



Author Terms and Agreement – Single or Occasional Article Submission

Workforce50.com, and all its related web sites, has adopted the following Terms and Agreement pertaining to articles by contributing authors displayed as Web site content. By submitting an article for publication on Workforce50.com, you, the author, acknowledge that you have read these Terms and Agreement, understand them fully, and agree to them. Workforce50.com reserves the right to modify these Author Terms and Agreement as it deems appropriate.

Workforce50.com is the genuine, online resource for older workers seeking employment. As such, we are interested in publishing quality, original articles that will be of interest to our older job seekers in their quest to find employment.

Exclusive Contributions

By submitting an article for publication on Workforce50.com you hereby assign to Workforce50.com exclusive rights to publish the article in its entirety, with no expiration date or limit on publishing term. Accordingly, Workforce50.com may use the article in any section of the web site as it deems appropriate. You grant us the right to use your name and professional biography in relation to the article both on the web site and in advertising and promotion of Workforce50.com.

You represent and warrant that the article is wholly original material not published elsewhere (except for material in the public domain or used with the permission of the owner), does not infringe upon any copyright, and does not constitute a defamation, or invasion of the right of privacy or publicity, or infringement of any other type, of any third party. Regarding the wholly original material, Workforce50.com will accept topical material presented elsewhere as long as the material has been substantially reworded and restructured so as to not be considered as “duplicate content” by Internet Search Engines such as Google, Yahoo, MSN, etc..

You warrant that you have the authority to submit the article to Workforce50.com for publication. You do understand that editors for Workforce50.com have the right to reject the article for any or no reason and that submitting an article to Workforce50.com does not guarantee that it will be published on our Web site. Editors also maintain the right to make minor changes to correct spelling, punctuation or readability.

All articles submitted by authors to Workforce50.com are exclusive contributions.

Recognition by Workforce50.com

Workforce50.com endeavors to provide our contributing writers with the recognition and acknowledgment of their professional expertise that they so deserve. As such, we will list with the display of each article, the author's name, brief professional profile not to exceed 100 words, and a link to a single web site/page where the author markets his or her professional work and business services or an email address, if preferred.

Workforce50.com will review the web site/page provided as a link to determine whether we want to link to it. If the web site or content, in any way, is found unsuitable for our readership, the link will not be displayed. Further, if the web site is promoting a specific

product that might be relevant to our audience, please provide us with a sample to review prior to us establishing a link. Samples must be provided at no cost to Workforce50.com. Each article will be crawled and indexed by the major search engines.

Independent Contractor

It is understood and intended that you, the contributing author, is an independent contractor and nothing in these Terms and Agreement shall be deemed to constitute you as an employee of Workforce50.com or its parent company.

Author Representations and Warranties

You, the contributing author, represent and warrant the following to Workforce50.com: You are over the age of 18 and have the legal ability to enter into and perform your obligations outlined in these Terms and Agreement; all information that you provide to Workforce50.com is accurate and complete; you shall comply with these Terms and Agreement; and your article submission does not and will not constitute a breach of any other agreement, contract or understanding that you have entered or may enter.

Governing Law

These Terms and Agreement shall be governed by and enforced in accordance with the laws of the State of Massachusetts.

These Terms and Agreement supersede any and all prior discussions, negotiations and agreements between the two parties pertaining to article contributions and thereby constitute the entire agreement between the parties with respect to the matters contained herein.

Thank you for considering Workforce50.com when making choices about where to publish your original writings.

August 28, 2008