



Privacy Policy and Disclaimer

Your privacy is very important to Petiole HR, LLC. This privacy policy and disclaimer discloses the practices for www.petiolehr.com.

Petiole HR, LLC are the sole owners of the information collected on this site. We only have access to and collect information that you voluntarily give us via email or other direct contact from you. We will not sell or rent this information to anyone.

We will use your information to respond to you for the reason you contacted us. We will not share your information to any third party outside of our organization, other than as necessary to fulfill your request.

Disclaimer and Limitation of Liability

Petiole HR, LLC makes no representations, warranties, or assurances as to the accuracy, currency or completeness of the content contained on this website or any sites linked to this site. All the materials on this site are provided 'as is' without any express or implied warranty of any kind, including warranties of merchantability, non-infringement of intellectual property or fitness for any particular purpose. In no event shall Petiole HR, LLC or its agents or associates be liable for any damages whatsoever (including, without limitation, damages for loss of profits, business interruption, loss of information, injury or death) arising out of the use of or inability to use the materials, even if Petiole HR, LLC has been advised of the possibility of such loss or damages.

Petiole HR, LLC highly recommends that users of this website contact their legal representatives to review all information, recommendations, etc. to confirm that the information is applicable for their personal use and/or their organization.

Email Information

If you choose to correspond with us through email, we may retain the content of your email messages together with your email address and our responses. We provide the same protections for these electronic communications that we employ in the maintenance of information received online, mail and telephone. This also applies when you register for our website and/or sign up through any of our forms using your email address.

For further information, see the email policy below.

How Do We Use the Information That You Provide to Us?

Petiole HR, LLC may use personal information for purposes of administering our business activities, providing customer service and making available other items and services to our customers and prospective customers.

We will not obtain personally-identifying information about you when you visit our site, unless you choose to provide such information to us, nor will such information be sold or otherwise transferred to unaffiliated third parties without the approval of the user at the time of collection.

We may disclose information when legally compelled to do so, in other words, when we, in good faith, believe that the law requires it or for the protection of our legal rights.

Email Policies

We are committed to keeping your e-mail address confidential. We do not sell, rent, or lease our subscription lists to third parties, and we will not provide your personal information to any third party individual, government agency, or company at any time unless strictly compelled to do so by law.

We will use your e-mail address solely to provide timely information about Petiole HR, LLC. We will maintain the information you send via e-mail in accordance with applicable federal law.

CAN-SPAM Compliance

In compliance with the CAN-SPAM Act, all e-mail sent from our organization will clearly state who the e-mail is from and provide clear information on how to contact the sender. In addition, all e-mail messages will also contain concise information on how to remove yourself from our mailing list so that you receive no further e-mail communication from us.

Choice/Opt-Out

Our site provides users the opportunity to opt-out of receiving communications from us and our partners by reading the unsubscribe instructions located at the bottom of any e-mail they receive from us at anytime.

Users who no longer wish to receive our newsletter or promotional materials may opt-out of receiving these communications by clicking on the unsubscribe link in the e-mail.

Use of External Links

Petiolehr.com may contain links to many other websites. Petiole HR, LLC cannot guarantee the accuracy of information found at any linked site. Links to or from external sites not owned or controlled by Petiole HR, LLC do not constitute an endorsement by Petiole HR, LLC or any of its employees of the sponsors of these sites or the products or information presented therein.

By accessing this website, you are agreeing to be bound by these web site Terms and Conditions of Use, all applicable laws and regulations, and agree that you are responsible for compliance with any applicable local laws. If you do not agree with any of these terms, you are prohibited from using or accessing this site. The materials contained in this website are protected by applicable copyright and trademark law.

We encourage our users to be aware that when they leave our site they should read the privacy statements of any other site that collects personally identifiable information.

Intellectual Property Rights

All copyrights, trademarks, patents and other intellectual property rights in and on our website and all content and software located on the site shall remain the sole property of Petiole HR, LLC or its licensors. The use of our trademarks, content and intellectual property is forbidden without the express written consent from Petiole HR, LLC.

Use of our Website

You agree to use our website only for lawful purposes, and in a way that does not infringe the rights of, restrict or inhibit anyone else's use and enjoyment of the website. Prohibited behavior includes harassing or causing distress or inconvenience to any other user, transmitting obscene or offensive content or disrupting the normal flow of dialogue within our website.

You must not use our website to send unsolicited commercial communications. You must not use the content on our website for any marketing related purpose without our express written consent.

Restricted Access and Changes

We may in the future need to restrict access to parts (or all) of our website and reserve full rights to do so. If, at any point, we provide you with a username and password for you to access restricted areas of our website, you must ensure that both your username and password are kept confidential.

Use of Testimonials

In accordance to with the FTC guidelines concerning the use of endorsements and testimonials in advertising, please be aware of the following:

The testimonials displayed in any form on this site (text, audio, video or other) are reproduced verbatim, except for correction of grammatical or typing errors. Some may have been shortened. In other words, not the whole message received by the testimonial writer is displayed when it seems too lengthy or not the whole statement seems relevant for the general public. They are individual experiences and we do not claim that they are typical results. They are individuals results and results do vary.

Petiole HR, LLC is not responsible for any of the opinions or comments posted on PetioleHR.com. PetioleHR.com is not a forum for testimonials, however provides testimonials as a means for customers to share their experiences with one another. To protect against abuse, all testimonials appear after they have been reviewed by Petiole HR, LLC. Petiole HR, LLC does not share the opinions, views or commentary of any testimonials on PetioleHR.com – the opinions are strictly the views of the testimonial source.

Surveys and Contests

From time-to-time our site requests information via surveys or contests. Participation in these surveys or contests is completely voluntary and you may choose whether or not to participate and therefor disclose this information. Information requested may include contact information (such as name and shipping address) and demographic information (such as zip code, age level). Contact information will be used to notify the winners and award prizes. Survey information will be used for purposes of monitoring the use and satisfaction of this site.

How Is Your Information Protected and Secure Information Transmissions?

Email is not recognized as a secure medium of communication. For this reason, we request that you do not send private information to us by email. However, doing so is allowed, but at your own risk.

Petiole HR, LLC may use software programs to create summary statistics, which are used for such purposes as assessing the number of visitors to the different sections of our site, what information is of most and least interest, determining technical design specifications, and identifying system performance or problem areas.

For site security purposes and to ensure that this service remains available to all users, Petiole HR, LLC may use software programs to monitor network traffic to identify unauthorized attempts to upload or change information, or otherwise cause damage.

Policy Changes

Petiole HR, LLC reserve the right to amend this privacy policy and disclaimer at any time with or without notice. However, please be assured that if the privacy policy changes in the future, we will not use the personal information you have submitted to us under this privacy policy in a manner that is materially inconsistent with this privacy policy, without your prior consent.

We are committed to conducting our business in accordance with these principles in order to ensure that the confidentiality of personal information is protected and maintained.

Contact

If you have any questions regarding this policy, or your dealings with our website, please contact us here: PetioleHR.com/Contact