

Welcome to MyMRC Portal

We, Manthey Redmond Corporation (“MRC”, "we" or "us"), would ask that you take the time to read these Terms and Conditions along with our Privacy Policy carefully. They explain a number of things including, for example, the rules covering your use of this site as well as other information regarding your rights.

By becoming a registered user of the site www.mymrccommunity.mantheyredmond.com (hereafter “the site” or “this site” or “site” or “our site”) you'll be confirming that you have read and understood and agree to these Terms and Conditions and Privacy Policy. These Terms and Conditions and the Privacy Policy may change from time to time and, if they do, the up-to-date version will always be available on the MyMRC website. We will indicate at the bottom of these Terms and Conditions and Privacy Policy when they were last updated.

Please ensure that you check these Terms and Conditions regularly to view any changes which may have been made, because by continuing to use the site after these Terms and Conditions have changed, you will be confirming that you have read and understood, and agreed to be bound by, any revised Terms and Conditions.

Your Information and Privacy

You agree to provide accurate, complete and up-to-date information in the required fields when registering with us. We would really appreciate if you could keep this information up to date. You also agree to keep your username and password confidential as you will be responsible for the use of your profile on www.mantheyredmond.com.

MyMRC Website Reviews

- 1 MRC makes no endorsements, recommendations, guarantees or representations in relation to any businesses not owned by MRC published on this site.
- 2 Reviews posted on our site don't necessarily represent the views of MRC or the employees of MRC.
- 3 MRC will not be responsible or liable for any injury, loss or damage incurred or suffered as a result of any review. This paragraph should be read in accordance with applicable local laws.

Third Party Content

This site will contain some content which does not come from MRC, whether such content is posted by users or otherwise comes from anyone other than MRC (together, "**Third Party Content**"). Because of the open nature of the site, this Third Party Content is not approved by MRC. We have to state that any views expressed in such Third Party Content may not represent the views of MRC and that MRC shall not be responsible or liable for any Third Party Content or for the consequences of the use of it.

We may keep an eye on Third Party Content from time to time but please note that we have no obligation to police it. If we have any concerns, we may remove Third Party Content from the site in our discretion with or without notice.

If you have any concerns about content appearing on this site, please contact us.

User Content

This site contains an open forum for users to post their content ("**User Content**"). It is information in the public domain, so be aware that it may be accessed by any person using the web in any part of the world and can be found using independent search engines. So, if you choose to post information to the interactive parts of our site, we have to state that you do so at your own risk and that it won't be protected by MRC. So,

we advise you to think carefully before choosing to share any personal information on the interactive parts of our site.

In order for our open forum to work, you the user must bear sole responsibility for the content which you post on the site and not post anything unless you have appropriate permission and authority to do so. By posting User Content, we have to assume that you are warranting that you have the permission and authority to do so and that, if at any point you no longer have that permission and authority, you will remove the User Content.

In posting User Content to the site, you are basically granting to MRC an irrevocable, perpetual, royalty-free, non-exclusive, worldwide, transferable license to publish, display, copy, modify, create derivative works from and distribute the User Content on the site. You're also granting MRC the license to use the User Content in any way for the purpose of publicizing the site and to grant sub-licenses on the same basis. This license will terminate when you remove the relevant User Content from the site.

We may keep an eye on User Content from time to time but please note that we don't have any obligation to police it. We may remove or block access to any User Content at any time. For example, we may do this where we reasonably believe that someone has broken the law, e.g. infringed a third party's intellectual property rights or breached a duty of confidentiality. If needs be, we may also withdraw any permission to access and use this site and disable a user's registration with us. We can bear no liability in respect of any loss or damage suffered as a result of any of these actions.

The following section — User Code of Conduct — gives you our common sense guidelines for how to upload content in order to avoid causing harm or offence to yourself and others and to avoid having your User Content removed.

User Code of Conduct

We at MRC are excited about customers, shareholders and users being able to communicate with each other and share ideas. However, we want all our users to be able to feel safe and at ease whilst using our site. The best way of addressing this balance is to have a user code of conduct.

By using our site you'll be agreeing to these Terms and Conditions including the Code of Conduct in this section.

The MRC community is designed where possible to manage itself. If a user's comments are removed several times, it may be necessary to put the user "on probation" - meaning they cannot post anymore comments for a set period of time. If needs be we may remove the user from the site altogether.

So if we believe that a user's behavior is likely to cause offence or harm to other users or to MRC, or is otherwise unacceptable, we may issue that user with a warning, disable their registration and/or terminate or otherwise restrict their access to and use of this site . In addition, we may need to remove any content which they have shared or posted up on the site.

To protect our users and the reputation of the site, we may keep an eye on the interaction between users from time to time but please note that we have no obligation to police it.

MRC cannot take responsibility or liability for the conduct of any person who uses our site. In addition, MRC is not responsible or liable for any loss or damage suffered as a result of the use of our site.

We ask that in using this site you show respect for other users and the property of others.

You agree:

- 1 to behave in a respectful way to all other users
- 2 not to post or otherwise make available content which is, in our view, likely to impair others' enjoyment of this site
- 3 not to breach the law or encourage a breach of the law
- 4 not to post or otherwise make available content which is, in our view, abusive, offensive, defamatory, obscene, pornographic or of a sexual nature, illegal, threatening, intimidating, in breach of privacy, confidentiality or third party rights or otherwise unacceptable

- 5 not to post or otherwise make available content which, in our view, portrays unacceptable violence
- 6 not to behave in a way which is threatening, intimidating, harassing or bullying, offensive, abusive, defamatory, discriminatory or demeaning or to stalk or violate the rights of others including individuals' privacy rights
- 7 not to do, cause or permit anything to be done that may infringe, damage or interfere with any copyright, moral rights, performing rights, design rights, trade mark rights or other proprietary or intellectual property rights of MRC, any other subsidiary company of MRC, their respective licensors or any third party
- 8 to only upload content which is an original work created by you
- 9 not to share any information which is confidential to any other person
- 10 not do anything which will or might damage, interfere with, disrupt access to, overburden, interrupt or impair the functionality of the site, the materials available on the site or any software or hardware
- 11 not to obtain or attempt to obtain unauthorized access to the site, any part of it or any private or member account areas.
- 12 not to obtain or seek to obtain personal information, confidential information or passwords from any other person
- 13 to be entirely responsible for and keep secret any password used by you; you must change your password if you believe it is no longer secret
- 14 not to circumvent or attempt to circumvent any filters we may use on this site
- 15 not to do anything which may cause any liability for MRC or any other MRC subsidiary company
- 16 to ensure that individuals featured in any audio/visual content you are posting are **all over 18**
- 17 not to distort or misrepresent any individual or thing
- 18 not to register as or on behalf of anyone else, impersonate anyone else, seek to take on a false identity or misrepresent yourself, your identity or your age
- 19 not post or otherwise make available content containing financial information (such as account, credit or debit card details) or information which identifies an individual personally or is capable of identifying an individual personally (such as names, phone numbers, email addresses or postal addresses)
- 20 to respect information you obtain on our site and use it only in accordance with this User Code of Conduct and our Terms and Conditions

- 21 not to advertise, promote or endorse any goods or services
- 22 not use our site to send any chain letters, junk mail, 'spamming' material or any other form of bulk communication; and
- 23 not to make any allegations against MRC or any of its subsidiaries or affiliates.

Minors

Protecting the online privacy of children is especially important to us. By accessing the site, registering with us or providing us with any of your personal information, you'll be representing and warranting that you are 18 or older and that you agree to these Terms and Conditions. If you are under 18 years old, please do not attempt to register with MRC and do not provide us with your name, contact details or any other information about yourself. If we reasonably believe a user to be under 18, we may need to remove their details and all User Content provided by them from our site and our records

Indemnity

Our attorneys have said that we need to include this paragraph which basically protects MRC against people suing us for something bad happening:

In using this site you agree to indemnify and hold harmless MRC and all other MRC companies, their subsidiaries and holding companies, the subsidiaries of their holding companies and each of their respective officers, directors, shareholders, employees, representatives and agents (and you shall continue to indemnify them and hold them harmless) in respect of all losses, liabilities, costs, claims, damages and demands suffered in connection with any User Content which you post or share on or through the site, your conduct in using the site, your behavior towards us, other MRC companies, our and their representatives, other users, any breach of law, any breach of these Terms and Conditions or any breach of any third party's rights.

Proprietary Rights

All text, graphics, audio, video or image files, content, software, applications and information displayed on or available from this site, and all copyright, trade mark rights,

design rights and other intellectual property rights in them (together, the "**Proprietary Content**") are the property of MRC, other MRC companies, our users, suppliers or licensors. This includes, without limitation, the organization and lay-out of the site and the underlying software that is owned by us, other MRC companies, our users, suppliers or licensors.

By using the site you're agreeing that **Proprietary Content** is available for personal use only and that you will not copy, reproduce, publish, distribute or dispose of in any way any **Proprietary Content** (other than your User Content which you have posted and for which you have the appropriate rights and permissions). Neither the MRC name nor any other MRC company name, trade mark, logo or design may be used or copied in any manner.

Links to Other Sites

MRC provides, amongst other things, convenient links to other MRC companies' websites or partner organizations. Our site may also contains links to other third party websites, resources, advertisements or sponsorships.

If you choose to access any of these links, you will be leaving mymrccommunity.mantheyredmond.com and since we may not have any control over these sites, we are not responsible for the content, advertising, products or services available from them, or for any dealings or disputes that you may have in relation to those sites. MRC is not liable for any loss or damage which may be suffered as a result of the use of such links and third party sites. We would encourage you to review the terms and conditions and privacy policy on any new site you may choose to access because our terms and conditions and privacy policy will no longer be applicable.

We reserve the right to remove a link at any time.

Facebook Connect

If you are a registered user on this site and you choose to use the Facebook Connect function (once enabled by MRC), you should ensure that you read carefully the relevant terms and conditions on www.facebook.com ("**Facebook**"). This function is intended to

enable us to connect with Facebook so that you can send to Facebook news feeds about your activities on this site. In time, you may also be able to use your Facebook login details to log onto our site and/or use your Facebook account to publish stories and information onto this site. Facebook may also be able to use information about action you take on our website.

However, note that where you choose to publish information on the interactive parts of our site outside of these privacy settings or in any way other than through Facebook Connect, that information won't be protected by MRC. It is information in the public domain, so it may be accessed by any person using the web in any part of the world and can be found using independent search engines. So, if you choose to post information to the interactive parts of our site in this way, we have to state that you do so at your own risk. For more information on this, have a look at our [privacy policy](#) at the end of this document.

Pop Ups

When using www.mymrccommunity.mantheyredmond.com you may get pop-ups occasionally. We may use these for many reasons, like competition entry forms and questionnaires to help us improve our service to you. Pop-up boxes from MRC are clearly marked with a heading from MRC.

You might also get pop-up boxes from other MRC companies. Again you should be able to identify these, as they should be marked with a heading from the relevant MRC company.

You might also get pop-up ads from third parties. These may appear due to software you have installed, deliberately or unknowingly, on your computer. Unfortunately, MRC cannot control these pop-up boxes because they haven't come from us.

We do not endorse any website or product which appears in any pop-ups which do not come from MRC.

Accessibility

If you have trouble using our website with certain web browsers or other software or if you want to let us know how we can improve accessibility, please let us know. We appreciate your feedback and your suggestions will help us to improve our service to you.

Site information and downtime

This site may be unavailable occasionally for maintenance, updating or otherwise. Where this happens we apologize for any inconvenience caused. However, MRC shall not be liable for any loss or damages resulting from such unavailability.

At MRC we take great care in seeking to present accurate, transparent and useful information to you as a user. However, as an open platform there is a lot of content on this site which is not generated by us — User Content and Third Party Content, as described above. Therefore, we should let you know that information on this site might be out of date, incomplete, contain some errors or be in some way unreliable. Just to be sure, please check any information obtained from this site before acting upon it in any way.

Please note that we may make changes to the site, its functions and services from time to time.

Other Limitation of Liability

It is important to note that using the internet does have its dangers. Our aim is to ensure a fast, reliable and secure service and to protect your personal information. However we cannot take responsibility for:

- 1 any breach of security of MRC's websites
- 2 any damage, loss or corruption of any User Content, data, information or material
- 3 any viruses or other malicious programs that may infect your computer equipment or other property
- 4 any breach of security by hackers in relation to www.mymrccommunity.mantheyredmond.com

MRC and the other MRC companies won't be liable for any special, indirect, incidental, consequential or economic loss (or for any exemplary or punitive damages) in connection with the use of www.mymrccommunity.mantheyredmond.com or any other site. The same applies for the employees, officers, directors, representatives and agents of MRC and/or the other MRC companies. This paragraph only applies to the extent that it can in accordance with applicable laws.

Law and Jurisdiction

These Terms and Conditions and any dispute in relation to them is governed by United States of America law and we reserve the right to bring proceedings in the courts in any location we feel is appropriate.

As a user, the laws of your location may apply to your online dealings with MRC and you may have additional legal rights and/or obligations than those provided under United States of America law. We always recommend that you should seek local legal advice, however we would encourage you to speak to us if you have any concerns to see if they can be resolved.

Other terms — a final word from our attorneys

These Terms and Conditions and the Privacy Policy constitute the entire agreement between you, the registered user, and MRC in relation to your use of the site and supersede all prior agreements and arrangements between us in relation to your use of the site.

If any provision or part of these Terms and Conditions is or becomes illegal, invalid or unenforceable, the legality, validity and enforceability of all of the other provisions and parts of these Terms and Conditions will not be impaired.

No failure or delay by MRC in exercising or enforcing any right, power or remedy which arises under these Terms and Conditions shall operate as a waiver of that or any other right, power or remedy. No waiver by MRC shall be effective unless in writing and signed by an authorized representative of MRC.

Finally — If in doubt, talk to us

If you have any queries, comments or complaints regarding the site or these Terms and Conditions, just get in touch.

If you have any queries, comments or complaints regarding the websites of any other MRC companies or the products or services you receive from them, then please contact them directly.

Privacy Policy

Here at Manthey Redmond Corporation ("MRC", "we" or "us"), we take your privacy seriously. We're committed to protecting the privacy of all the personal information you give us.

We have a philosophy here about the way we use your consent to be contacted (if you give us that consent). If you hear from us, we will always aim to be respectful, relevant and appropriate. If at any time you don't feel we've lived up to our philosophy, please let us know straight away by.

Please take the time to read this privacy policy, which is part of our terms of use.

This policy explains how we collect, use and store the personal information you provide to us. 'Personal information' is information which identifies you or another person or is capable of doing so.

This policy may change from time to time and, if it does, the up-to-date version will always be available on the mymrccommunity.mantheyredmond.com site. By continuing to use the mymrccommunity.mantheyredmond.com site you are agreeing to any updated versions.

What information do we collect?

When you sign up with us as a registered user of www.mymrccommunity.mantheyredmond.com, when you register to receive email newsletters from us. By registering or signing up with us, you'll be agreeing that your personal information can be used and disclosed as set out in this policy.

When you register, we may ask you for your:

- 1 Username
- 2 Password
- 3 Email address
- 4 First name
- 5 Last name
- 6 Date of birth

Our main purpose for collecting this data is to provide you with a better user experience and a more relevant and more useful service from MRC.

Will we use your information for marketing?

By giving us your details on registration, you'll be agreeing to this. You always have the right, at any time, to object to us using your personal information for marketing purposes - just contact us and let us know.

Other MRC companies may also like to get in touch by post, phone and electronic mail about special offers, promotions, products and services which they think will interest you. Again, by giving us your details on registration, you'll be agreeing to our sharing your information with them and to their contacting you. However, if you'd prefer we don't share your information with them for this purpose, please let us know. Even after you have registered with us, you can object at any time to us sharing your details with the other MRC companies for marketing purposes.

If you're registering specifically to receive certain information from us, we'll take this as your consent to receive that information.

How else will we use your information?

We may also use your information for the following purposes:

- 1 Where reasonably necessary, to help provide services to you
- 2 To send you specific information, if you've requested it or to carry out your other specific requests
- 3 To carry out surveys occasionally and to analyze our user base — ultimately we want to ensure that www.mymrccommunity.mantheyredmond.com provides everything that you — our audience — is looking for
- 4 To check whether you are eligible for a competition and to contact you if you win
- 5 To comply with the law
- 6 As we feel is necessary to prevent illegal activity or to protect our commercial and legal interests

And we won't keep hold of your personal information for longer than is reasonably necessary or required by law.

Will we share your information with anyone else?

Only if...

- 1 You specifically request this, such as when you submit information to enquire about jobs or submit a job application through www.mymrccommunity.mantheyredmond.com.
- 2 We are required to do so to comply with the law and with the directions of the courts or other authorities
- 3 We feel it is reasonably necessary to prevent illegal activity or to protect our interests
- 4 Other MRC companies products and services may interest you — unless of course you object to this (see above)
- 5 It helps our trusted third party service providers to provide and improve our service to you or to carry out surveys and user analysis to understand your needs and preferences. We'd require these service providers who are processing your personal information to keep it safe and secure (e.g. make them sign up to a contract and employ reasonable technical and organizational controls to keep

your personal information secure.) These trusted third parties would only be permitted to use your personal information for the purposes we specify.

We may share some broader statistics and customer profiling information with third parties and other MRC companies - but we'll keep it anonymous, so you won't be identifiable from that data.

We won't rent or sell our user's details to any other organization or individual.

What if you post information on our site?

This site contains an open forum for users to post their content ("**User Content**"). It is information in the public domain, so it may be accessed by any person using the web in any part of the world and can be found using independent search engines. So, if you choose to post information to the interactive parts of our site, we have to state that you do so at your own risk. This is the case whether the User Content is uploaded directly onto www.mymrccommunity.mantheyredmond.com or through a connected site.

This means your User Content:

- 1 Won't have its usage and circulation limited as described in the sections of this policy above headed '*Will we use your information for marketing?*', '*How else will we use your information?*' and '*Will we share your information with anyone else?*'
- 2 deleted.

We are obliged by our attorneys to state that neither MRC nor any other MRC company will be liable to you or to any third party for any loss or damage resulting from any User Content posted on the www.mymrccommunity.mantheyredmond.com site.

However, if you upload User Content to our site using the Facebook Connect function (if available), we will protect your privacy consistently with your Facebook privacy settings.

If you have any concerns about User Content appearing on this site, please email us.

How will we make sure our site is secure?

We follow strict security procedures as to how your personal information is stored and used, and who sees it, to help stop any unauthorized person getting hold of it. All personal information you register on this site will be scrambled using encryption. We take security extremely seriously but as no system is 100% secure, we can't completely guarantee the protection of your personal information, any more than any other organization can. So we can't accept any liability for the loss, theft or misuse of the personal information which you've registered on this website if there is a security breach.

What about personal information relating to minors?

Protecting the online privacy of children is especially important. If you are under 18 years old, please do not attempt to become a registered user, and do not provide us with your name, contact details or any other information about yourself. If we reasonably believe a user to be under 18, we may need to remove their details and all User Content provided by them from our site and our records.

What are cookies?

We may use "cookies" to store and collect information regarding your use of our site. Cookies are small pieces of information stored by the browser on your computer's hard drive. They send information stored on them back to our web server when you access our site. These cookies do not contain any personally identifying information, but they do enable us to put in place personal settings and load your personal preferences.

Are you protected by this policy outside www.mymrccommunity.mantheyredmond.com?

Our site contains links to other websites. Obviously, we don't have any control over them and take no responsibility for any information you give them. Other sites have different privacy and security policies, which we advise you to read.

How you can access your information

Obviously you can change your profile and your registration details on www.mymrccommunity.mantheyredmond.com anytime. You can also request, at any time, access to the personal information we hold about you.

Sometimes you may be asked to provide proof of identity before we show you your personal information - that's so we can prevent unauthorized access.

Talk to us

If you have any queries, comments or complaints regarding this privacy policy, just get in touch. This policy was last updated on July 1, 2011.