terms.

15. Prohibited Activities

Users must not:

- Create fake accounts or impersonate others.
- Publish fraudulent, discriminatory, unlawful, or misleading job listings.
- Advertise unlawful compensation or working arrangements.
- Harass, threaten, stalk, exploit, or defraud users.
- Publish another person's private information without authorization.
- Submit fabricated reviews or false misconduct reports.
- Attempt unauthorized access to accounts, servers, or databases.
- Introduce malware or interfere with website operations.
- Use bots to create fraudulent activity or manipulate listings.
- Scrape or harvest user information or substantial website content without authorization.
- Copy platform data to build or populate a competing service without permission.
- Manipulate advertising impressions or clicks.
- Circumvent suspensions, bans, or security restrictions.

These restrictions do not prohibit activities protected by applicable law.

16. Sponsored Listings and Advertising — Planned Features

We intend to offer optional paid promotions and sponsored listings in the future. Paid placements will be clearly identified using labels such as "Sponsored" or "Promoted."

The proposed advertising model charges for both qualifying impressions and qualifying clicks. Rates have not yet been established.

Before paid advertising launches, we will disclose applicable pricing, measurement standards, payment procedures, spending limits, invalid-traffic rules, and refund terms.

When advertising is introduced, generally:

- Valid impressions and clicks already delivered will be nonrefundable, subject to applicable law.
- Unauthorized, duplicate, invalid, or fraudulent charges may be corrected, credited, or refunded.
- Undelivered prepaid advertising may be eligible for refund under the disclosed purchase terms.
- Promotions violating these Terms may be suspended or removed.
- Removal for serious advertiser misconduct will not ordinarily entitle the advertiser to a refund for legitimately delivered advertising.

We may introduce third-party advertisements in the future, accompanied by updated privacy disclosures and applicable user choices. **Paid advertising and sponsored-listing billing are not currently operational.**

17. Account Suspension and Termination

We may restrict, suspend, or terminate accounts for violations of these Terms, suspected fraud, security threats, legal requirements, or misuse of the platform.

Where appropriate, users may be permitted to appeal or provide additional information. Termination may restrict access to job listings, communications, and other account features. Certain records may remain subject to legal retention

obligations, security needs, and the Privacy Policy.

18. Account Deletion and Inactivity

We are developing a self-service account deletion system. **Automatic account deletion is not yet active.**

Our approved design requires a user to confirm their password, explicitly enter a deletion confirmation, verify access to their email, and complete enabled two-factor authentication requirements.

After successful verification, a seven-day waiting period will apply. A fresh, verified login during that period will cancel the pending deletion.

After completion, personal account information will be removed subject to applicable legal obligations, legitimate security needs, and the treatment of shared public content described in the Privacy Policy.

Our planned inactivity policy provides for deletion of accounts after five years of inactivity, subject to appropriate notice, verification, exceptions, and technical implementation.

Until automatic deletion is activated, users may contact support@rvworkandtravel.com to request account or personal-information deletion. Requests will be handled according to applicable law and available technical procedures.

19. Intellectual Property

The RVWorkAndTravel.com name, original website design, software, branding, logos, and original website content are protected by applicable intellectual property laws.

Except where permitted by law or authorized by us, users may not reproduce, distribute, resell, or exploit our proprietary content or technology. These provisions do not transfer ownership of user-generated content to RVWorkAndTravel.com.

20. Website Availability and Changes

We may modify, improve, temporarily suspend, or discontinue website features. We may introduce optional paid services, adjust advertising prices, or change how certain features operate.

We do not guarantee uninterrupted access, continued availability of any particular feature, or compatibility with all devices. Material changes affecting existing paid obligations will be handled in accordance with applicable law and the applicable purchase terms.

21. Disclaimers

To the extent permitted by law, RVWorkAndTravel.com is provided on an "as available" and "as is" basis.

We do not guarantee:

- The legitimacy or availability of every job opportunity.
- Payment by a job poster.
- Worker attendance, work quality, experience, or qualifications.
- Workplace or personal safety.
- The accuracy of all maps, routes, listings, ratings, or service information.
- Uninterrupted or error-free website operation.

Users assume responsibility for independently evaluating work opportunities, travel decisions, and interactions with other users. Nothing in these Terms disclaims warranties or responsibilities that cannot legally be excluded.

22. Limitation of Liability

To the maximum extent permitted by applicable law, RVWorkAndTravel.com and its operator will not be liable for indirect, incidental, special, consequential, or punitive damages arising from use of the platform where such limitations are legally enforceable.

These limitations do not apply to liabilities that cannot be excluded or limited by law, including liability arising from conduct for which applicable law prohibits such limitations.

Specific monetary liability limits, if any, remain subject to legal review before publication.

23. Disputes Between Users

Users are responsible for resolving disagreements concerning job performance, compensation, contractual arrangements, housing, parking, or other matters arising from agreements between them.

RVWorkAndTravel.com may provide reporting or moderation tools but is not generally obligated to mediate private employment or contractual disputes. We reserve the right to respond to reports of misconduct, fraud, or threats to platform safety.

24. Disputes Involving RVWorkAndTravel.com

Users may contact support@rvworkandtravel.com to raise complaints or attempt informal dispute resolution. Nothing in these Terms prevents users from exercising rights or seeking remedies that cannot lawfully be restricted.

Governing-law, court-venue, and any arbitration provisions remain under legal review. No mandatory arbitration agreement or exclusive forum is established by this draft.

25. Changes to These Terms

We may update these Terms to reflect changes in the website, applicable laws, security practices, or business operations. Material changes will be communicated as required by applicable law, which may include website notices or email.

Where legally required, we will obtain additional agreement before applying changes. The effective date will be updated when revised Terms take effect.

26. Contact Information

Questions, reports, and legal concerns may be directed to:

RVWorkAndTravel.com

Email: support@rvworkandtravel.com

Website: https://rvworkandtravel.com

Operator's legal identity and any legally required mailing address or additional contact information will be finalized before publication.

End of Terms and Conditions — Draft Under Development