

Internet Private Policy Acknowledgement Form

My signature on this form indicates that I have read the company's Internet policies, and I agree to abide by their terms. I understand that the company reserves the right to monitor my Internet use, and that such monitoring may occur at any time for any reason.

Printed Name _____

Employee's Signature (Date) _____

Technology Use Policy

Section One: Purpose

To remain competitive, serve our customers well and provide our employees with the best tools to do their jobs, (name of business or owner of computer system) makes available to our workforce access to one or more forms of electronic media and services, including computers, e-mail, telephones, voice mail, fax machines, external electronic bulletin boards, wire services, online services, intranet, Internet, and the World Wide Web.

Voice Mail

Voice Mail should be used as a customer service tool. Employees who have voice mail service are expected to keep their greeting current, retrieve messages frequently, return calls promptly, and not use it as a means of avoiding answering the telephone.

Cell Phones

Company-issued cell phones should be used for essential business-related calls and never when other phones are readily available. Managers/supervisors will review monthly cell phone billings. If your cell phone is lost or stolen, you should report it immediately to your manager/supervisor. Cell phone usage is prohibited while driving a company vehicle. You must pull off the road and park before making or receiving cellular phone calls.

Pagers

Pagers may be assigned to certain employees for company business.

Guidelines for E-mail and Internet Use

(Name of business or owner of computer system) encourages the use of these media and associated services because they can make communication more efficient and effective and because they are valuable sources of information about vendors, customers, technology, and new products and services. However, all employees and everyone connected with the organization should remember that electronic media and services provided by the

company are company property and their purpose is to facilitate and support company business. All computer users have the responsibility to use these resources in a professional, ethical, and lawful manner.

To ensure that all employees are responsible, the following guidelines have been established for using e-mail and the Internet. No policy can lay down rules to cover every possible situation. Instead, it is designed to express (name of business or owner of computer system's) philosophy and set forth general principles when using electronic media and services.

Prohibited Communications

Electronic media cannot be used for knowingly transmitting, retrieving, or storing any communication that is:

Discriminatory or harassing; Derogatory to any individual or group;

Obscene, sexually explicit, or pornographic; Defamatory or threatening;

In violation of any license governing the use of software; or Engaged in for any purpose that is illegal or contrary to _____ (name of business or owner of computer system's) policy or business interests.

Personal Use

The computers, electronic media, and services provided by (name of business or owner of computer system) are primarily for business use to assist employees in the performance of their jobs. Limited, occasional, or incidental use of electronic media (sending or receiving) for personal, non-business purposes is understandable and acceptable, and all such use should be done in a manner that does not negatively affect the systems' use for business purposes. However, employees are expected to demonstrate a sense of responsibility and not abuse this privilege.

Access to Employee Communications

Generally, electronic information created or communicated by an employee using e-mail, word processing, utility programs, spreadsheets, voice e-mail, telephones, Internet and bulletin board system access, and similar electronic media is not reviewed by the company. However, the following conditions should be noted:

(Name of business or owner of computer system) does routinely gather logs for most electronic activities or monitor employee communications directly, e.g., telephone numbers dialed, sites accessed, call length, and time calls are made, for the following purposes:

Cost analysis;

Resource allocation;

Optimum technical management of information resources; and

Detecting patterns of use that indicate employees are violating company policies or engaging in illegal activity.

(Name of business or owner of computer system) reserves the right, at its discretion, to review any employee's electronic files and messages to the extent necessary to ensure electronic media and services are being used in compliance with the law, this policy, and other company policies. Employees should not assume electronic communications are completely private. Accordingly, if they have sensitive information to transmit, they should use other means.

Software

To prevent viruses from being transmitted through the company's computer system, downloading of any unauthorized software is strictly prohibited. Only software registered through (name of business or owner of computer system) may be downloaded. Employees should contact the system administrator if they have any questions.

Security/Appropriate Use

Employees must respect the confidentiality of other individuals' electronic communications. Except when explicit authorization has been granted by company management, employees are prohibited from engaging in, or attempting to engage in:

Monitoring or intercepting the files or electronic communications of other employees or third parties;

Hacking or obtaining access to systems or accounts they are not authorized to use;

Using other people's log-ins or passwords; and

Breaching, testing, or monitoring computer or network security measures.

No e-mail or other electronic communication can be sent that attempts to hide the identity of the sender or represent the sender as someone else.

Electronic media and services should not be used in a manner likely to cause network congestion or significantly hamper the ability of other people to access and use the system.

Anyone obtaining electronic access to other companies' or individuals' materials must respect all copyrights and cannot copy, retrieve, modify, or forward copyrighted materials except as permitted by the copyright owner.

Encryption

Employees can use encryption software supplied to them by the systems administrator for purposes of safeguarding sensitive or confidential business information. Employees who use encryption on files stored on a company computer must provide their supervisor with a sealed hard copy record (to be retained in a secure location) of all of the passwords and encryption keys necessary to access the files.

Participation in Online Forums

Any messages or information sent on company-provided facilities to one or more individuals via an electronic network—for example, Internet mailing lists, bulletin boards, and online services—are statements identifiable and attributable to (name of business or owner of computer system).

(Name of business or owner of computer system) recognizes that participation in some forums might be important to the performance of an employee's job. For instance, an employee might find the answer to a technical problem by consulting members of a news group devoted to the technical area.

Violations

Any employee who abuses the privilege of their access to e-mail or the Internet in violation of this policy will be subject to corrective action, including possible discharge of employment, legal action, and criminal liability.

Employee Agreement on Use of E-mail and the Internet

I have read, understand, and agree to comply with the foregoing policies, rules, and conditions governing the use of the company's computer and telecommunications equipment and services. I understand that I have no expectation of privacy when I use any of the telecommunication equipment or services. I am aware that violations of this guideline on appropriate use of the e-mail and Internet systems may subject me to disciplinary action, including discharge from employment, legal action, and criminal liability. I further understand that my use of the e-mail and Internet may reflect on the image of (name of business or owner of computer system) to our customers, competitors, and suppliers and that I have responsibility to maintain a positive representation of the company. Furthermore, I understand that this policy can be amended at any time.