

LEGAL DISCLAIMER



The following are the terms and conditions for use of the Epley Research & Consulting, Inc. ("EPLEY") website consisting of information regarding the company and its offerings, practices and employment (individually and collectively "the Service").

3 Quail Creek Circle
North Liberty, Iowa 52317

(319) 626-2567 Phone
(319) 626-8035 Fax
(800) 733-7539 Toll-Free

www.epleyrc.com

The Service is offered to you conditioned on your acceptance without modification of the terms, conditions and notices contained herein.

LINKS TO THIRD PARTY SITES

The links included within the Service may let you leave the Service websites ("Linked Sites"). The Linked Sites are not under the control of EPLEY and EPLEY is not responsible for the contents of any Linked Site or any link contained in a Linked Site, or any changes or updates to such sites. EPLEY is not responsible for webcasting or any other form of transmission received from any Linked Site. EPLEY is providing these links to you only as a convenience, and the inclusion of any link does not imply endorsement by EPLEY of the site or any association with their operators.

PROPRIETARY RIGHTS TO CONTENT

You acknowledge that content, including but not limited to text, software, music, sound, photographs, video, graphics or other material contained in either sponsor advertisements or electronically distributed, commercially produced information presented to you by the Service, by EPLEY, or EPLEY's Advertisers or other content providers, is protected by copyrights, trademarks, service marks, patents or other proprietary rights and laws. You may make a copy of this content for your personal, non-commercial use only, provided that you keep all copyright and other proprietary notices intact. You may not modify, copy, reproduce, republish, upload, post, transmit or distribute in any way content available through the Service and its associated websites, including code and software.

MODIFICATIONS TO TERMS OF SERVICE (TOS), MEMBER POLICIES

EPLEY reserves the right to change the TOS or policies regarding the use of the Service at any time and to notify you by posting an updated version of the TOS on this website. You are responsible for regularly reviewing the TOS. Continued use of the Service after any such changes shall constitute your consent to such changes.

GENERAL

This agreement is governed by the laws of the State of Iowa, and the United States of America. Use of the Service is unauthorized in any jurisdiction that does not give effect to all provisions of these terms and conditions, including without limitation this paragraph. You agree that no joint venture, partnership, employment or agency relationship exists between you and EPLEY as a result of this agreement or use of the Service. EPLEY's performance of this agreement is subject to existing laws and legal process, and nothing contained in this agreement is in derogation of EPLEY's right to comply with governmental, court and law enforcement requests or requirements relating to your use of the Service or information provided to or gathered by EPLEY with respect to such use. If any part of this agreement is determined to be invalid or unenforceable pursuant to applicable law including, but not limited to, the warranty disclaimers and liability limitations set forth above, then the invalid or unenforceable provision will be deemed superseded by a valid, enforceable provision that most closely matches the intent of the original provision and the remainder of the agreement shall continue in effect. Unless otherwise specified herein, this agreement constitutes the entire agreement between the user and EPLEY with respect to the Service (excluding the use of any software which may be subject to an end-user license agreement) and it supersedes all prior or contemporaneous communications and proposals, whether electronic, oral or written, between the user and EPLEY with respect to the Service. A printed version of this agreement and of any notice given in electronic form shall be admissible in judicial or administrative proceedings based upon or relating to this agreement to the same extent and subject to the same conditions as other business documents and records originally generated and maintained in printed form. You and EPLEY agree that any cause of action arising out of or related to this Service must commence within one (1) year after the cause of action arose; otherwise, such cause of action is permanently barred. The section titles in the TOS are solely used for the convenience of the parties and have no legal or contractual significance.

TRADEMARK INFORMATION

EPLEY, the EPLEY logo, and EPLEY logos and product and service names are trademarks of Epley Research & Consulting, Inc. (the "EPLEY Marks"). Without EPLEY's prior permission, you agree not to display or use in any manner, the EPLEY Marks.

Understand your customer

