

Terms and Conditions of Use

User Terms and Conditions

Matrix is dedicated to providing useful information to our clients and candidates. By using this service you agree to all our terms and conditions for using this site. If you do not agree to these Terms and Conditions you may not use this site.

Matrix allows you to send questions to our Consultants for consideration without paying any fees of any kind to which our consultants may respond.

You are agreeing that your questions and the Consultant's answers may be posted publicly on our website. There is no guarantee as to the timing of a response from our consultant, or when the question and answer will be posted on our website.

The contents of the question and answer will not be posted publicly on our website if it contains personally identifying information.

Although Matrix endeavors to get every question answered, there is no guarantee that every question submitted will receive a response.

Acceptance of Terms

You agree and understand that the specific method, features and services offered by Matrix may be altered, improved, removed or adapted at any time by Matrix its sole discretion and without any notice. If you do not agree with any of these terms, do not use this site.

Not an Endorsement

You agree and understand that the Consultants of Matrix who participate in the question and answer section of the Matrix website are associates, employees, contractors and subcontractors of Matrix.

If you choose to submit a question to Matrix, you will not be charged any fees.

When a reply to a question becomes available it will be publicly displayed and viewable by all users who have access to our website.

Privacy

Matrix does its best to protect your privacy with respect to information not otherwise disclosed by you in questions submitted to Matrix.

We encourage users to only provide the minimum amount of information necessary to process a question.

All of your personal information provided to Matrix including email addresses, is concealed from all other users of the Matrix site and is never published or revealed to third parties. Only the Matrix administrators have access to this information for the purposes of maintaining website administration. Matrix will never unknowingly disclose this information to third parties without your permission, except in the following circumstances: (i) to protect ourselves from liability, or (ii) to respond to legal process or to otherwise comply with the law.

Any questions or answers posted to our website are neither confidential nor privileged in any way.

You agree and understand that if Matrix has reason to believe that breach or non-compliance of its Terms and Conditions have occurred, your questions will not be responded to and will be rejected.

Matrix assumes no responsibility for the posts or the information contained therein, nor does it make any claims, promises or guarantees about the accuracy, suitability, competence or completeness of any of the information or advice in the questions and answers posted. Use the advice and information provided at your own risk. We do not assume any liability as a result of your viewing or using the information contained on our website.

Ownership of Content

By submitting your questions, you agree and understand that your question and any answer provided by will become part of the Matrix public database and the sole property of Matrix.

Inappropriate Content

You agree that you will not send any false, defamatory, inaccurate, abusive, harassing, obscene, sexually oriented or threatening messages, or material that is illegally invasive of another person's privacy to the Matrix website. Matrix will ignore, delete and reject any inappropriate questions or take any actions it deems necessary to protect its website.

Indemnification

You agree that you are solely responsible for anything you post on the Matrix website and you agree to indemnify and hold Matrix harmless from and against any and all claims, loss, damage, expense or liability that may result, in whole or in part from your submissions or use of the Matrix website.

Modification of Terms

Matrix may modify these Terms & Conditions at any time and without prior notice. Continued use of this site following any change constitutes your acceptance of the change.

Governing Law

These Terms & Conditions shall be governed by and construed in accordance with the laws of Ontario.