

Menold Construction & Restoration (Menold) utilizes social media channels, including Facebook, as method of communications to our customers, partners, communities, and employees. Our goal is to provide relevant and generous content that provides information about our services and our culture and offers a platform for two-way communication.

By accessing, viewing, participating or posting on any Menold social media platform, you agree to the terms of the policy. Your use of Menold social media sites is acceptance of this policy and has the same effect as if you had actually physically signed an agreement.

Menold reserves the right to monitor, prohibit, restrict, block, suspend, terminate, delete, or discontinue your access to any Menold social media site, at any time, without notice and for any reason and in its sole discretion. Menold may remove, delete, block, filter or restrict by any other means any materials posted, placed, or found within a Menold social media platform, and do so at their sole discretion.

Menold appreciates visitors to their website and social media channels. We may communicate and remarket to those who have visited our website and social channels to improve communication and increase accessibility to Menold services. We do not sell our data or user information to third parties nor are we responsible for what third party social media platforms may do with any visitor information.

**As a guest posting content to any Menold Construction & Restoration social media site on the internet, including Facebook, you agree that:**

- You will not transmit any material (by uploading, posting, email or otherwise) that is unlawful, disruptive, threatening, profane, abusive, harassing, embarrassing, tortuous, defamatory, obscene, libelous, or is an invasion of another's privacy, is hateful or racially, ethnically or otherwise objectionable as solely determined in Menold's discretion.
- You will not impersonate any person or entity or falsely state or otherwise misrepresent your affiliation with a person or entity.
- You will not transmit any material (by uploading, posting, email or otherwise) that you do not have a right to make available under any law or under contractual or fiduciary relationships.
- You will not transmit any material (by uploading, posting, email or otherwise) that infringes any patent, trademark, trade secret, copyright or other proprietary rights of any party.
- You will not transmit (by uploading, posting, email or otherwise) any unsolicited or unauthorized advertising, promotional materials, "junk mail," "spam," "chain letters," "pyramid schemes" or any other form of solicitation.
- You will not transmit any material (by uploading, posting, email or otherwise) that contains software viruses, worms, disabling code, or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of any computer software or hardware or telecommunications equipment.
- You will not harass another; or collect or store, or attempt to collect or store, personal data about third parties without their knowledge or consent; or to share confidential pricing information of any party.
- You will not violate any local, state, federal and international laws and regulations, including, but not limited to the Health Insurance Portability and Accountability Act (HIPAA) and copyright and intellectual property rights laws regarding any content that you send, post, transmit, email or otherwise use on Menold social media platforms including Facebook.

**As a guest posting to any Menold Construction & Restoration Social Media Site on the internet, including Facebook:**

- You assume all responsibility for all information that you post, send, email, transmit and communicate via Menold social media channels.
- You assume all responsibility for the security, privacy, and confidentially risks inherent in sending any content over the internet.
- You shall hold Menold and their respective officers, directors, employees, contractors, and agents harmless from and against any losses, claims, damages, settlements, costs, and liabilities of any nature whatsoever (including reasonable attorney fees) to which any of them may become subject arising out of, based upon, as a result of, or in any way connected with, your posting of any content to a social media site, any third party claims of infringement or any breach of this Policy.
- You agree that any claim or dispute relating to your posting of any content on a social media site on the internet shall be construed in accordance with the laws of the State of Illinois and you agree to be subject to the exclusive jurisdiction of the local, state or federal courts located in Tazewell County, Illinois.
- You understand that this social media policy may be updated at any time without notice. Each time a user accesses a social networking site, the current policy will be in effect. Menold suggests that you review the Policy at regular intervals.

**For a copy of this policy or questions about this policy, you may contact Amber Rippy, Human Resources Manager, Menold Construction and Restoration at (309) 263-8728.**