

LEGAL PARAMETERS: The following bullets cover your legal responsibilities and non-disclosure obligations. Failure to abide by these two guidelines can result in serious ramifications for individual bloggers and/or individuals who post on the blogs of others.

Legal Liability

1. When you choose to go public with your opinions via a blog, you are legally responsible for your commentary. Individual bloggers can be held personally liable for any commentary deemed to be defamatory, obscene (not swear words, but rather the legal definition of “obscene”), proprietary, or libelous (whether pertaining to FlawLes, individuals, or any other company for that matter). For these reasons, bloggers should exercise caution with regards to exaggeration, colorful language, guesswork, obscenity, copyrighted materials, legal conclusions, and derogatory remarks or characterizations. In essence, you blog (or post on the blogs of others) at your own risk. Outside parties actually *can* pursue legal action against you (not FlawLes!) for postings.

Company Privileged Information

2. Any confidential, proprietary, or trade secret information is obviously off-limits for your blog per the Proprietary Information Agreement you have signed with FlawLes!. To obtain a copy of your agreement, please contact your HR manager. The FlawLes! logo and trademarks are also off-limits per our brand guidelines. Anything related to FlawLes! policy, inventions, strategy, financials, products, etc. that has not been made public cannot appear in your blog under any circumstances. see FlawLes! Guides 2. Disclosing confidential or proprietary information can negatively impact our business and may result in regulatory violations for the company.

Press Inquiries

3. Blog postings may generate media coverage. If a member of the media contacts you about a FlawLes!-related blog posting or requests FlawLes! information of any kind, contact PR (info@FlawLes-inc.com) You should also reach out for PR for clarification on whether specific information has been publicly disclosed before you blog about it.

Provide Context to Your Argument

4. Please be sure to provide enough support in your posting to help FlawLess understand your reasoning, be it positive or negative. We appreciate the value of multiple perspectives, so help us to understand yours by providing context to your opinion.

Engage in Private Feedback:

5. Not everyone who is reading your post will feel comfortable approaching you if they are concerned their feedback will become public. In order to maintain an open dialogue that everyone can comfortably engage in, FlawLes! bloggers are asked to welcome “off-blog” feedback from their colleagues who would like to privately respond, make suggestions, or report errors without having their comments appear your blog. Bloggers want to know what you think. If you have an opinion, correction or criticism regarding a posting, reach out for the blogger directly. Whether privately or on their blog, let the blogger know your thoughts.