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- 4. <u>Product, Content and Specifications.</u> All features, Content, specifications, products, and services described or depicted on this Website are subject to change at any time without notice. The

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- No Assurance of Employment. Submission of an application for employment on this Website or elsewhere is not an assurance of an offer of employment or continuation of the application process.
- 10. Equal Opportunity. The Antenna Company is an equal opportunity employer.
- 11. <u>Risk of Security Breaches.</u> While the Company believes and intends that its information security practices reflect good practice, there is no such thing as perfect information security. As such, users assume the risk of security breaches and all consequences resulting from them. In furtherance of the foregoing, users must safeguard their credentials.
- 12. <u>Children not Authorized.</u> Our Website and application are not intended for the use of people under the age of eighteen (18) and no such person is authorized to use it.
- 13. <u>Take-Down Notices</u>. Anyone believing that any material on the Website or in the application is infringing their copyright interest or otherwise violating any of their rights should provide written notice to The Antenna Company describing in detail the basis for their concern and their legal interest in the material at issue. Please send a written request by e-mail to webmaster@antennacompany.com. Include "Notice of Copyright Concern" in the subject line of your e-mail or on the envelope or post card and in the body of your request. Please include your name and full contact information. Upon receipt of such notice, the Company will investigate and remove material if necessary. You will be notified of the results of such investigation.

- 14. <u>Modification</u>. The Antenna Company may modify these Terms of Use or modify/discontinue the Website or application at any time for any reason.
- 15. Notice for California Users. Under California Civil Code Section 1789.3, California Website users are entitled to the following specific consumer rights notice: The Complaint Assistance Unit of the Division of Consumer Services of the California Department of Consumer Affairs may be contacted in writing at 1625 N. Market Blvd., Suite N 112, Sacramento, California 95834, or by telephone at (800) 952-5210.
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