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We have taken every effort to design our Web site/Blog to be useful, informative, helpful, honest and fun. Hopefully we've accomplished that – and would ask that you let us know if you'd like to see improvements or changes that would make it even easier for you to find the information you need and want.

All we ask is that you agree to abide by the following Terms and Conditions. Take a few minutes to look them over because by using our site you automatically agree to them. Naturally, if you don't agree, please do not use the site. We reserve the right to make any modifications that we deem necessary at any time. Please continue to check these terms to see what those changes may be! Your continued use of the Accidental-HR.com Web site/Blog means that you accept those changes.

THANKS AGAIN FOR VISITING!

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That means that we don't have to treat any such submission as confidential. You can't sue us for using ideas you submit. If we use them, or anything like them, we don't have to pay you or anyone else for them. We will have the exclusive ownership of all present and future rights to submissions of any kind. We can use them for any purpose we deem appropriate to our PeakPerformanceCoaching.com mission, without compensating you or anyone else for them.

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OTHER MISCELLANEOUS DAMAGES AND EXPENSES RESULTING DIRECTLY FROM A LOSS OR INJURY (KNOWN IN LEGAL TERMS AS "INCIDENTAL DAMAGES.")  
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We sometimes provide referrals to and links to other World Wide Web sites from our site. Such a link should not be seen as an endorsement, approval or agreement with any information or resources offered at sites you can access through our site.

If in doubt, always check the Uniform Resource Locator (URL) address provided in your WWW browser to see if you are still in an Accidental-HR.com-operated site

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#### **Jurisdiction and Other Points to Consider**

If you use our site from locations outside of Canada, you are responsible for compliance with any applicable local laws.

These Terms of Use shall be governed by, construed and enforced in accordance with the laws of the Alberta, as it is applied to agreements entered into and to be performed entirely within such jurisdiction.

To the extent you have in any manner violated or threatened to violate PeakPerformanceCoaching.com and/or Accidental-HR.com and/or its affiliates' intellectual property rights, PeakPerformanceCoaching.com and/or Accidental-HR.com and/or its affiliates may seek injunctive or other appropriate relief in any state or federal court in the Province of Alberta, and you consent to exclusive jurisdiction and venue in such courts.

#### **Any other disputes will be resolved as follows:**

If a dispute arises under this agreement, we agree to first try to resolve it with the help of a mutually agreed-upon mediator in the following location: Red Deer, Alberta. Any costs and fees other than attorney fees associated with the mediation will be shared equally by each of us.

If it proves impossible to arrive at a mutually satisfactory solution through mediation, we agree to submit the dispute to binding arbitration at the following location: Red Deer, Alberta, under the rules of the American Arbitration Association. Judgment upon the award rendered by the arbitration may be entered in any court with jurisdiction to do so.

PeakPerformanceCoaching.com and/or Accidental-HR.com may modify these Terms of Use, and the agreement they create, at any time, simply by updating this posting

and without notice to you. This is the ENTIRE agreement regarding all the matters that have been discussed.