## Terms of Service:

Please read before using the Emp-RSS FAQ, reading or using Emp-RSS content and before submitting any question or request to Emp-RSS (<a href="https://www.springboardcontent.com/emp-rss">https://www.springboardcontent.com/emp-rss</a> and its subpages).

Emp-RSS and its affiliates and/or collaborators ("Emp-RSS") are not responsible for, and expressly disclaim all liability for, damages of any kind arising out of use, reference to, or reliance on any information or technology contained within the Emp-RSS.com Web site or linked to from this Emp-RSS Web site. Although the Emp-RSS may include links providing direct access to other Internet resources, including Web sites, Emp-RSS is not responsible for the safety, accuracy or content of information contained in these sites. By using or reading content on or from Emp-RSS, you agree to specifically indemnify Emp-RSS from any damages, claims, liabilities, and costs that may arise from the use of services, technology, links or content. While the information contained within the site is periodically updated, no guarantee is given that the information provided in this Web site is correct, complete, and up-to-date. Emp-RSS shall not be held liable for any direct or indirect damages caused in any way through the use of information or services on this Web site; this includes but is not limited to procurement or substitute goods or services; loss of use, data, or profits; or business interruption. This disclaimer of liability applies to any damages or injury that may be perceived by you, the Web user, to be caused by the information or services on this Web site, or by using this Web site.

Links from Emp-RSS to third-party sites do not constitute an endorsement by Emp-RSS of the parties or their products and services. The appearance on the Web site of advertisements and product or service information does not constitute an endorsement by Emp-RSS, and Emp-RSS has not investigated the claims made by any advertiser. Product information is based solely on material received from suppliers.

Terms of Advice Service, Blog and Responses to Questions: Use of Emp-RSS advice and blog services implies agreement to hold Emp-RSS and members harmless in all matters related to usage of its advice, blogging, and learning services and content. We will never refer you to a specific attorney or service. You are solely responsible for making a selection of an attorney or other service and determining whether the information you obtain through your use of this Web site is suitable for your purposes. Any advice, content or responses offered by Emp-RSS does not constitute medical, tax, legal or investment advice. We recommend you consult with an attorney for legal advice. We recommend you consult with a medical professionals for medical advice. We recommend you consult with a tax professional or investment professional for tax or investment advice. Please submit questions with sufficient information or detail to allow a proper reply. Avoid detailed questions that require specialized knowledge and/or license and certification.