

Acceptable Use Policy

This Acceptable Use policy specifies the actions prohibited by HRAdvance to users of the HRAdvance hosted application services. HRAdvance reserves the right to modify the Policy at any time, effective upon posting the modified Policy to this URL: <http://www.hradvance.com>.

Illegal Use

The HRAdvance applications may be used only for lawful purposes. Transmission, distribution or storage of any material in violation of any applicable law or regulation is prohibited. This includes, without limitation, material protected by copyright, trademark, trade secret or other intellectual property right used without proper authorization, and material that is obscene, defamatory, constitutes an illegal threat, or violates export control laws.

System and network security

Violations of system or network security are prohibited, and may result in criminal and civil liability. HRAdvance will investigate incidents involving such violations and may involve and will cooperate with law enforcement if a criminal violation is suspected. Examples of system or network security violations include, without limitation, the following:

- Unauthorized access to or use of data, systems or networks, including any attempt to probe scan or test the vulnerability of a system or network or to breach security or authentication measures without express authorization of the owner of the system or network.
- Unauthorized monitoring of data or traffic on any network or system without express authorization of the owner of the system or network.
- Interference with the service to any user, host or network including, without limitation, mailbombing, flooding, or deliberate attempts to overload a system and broadcast attacks.
- Forging of any TCP-IP packet header or any part of the header information in an email or newsgroup posting.

Email

Sending unsolicited mail messages, including, without limitation, commercial advertising and informational announcements, is explicitly prohibited. A user shall not use another site's mail server to relay mail without the express permission of the site.

Usenet

Posting the same or similar message to one or more newsgroups (excessive cross-posting or multiple-posting, also known as "SPAM") is explicitly prohibited.

INDIRECT OR ATTEMPTED VIOLATIONS OF THE POLICY, AND ACTUAL OR ATTEMPTED VIOLATIONS BY A THIRD PARTY ON BEHALF OF A HRADVANCE CUSTOMER OR A CUSTOMER'S END USER, SHALL BE

CONSIDERED VIOLATIONS OF THE POLICY BY SUCH A CUSTOMER OR END USER.

Copyright Owners' Rights under the Digital Millennium Copyright Act of 1998

The Digital Millennium Copyright Act of 1998 (the "DMCA") provides recourse for copyright owners who believe that material appearing on the Internet infringes upon their rights under US copyright law. If you believe that materials hosted by HRAdvance infringe upon your copyright, you may request that the material be removed, or that access to it be blocked. If you believe that a notice of a copyright infringement has been wrongly filed against you, the DMCA permits you to send HRAdvance a counter-notice. Notices and counter-notices must meet statutory requirements imposed by the DMCA. Notices and counter-notices for the Site should be sent to: General Counsel, HRAdvance, 5000 Quorum Suite 240, Dallas, Texas 75254. We suggest that you consult your legal advisor before filing a notice or counter-notice. Please be aware that there can be substantial penalties for false claims.