

# Terms and Conditions

- 1 These terms and conditions (the "Terms and Conditions") govern the use of [www.copper-panda.consulting](http://www.copper-panda.consulting) (the "Site") effective the headered date of this document. This Site is owned and operated by Adam Marcus, dba Copper Panda Consulting (the "Site Owner"), offering consulting services and personal portfolio publishing. The Site Owner is an unrestricted and durable agent of the Site with authority to act on behalf of the Site without limitation.
- 2 By using this Site, you indicate that you have read and understand this Terms and Conditions and agree to abide by it at all times.

## Hosting Parent

- 3 This Terms and Conditions is effective in addition to any similar terms effectively in place by [WordPress.com](https://WordPress.com) (the "Hosting Parent"). The terms specified by the Hosting Parent may be amended or altered at their discretion without requiring a similar notice, announcement, or amendment to this terms and conditions. The terms and conditions for the Hosting Parent can be found at <https://wordpress.com/tos/>.

## Intellectual Property

- 4 Unless otherwise credited, all content published and made available on our Site is the property of the Site Owner. This includes, but is not limited to images, text, logos, documents, downloadable files and anything that contributes to the composition of our Site.

## User Contributions

- 5 Users may post the public comments and feedback on our Site. By posting publicly on our Site, you agree not to act illegally or violate these Terms and Conditions.

## User Goods and Services

- 6 Our Site allows users to sell goods and services. We do not assume any responsibility for the goods and services users sell on our Site unless otherwise and independently contracted. We cannot guarantee the quality or accuracy of any goods and services sold by users on our Site. However, if we are made aware that a user is violating these Terms and Conditions, we reserve the right to suspend or prohibit the user from selling goods and services on our Site.

## Evaluations

- 7 Our Site allows clients and customers of the Site Owner to provide feedback, reviews, and evaluations (the "Evaluations") of recent business interactions and transactions involving the Site Owner. These Evaluations may be solicited by the Site Owner or their agents, or requested by you.
- 8 By submitting an Evaluation to us, you authorize the Site to retain non-exclusive right over the reproduction, distribution, and representation of the Evaluation's contents for personal and commercial uses provided reasonable redactions of personally identifiable information or confidential information are made to anonymize the source while retaining legitimacy of the Evaluation's content.
- 9 The Site is not required to notify you of its use of Evaluations unless required by governing law.

- 10** Evaluations must be true personal opinions or based upon fact and not create the perception of unreasonable bias in contradiction to reasonable truth. The Site reserves the right to reject or limit reproduction of Evaluations with perceived malicious or tortious intent.
- 11** Evaluation content may not be altered by the Site to any degree which changes the opinion, perception or intent from the content you submit. Quotes, abridged sections, or verbatim extracts of the Evaluation, regardless of the size of the excerpt, are exempt from this provision.

## Links to Other Websites

- 12** Our Site contains links to third party websites or services that we do not own or control. We are not responsible for the content, policies, or practices of any third party website or service linked to on our Site. It is your responsibility to read the terms and conditions and privacy policies of these third party websites before using these sites.

## Limitation of Liability

- 13** The Site Owner, our directors, officers, agents, employees, subsidiaries, and affiliates will not be liable for any actions, claims, losses, damages, liabilities and expenses including legal fees from your use of the Site.

## Indemnity

- 14** Except where prohibited by law, by using this Site you indemnify and hold harmless the Site Owner, and our directors, officers, agents, employees, subsidiaries, and affiliates from any actions, claims, losses, damages, liabilities and expenses including legal fees arising out of your use of our Site or your violation of these Terms and Conditions.

## Changes

- 15** These Terms and Conditions may be amended from time to time in order to maintain compliance with the law and to reflect any changes to the way we operate our Site and the way we expect users to behave on our Site. We will notify users by email of changes to these Terms and Conditions or post a notice on our Site.

## General Provisions

- 16** These Terms and Conditions are governed by the laws of the Commonwealth of Virginia and the United States of America.
- 17** If at any time any of the provisions set forth in these Terms and Conditions are found to be inconsistent or invalid under applicable laws, those provisions will be deemed void and will be removed from these Terms and Conditions. All other provisions will not be affected by the removal and the rest of these Terms and Conditions will still be considered valid.

## Contact Details

- 18** Please contact us if you have any questions or concerns. Our contact details are as follows:

[ajmarcus@copper-panda.consulting](mailto:ajmarcus@copper-panda.consulting)