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We may use cookies to collect non-personally identifiable information in connection with the Site. Our web pages may incorporate "pixel tags," "web beacons," or similar tracking technologies (collectively, "pixel tags") that allow us or our agents to track the actions of users of the Site. Pixel tags are used to collect non-personally identifiable information, such as the name of your Internet service provider, the IP address of the computer you are using, the type of browser software and operating system that you use, the date and time you access the Site, the website address, if any, from which you linked directly to the Site, the website address, if any, to which you travel from the Site and other similar traffic-related information. We may also aggregate your information with similar data collected from other users to help us improve the Site and the services that we provide through the Site.

In the event of a sale or transfer of assets or of any portion of our business, we reserve the right to transfer any and all information that we collect from users, or that we otherwise collect in connection with the Site, to unaffiliated third parties or third parties.

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addresses to identify a user when we feel it is necessary to protect the Site, our service, clients, potential clients or others.

Other Sites

Except as otherwise expressly discussed in this Privacy Policy, this policy only addresses our use and disclosure of information we collect from you. Any email messages and associated information that you send to addresses published on the Site are not governed by this policy. To the extent that you disclose personal or non-personal information to other sites, you are subject to the privacy customs and policies of those sites. We encourage you to ask questions before you disclose any personal information.

Terms Of Use

Terms & Conditions Governing Your Use of This Website

Last Updated – 1/13/17

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We may, at any time, at our sole discretion, revise or otherwise update this Agreement by posting an amended Agreement on the Site; any changes that we make to this Agreement will be effective immediately upon posting. Please check this page periodically for changes to the Agreement; you will be able to determine if this Agreement has been changed since your previous visit by viewing the "Last Updated" information that appears at the top of this Agreement. Your use of the Site following the posting of an updated Agreement constitutes acceptance of the updated Agreement.

Further, we reserve the right, at any time, to modify or discontinue, temporarily or permanently, the Site (or any part thereof) without notice. You agree that we shall not be liable to you or to any third party for any modification, suspension, discontinuance of the Site or of any Materials (as defined below).

If you have any questions about this Agreement, please contact us at one of the following addresses: 3112 Brockway Road, Waterloo, Iowa 50701 or 106 4th Street, Grundy Center, Iowa 50638.

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- 2. **Rules of Conduct.** You agree to comply with all applicable laws, rules and regulations in accessing and/or using the Site and/or any Materials. In addition, your use of the Site is conditioned on your compliance with the following rules of conduct. You agree not to:

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- Interfere with or disrupt the operation of the Site.
- Transmit or otherwise make available in connection with the Site any virus, worm, Trojan Horse or other harmful code.
- Restrict or inhibit any other person from using the Site, including by means of hacking or defacing any portion of the Site.
- Interfere with or violate any other Site visitor's or user's right to privacy or other rights, or harvest or collect personally identifiable information about Site visitors or users, or about our attorneys, other employees and representatives identified on the Site, without their express consent.
- Sell, resell, transfer, license or exploit, for any commercial purposes, any use of or access to the Site or the Materials.
- Modify, adapt, translate, reverse engineer, decompile or disassemble any portion of the Site
 or Materials.
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