



Terms and Conditions for the Cyber Monday HR Small Business Service Giveaway

1. Eligibility:

- This offer is available exclusively to businesses with **10 or fewer employees**.
- The service provided covers a period of up to **12 months**.
- Businesses must provide proof of eligibility, such as evidence of employee count or business registration, upon request.
- THSP reserves the right to verify eligibility and disqualify participants who provide false or misleading information.

2. Non-Transferable:

- The service is provided solely to the business that redeems the offer and **cannot be transferred** to another individual, business, or entity.

3. No Cash Value:

- This offer has **no cash equivalent** and cannot be exchanged or refunded for monetary value.

4. Scope of Service:

- The service includes HR support as specified by THSP for small businesses in our HR 1-10 definition of service.
- Additional services or extensions beyond the 12-month period will be subject to standard fees.

5. Exclusions:

- This offer may not be available to businesses in certain industries, as determined by THSP's discretion or regulatory requirements.

6. Redeemability Deadline:

- The offer must be redeemed and the service activated by **01/01/2025** or it will be forfeited.

7. Liability Limitation:

- THSP is not liable for any damages, direct or indirect, resulting from the use of the service or failure to use it.



8. Promotional Use:

- By accepting this offer, the recipient consents to THSP using their business name and testimonial (if provided) for promotional purposes, subject to prior approval.

9. Termination Clause:

- THSP reserves the right to terminate the service if the recipient violates these terms or engages in any conduct contrary to the intended use of the service.

10. Changes and Cancellations:

- THSP reserves the right to amend or withdraw this offer at any time without prior notice, at its sole discretion.

11. Acceptance of Terms:

- By participating in this offer, the business agrees to abide by these terms and conditions and any additional requirements communicated by THSP in their terms and conditions of trade.

12. Disclaimers

- The service provided under this offer is intended for general HR support and should not be construed as legal or financial advice. THSP is not liable for any actions taken by the business based on the advice or materials provided."