



Terms of Use

Effective September 26, 2026

[Includes SMS/Text Messaging Terms in Section 18. Jump to SMS terms.](#)

These Terms of Use are entered into by and between you and hrFox, LLC, doing business as Motocruit ("Motocruit," "Company," "we," "our," or "us"). These terms and conditions, together with any documents they expressly incorporate by reference (collectively, these "Terms"), govern your access to and use of motocruit.com (the "Site") and our recruiting services, including any content, functionality, and services offered on or through the Site (collectively, the "Services"), whether as a job seeker (a "Candidate") or an employer (a "Client").

Please read these Terms carefully before using the Site or Services. By using the Site or Services, you accept and agree to be bound by these Terms and our [Privacy Policy](#), incorporated by reference. If you do not agree, you must not access the Site or use the Services. Using the Site, submitting a phone number, creating an account, or accepting these Terms does not, by itself, constitute consent to receive SMS messages. SMS participation is voluntary and is governed by Section 18.

We may revise these Terms from time to time. Changes are effective when posted and apply to access to and use of the Site or Services thereafter. Your continued use following the posting of revised Terms means that you accept the changes. We will notify you by email of material changes. Please check this page periodically for other updates. Changes to these Terms do not expand the scope of your SMS consent.

1. No Relationship Created

Nothing on the Site or Services is an offer or guarantee to represent, recruit, place, or assist any Candidate or Client. Use of this Site alone does not create a partnership or client relationship. Client recruiting engagements are established through a Direct Hire Agreement. Motocruit does not guarantee that it will find employment for any Candidate or fill any Client position.

2. Right to Decline

Motocruit reserves the right to evaluate each request by a Client or Candidate to use the Services on an individual basis. Subject to applicable law, Motocruit may accept or decline to provide Services to a Candidate or Client at any time.

3. No Guarantee of Results

Success rates and recruiting summaries are provided for general information and do not indicate or guarantee that the same or similar results can be achieved in future recruiting efforts. Results depend on a number of factors.

4. Eligibility

By using the Site and Services, you affirm that you are of legal age to enter into these Terms. If you use the Site or Services on behalf of or for the benefit of a corporation, partnership, or other organization (an "Organization"), you agree to these Terms on behalf of yourself and that Organization and represent that you have authority to bind the Organization. References to "you" and "your" include both you and that Organization.

The Site and Services are controlled or operated from the United States and may not be appropriate or available for use in some jurisdictions outside the United States. You must comply with applicable laws, rules, and regulations when using them. Subject to applicable law, we may limit the availability of the Site or Services by person, geographic area, or jurisdiction.

5. License and Marks

All logos displayed on the Site (the "Marks") are the property of Motocruit or their respective third-party owners. Except for your right to view the Marks on the Site, you are not granted any rights to them. Nothing on the Site grants, by implication, estoppel, or otherwise, any license or right to use the Marks.

6. User-Submitted Materials

If you provide ideas, reviews, proposals, suggestions, or other feedback ("Feedback"), that Feedback is considered submitted material ("Submitted Materials"). You acknowledge that such Feedback is not confidential and is provided gratuitously, voluntarily, and without restriction, and does not place Motocruit under any fiduciary or other obligation. This treatment of Feedback does not override the Privacy Policy or the protections for Candidate Information and SMS consent in these Terms.

You represent that you have the rights necessary to submit your Submitted Materials and that those materials are complete and accurate and do not violate applicable law or third-party rights. To the extent permitted by law, you waive moral rights or similar attribution or integrity rights in your Feedback.

Motocruit may, but has no obligation to, screen, monitor, evaluate, or remove Submitted Materials and analyze use of the Site. Collection, use, and disclosure of personal information are governed by our Privacy Policy and the applicable provisions of these Terms, including Section 18. You agree to keep information you provide in connection with the Site accurate and complete and update it as needed.

7. Rules of Conduct

In connection with the Site, you agree not to:

- Post or transmit threatening, harassing, degrading, hateful, intimidating, defamatory, fraudulent, obscene, or otherwise unlawful material, or material that infringes another person's copyright, trademark, trade secret, privacy, publicity, or other rights.
- Insert or permit malicious software that damages the Site, makes unauthorized changes, enables unauthorized access, prevents authorized access, or conceals unauthorized activity.
- Use the Site for an unauthorized commercial purpose or any fraudulent or unlawful purpose.
- Harvest or collect information about other users without authorization.
- Interfere with or disrupt the Site or its servers or networks, including by hacking or defacing the Site, or violate applicable network requirements or policies.
- Restrict or inhibit another person's use of the Site.
- Reproduce, modify, adapt, translate, create derivative works of, sell, rent, lease, loan, distribute, or otherwise exploit the Site except as expressly authorized.
- Reverse engineer, decompile, or disassemble any portion of the Site, except where applicable law prohibits this restriction.
- Remove copyright, trademark, or other proprietary notices.
- Frame, mirror, or incorporate any portion of the Site into another product or service without authorization.
- Systematically download or store Site content, or use a robot, spider, scraper, data-mining tool, or other retrieval device to gather Site content or circumvent its presentation or navigation without Motocruit's prior written consent.

8. Third-Party Materials

The Site may provide links to third-party websites, content, services, or information ("Third-Party Materials"). Motocruit does not control and is not responsible for Third-Party Materials. Their availability does not imply endorsement of or affiliation with their providers. Your use of Third-Party Materials is at your own risk.

The Site uses Google's reCAPTCHA service to help protect forms from abuse. Use of reCAPTCHA is subject to the [Google Privacy Policy](#) and [Google Terms of Service](#). Please review those documents for information about Google's processing of data in connection with that service.

9. Indemnification

To the extent permitted by applicable law, you agree to indemnify, defend, and hold harmless Motocruit and its affiliates, officers, directors, agents, and employees from claims, liabilities, damages, judgments, awards, losses, costs, expenses, and fees, including attorneys' fees, arising out of or relating to your access to or use of the Site or Services, your Submitted Materials, or your violation or alleged violation of these Terms. You may not enter into a settlement that involves a resolution other than solely a monetary settlement without Motocruit's prior written consent. This obligation survives termination of these Terms.

Information presented on or through the Site or Services is provided for general information. We do not warrant its accuracy, completeness, or usefulness. Any reliance on such information is at your own risk, and, to the extent permitted by law, we disclaim liability arising from that reliance.

Statements, opinions, articles, responses, correspondence, and other content supplied by others are the responsibility of the person or entity providing them and do not necessarily reflect Motocruit's views. To the extent permitted by law, we are not responsible for the content or accuracy of information provided by others.

10. Recruiting Disclaimer

Motocruit does not guarantee that a Candidate will receive employment or a job offer through the Site or Services. Motocruit is not responsible for employment offers or listings, employment screenings, employment decisions, or actual employment provided by Clients or third parties. Motocruit is neither your employer nor your agent based solely on your use of the Site or Services. You must use your own judgment when evaluating prospective employers and Third-Party Materials.

11. Limitation of Liability

To the fullest extent permitted by applicable law, Motocruit will not be liable for indirect, incidental, consequential, special, exemplary, or punitive damages under any contract, tort, negligence, strict liability, or other theory, including loss of profits, use, data, other intangibles, or security of submitted materials, including unauthorized interception by third parties, even if advised of the possibility of such damages. To the fullest extent permitted by applicable law, Motocruit will not be liable for damages resulting from your use of or inability to use the Site or Services. Nothing in these Terms excludes or limits liability that cannot lawfully be excluded or limited.

12. Termination of Services

Subject to applicable law and any applicable written agreement, Motocruit may terminate Services or suspend access to the Site with or without cause or notice, including for requisition inactivity, lack of communication, false information, violations of these Terms, unethical conduct, or other reasons in Motocruit's business interests.

Upon termination, your right to access and use the Site may cease, and Motocruit may deactivate or delete your account. Motocruit is not obligated to continue providing Services or access to materials or Candidates associated with the account. Retention or deletion of personal information remains subject to applicable law and the Privacy Policy.

13. General

These Terms do not create any partnership, recruiting or market exclusivity, joint venture, employer-employee, agency, or franchisor-franchisee relationship between you and Motocruit.

14. Account and Password

You may need to register for an account to use portions of the Site. We may reject or require changes to a username, password, or other registration information. You are responsible for the security and use of your account credentials. Maintain the confidentiality of your login and password and promptly notify Motocruit of unauthorized account use or a security breach using the contact information in Section 19.

15. Clients

Clients receiving Services may register with Motocruit on the Site. You are responsible for activities undertaken within your Client account. Placement services and associated fees are governed by the applicable Direct Hire Agreement.

16. Candidates

Registration

Candidate accounts may allow you to update job-search criteria and preferences, upload and update a resume, receive alerts, update availability, view application status, and provide additional information. You are responsible for activities within your account. Account registration does not automatically enroll you in SMS messaging.

We may request your resume, name, email address, phone number, work history, education, experience, compensation expectations, geographic location, and other relevant information ("Candidate Information").

Authorization and Certification

You authorize Motocruit and its Clients to make inquiries into your employment and educational history and related matters as necessary for an employment decision, subject to applicable law. Motocruit may use third-party vendors for such inquiries. Any additional disclosures and authorizations required by applicable law will be provided and obtained before the applicable inquiry or background check. These Terms do not replace any separately required disclosure or authorization.

To the extent permitted by applicable law, you authorize employers, schools, and other persons or entities listed in your Candidate Information to respond to inquiries connected with your application and release them from liability for doing so. With your verbal authorization, Motocruit and its agents may release reference information to Clients evaluating your credentials, skills, and experience. You acknowledge that those Clients may contact you directly.

No Charge

Candidates are not charged to use the Site or Services. Neither Motocruit nor its Clients will require a Candidate to pay a recruitment or placement fee in connection with Motocruit's Services.

Communications and Confidentiality

Motocruit may contact you about your application, job search, or relevant opportunities by email or telephone, subject to applicable law and your communication preferences. Text messages are sent only in accordance with your consent and Section 18. Use of the Site or Services alone does not provide SMS consent.

A Candidate's personal contact or professional information will not be submitted to a Client without the Candidate's prior verbal authorization. Our handling of Candidate Information is also subject to the Privacy Policy.

17. Description of Services

Motocruit may review Candidate Information and use matching tools to identify potential opportunities. A Candidate may receive information about a Client's interest and a position and may accept or reject an interview request. A prescreen or interview request does not guarantee employment, a job offer, or any particular compensation.

Motocruit's recruiting platform and Services introduce Candidates and Clients. Candidates and Clients are responsible for the information they provide in resumes, profiles, interview requests, and offers. Clients make their own hiring decisions. Motocruit does not guarantee interviews, hiring outcomes, job postings, wages, or benefits offered by Clients.

Motocruit is not a party to employment agreements between Candidates and Clients and is not responsible for those agreements merely because it receives a recruiting fee from a Client. Candidates do not pay recruitment or placement fees to Motocruit or its Clients in connection with the Services.

Motocruit Clients

The applicable Motocruit Direct Hire Agreement states the terms, conditions, and fees governing a Client's use of placement services. Changes to an existing engagement are governed by that agreement.

Motocruit Candidates

Initial communication with a Client to whom Motocruit introduces you must be coordinated through Motocruit. Further communication may take place when a Client requests an interview and you accept it through Motocruit. You agree not to bypass Motocruit by independently contacting that Client about the opportunity presented through an alternative channel.

18. SMS/Text Messaging Terms

Program Description

These SMS terms apply to recruiting-related text messages sent by Motocruit, a recruiting brand operated by hrFox, LLC, from its business phone numbers. When you opt in, messages may include job opportunities matching your background, call and interview scheduling, reminders, and updates on your application or job search. Clients who opt in may also receive messages about open searches and candidate submittals.

Voluntary Consent and How to Opt In

You may opt in by selecting the optional SMS consent checkbox on our [Quick Apply form](#). Where permitted for the type of messages involved, you may also provide a Motocruit recruiter with verbal permission to text you. If you text Motocruit first, we may respond to your inquiry; initiating a conversation does not by itself enroll you in unrelated or ongoing messaging campaigns. We obtain any additional consent required for the messages we send.

Consent to receive text messages is not a condition of using our Services or being considered for any job. Providing a phone number, creating an account, using the Site, or accepting these Terms does not by itself constitute SMS consent. Messages will be limited to the purposes covered by your consent.

Message Frequency and Cost

Message frequency varies based on your job search, application activity, recruiting engagement, and communications with Motocruit. Message and data rates may apply. Contact your wireless provider for details about your plan.

How to Opt Out

Reply **STOP** to any Motocruit text message to stop receiving texts. You may receive one confirmation message confirming your opt-out. After that confirmation, no further texts will be sent unless you opt in again. You may also contact us using the information below to request that we stop texting you.

Help

Reply **HELP** for assistance, email info@motocruit.com, or call (214) 831-3486.

Carrier Disclaimer

Carriers are not liable for delayed or undelivered messages.

Privacy

Your mobile information will not be shared with third parties or affiliates for their marketing or promotional purposes. SMS opt-in data and consent will not be sold or shared with third parties for their own marketing or promotional purposes. Information may be provided to service providers that help us deliver and support the messaging program, solely for those purposes and subject to the [Privacy Policy](#).

These SMS-specific privacy and consent provisions control over any conflicting general provision of these Terms with respect to the messaging program.

19. Contact Us

For questions or complaints about these Terms, assistance with SMS messages, or requests to update information you have provided, contact:

Motocruit, operated by hrFox, LLC

Email: info@motocruit.com

Phone: (214) 831-3486

Mailing address:

Motocruit, Attn: Terms of Use

3723 Greenville Ave STE 41333

Dallas, TX 75206

Email communications may not be secure. Please do not send credit card details or other sensitive information by email.