

WEB SITE PRIVACY STATEMENT

Connor Bates, Inc.

TERMS OF USE

Updated March 2008.

All content included or available on this Web site, including trademarks, service marks, designs, logos, site design, text, graphics, and interfaces (the "Intellectual Property") is the sole property of Connor Bates, Inc. and/or third parties who have consented to Connor Bates' use of their Intellectual Property on the site. You are granted non-exclusive, non-transferable access to download and print one copy of content displayed on this site on any single computer. Any use of content or materials on this site, including reproduction for purposes other than those noted above, modification, distribution, or replication, any form of data extraction or data mining, or other commercial exploitation or distribution of any kind, or posting without prior written permission of an authorized officer of Connor Bates, is strictly prohibited.

Notification of Claimed Copyright Infringement

Pursuant to Section 512(c) of the Copyright Revision Act, as enacted through the Digital Millennium Copyright Act, www.ConnorBates.com designates the following individual as its agent for receipt of notifications of claimed copyright infringement:

By mail: Connor Bates, Inc., 12725 SW Millikan Way, Suite 300, Beaverton, OR 97005. By e-mail: linda.brackett@ConnorBates.com.

PRIVACY STATEMENT

Connor Bates, Inc. is the sole owner of the information collected on www.ConnorBates.com. This privacy statement is based on publicly available TRUSTe best practices.

Acknowledgement and Acceptance

Connor Bates, Inc. is committed to protecting your privacy. This privacy statement sets forth our current privacy practices with regard to the information we collect when you or your computer interact with our Web site. When you access this Web site, you acknowledge and fully understand Connor Bates' privacy statement and freely consent to the information collection and use practices described in this statement.

Information Collection and Use

Connor Bates, Inc. does not collect any personally identifiable information from or about you unless you voluntarily submit or otherwise disclose this information to us, including information disclosed by mail, telephone, fax, or electronically. We do not share personally identifiable information with any third parties.

Connor Bates also does not use cookies on this Web site.

Log Files

When you visit our Web site, we gather certain information automatically and store it in log files. This information includes Internet Protocol (IP) addresses, browser type, Internet service provider (ISP), referring/exit pages, operating system, date/time stamp, and clickstream data. We use this information, which does not identify individual users, to analyze trends, to administer the site, to track users' movements around the site, and to gather demographic information about our user base as a whole.

We do not link this automatically-collected data to personally identifiable information.

Information Forms

Visitors to our Web site can request information through a form on this site. In the form, we will request personal information such as name, address, e-mail, company name, company address, telephone number or fax number, and other relevant information. Connor Bates will only use this information to respond to your request for information, ascertain how you came into contact with us, or if appropriate, to consider your candidacy as a potential employee or independent contractor of Connor Bates, Inc.

Security

The security of your personal information is important to us. Connor Bates, Inc. maintains operational security measures to protect personal and business information both during transmission and once we receive it. Only authorized Connor Bates, Inc. personnel are provided access to this information – which is treated as confidential information. No method of transmission over the Internet, or method of electronic storage, is 100% secure, however. Therefore, while we strive to use commercially acceptable means to protect your personal information, we cannot guarantee its absolute security.

We also will not disclose, sell or rent information we collect from you to third parties without your permission.

Legal Disclaimer

We reserve the right to disclose your personally identifiable information as required by law and when we believe that disclosure is necessary to protect our rights and/or to comply with a judicial proceeding, court order, or legal process served on our Web site.

Changes in this Privacy Statement

Connor Bates, Inc. has the discretion to occasionally update this privacy statement. When we do, we also will revise the "updated" date at the top of this privacy page. Your continued use of this service constitutes your agreement to this privacy statement and any updates.

Contacting Us

If you have any questions regarding our privacy statement, its implementation, failure to adhere to this privacy statement and/or our general practices, please contact us at (503) 906-7845.