

User Agreement:

Web Site User Agreement and other Legal Information

The following are terms of a legal agreement between you and Organizational Communications Incorporated ("Terms"). By accessing, browsing, using, framing and/or linking to this Web site ("Site"), you acknowledge that you read, understand, and agree to be bound by these. Users of this Site acknowledge that they are 18 years or older. If you do not agree to these Terms, do not use this Site.

In the event that one or more provisions of the Terms shall, for any reason, be held to be invalid, illegal, or unenforceable in any respect, such validity, illegality, or unenforceability shall not affect any other provision contained in the Terms, which shall remain valid and enforceable.

Restrictions on Use of Site

Organizational Communications Incorporated and its affiliates (collectively "OCI") hereby authorize you to copy the materials published by OCI on this Site (the "Materials") exclusively for non-commercial use by you personally or within your organization. The design and layout of the Site are specifically excluded from the Materials. No other use of the Materials is authorized. In consideration of this authorization, you agree that any copy of the Materials (or any portion of the Materials) that you make shall retain all copyright and other proprietary notices contained herein or therein.

Intellectual Property Rights

The services, technology, and/or processes described in this Site may be the subject of intellectual property rights reserved by OCI or other third parties. Nothing contained herein shall be construed as conferring to you in any manner, whether by implication, estoppel or otherwise, any license, title, or ownership of or to any intellectual property right of OCI or any third party.

General Disclaimer

The Materials have been compiled by OCI from internal and external sources. However, while OCI has attempted to provide accurate information on the Site, no representation is made or warranty given as to the completeness or accuracy of the Materials. In particular, you should be aware that the Materials may be incomplete, may contain errors, or may have become out of date. You should therefore verify information obtained from this Site before you take any action upon it.

THE INFORMATION ON THIS SITE IS PROVIDED "AS IS" WITHOUT WARRANTY OF ANY KIND, EITHER EXPRESS OR IMPLIED, INCLUDING, BUT NOT LIMITED TO, THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, AND NON-INFRINGEMENT. OCI SHALL NOT BE LIABLE FOR ANY DAMAGES SUFFERED BY OR INJURY CAUSED TO YOU, INCLUDING ANY DIRECT, INDIRECT, SPECIAL, CONSEQUENTIAL, AND/OR INCIDENTAL DAMAGES, RESULTING FROM YOUR ACCESS TO, OR INABILITY TO ACCESS, THIS SITE, OR FROM YOUR RELIANCE ON ANY INFORMATION PROVIDED IN THE SITE, EVEN IF OCI AND/OR ITS AFFILIATES HAVE BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

No advice or information, whether oral or written, obtained by a User from OCI, shall create any warranty not expressly made herein.

OCI periodically schedules system downtime for maintenance and other purposes. Unplanned system outages also may occur. OCI shall have no liability whatsoever for the resulting unavailability of the Web site or for any loss of data or transactions caused by planned or unplanned system outages or the resulting delay, misdelivery, or non-delivery of data or other information caused by such system outages, or any third-party acts or any other outages of Web hosting providers or the Internet infrastructure and network external to the Site.

Links to Third-Party Web Sites: Framing

This Site may provide links or references to other sites, including sites provided by the United States government; OCI has no responsibility for the content of these other sites, does not make any representations or give any warranties with respect to any information contained in or at these other sites, and shall not be liable for any damages or injury arising from the content of these other sites. OCI does not endorse companies or products to which it has provided links. Any links to other sites are provided merely as a convenience to the users of this Site and, if you decide to access any of the third-party sites linked to this Site, you do so entirely at your own risk. OCI reserves the right to terminate any link or linking program at any time. You acknowledge that this Site may link to other Web sites not controlled by OCI and that OCI is not responsible for the data collection policies of these sites. Consult the Terms of Use, Acceptable Use Policies, or other agreements of each Web site you visit.

There may be circumstances where access to this Site is provided by a hypertext link located at another Web site. OCI does not make any representations or give any warranties with respect to any information contained in or at these other sites and OCI shall not be liable for any damages or injury arising from the content of these other sites. OCI does not endorse the individuals, companies, or other similar entities, or any products or materials associated with such individuals, companies, or other similar entities, which provide a link to this Site at their Web sites. Unless approved in writing in advance by OCI, you agree not to: (a) provide or create a link to this Site; and (b) create any frames at any other Web sites pertaining to any of the Materials located at this Site. Contact the OCI Webmaster to seek approval for linking to this Site.

Updates

The Materials published on this Site may include technical inaccuracies or typographical errors. Changes – including, but not limited to, quoted prices – may be made periodically to the Materials. OCI may also make improvements and/or changes in the services and/or the programs described in the Materials at any time without notice. OCI shall have the right to revise these Terms at any time by updating this posting. By linking, accessing, browsing, and/or using this Site, you agree to be bound by any such revisions and should therefore periodically visit this Site to determine the then-current Terms to which you are bound.

Disclosure: Forward-Looking Statements

This Web site may contain forward-looking statements. Organizational Communications, Incorporated and its subsidiaries (the "Company") intend any such "forward-looking statements" to be covered by the safe harbor provisions of the Private Securities Litigation Reform Act of

1995. In addition, the Company's senior management may make forward-looking statements orally to analysts, investors, the media and others. This safe harbor requires that we specify important factors that could cause actual results to differ materially from those contained in forward-looking statements made by us or on our behalf. We cannot promise that our expectations in such forward-looking statements will turn out to be correct. Our actual results could be materially different from and worse than our expectations.

Forward-looking statements might include, but are not limited to, one or more of the following:

- projections of revenues, income, earnings per share, capital expenditures, dividends, capital structure or other financial items;
- descriptions of plans or objectives of management for future operations, products or services;
- forecasts of future economic performance, liquidity, need for funding and income; and descriptions of assumptions underlying or relating to any of the foregoing.

Forward-looking statements can be identified by the fact that they do not relate strictly to historical or current facts. They often include words such as "believe," "expect," "anticipate," "intend," "plan," "estimate," "aim," "projects," or words of similar meaning and expressions that indicate future events and trends, or future or conditional verbs such as "will," "would," "should," "could," or "may." All statements that address expectations or projections about the future, including statements about the Company's strategy for growth, product development, market position, expenditures and financial results, are forward-looking statements.

Forward-looking statements give the Company's expectations or predictions of future conditions, events or results. They are not guarantees of future performance. By their nature, forward-looking statements are subject to risks and uncertainties. There are a number of factors - many of which are beyond the Company's control - that could cause actual future conditions, events, results or trends to differ significantly and/or materially from historical results or those projected in the forward-looking statements.

Privacy Policy

This web site ("Site") is operated by Organizational Communications, Incorporated ("OCI," "We" or "Us"), which is committed to respecting the privacy rights of guests and users of this Site. While visiting the Site, We may ask You ("You" or "Your") to provide information that personally identifies You and/or the company/business You work for ("Personal Information") for purposes of interacting with the Site.

We will take reasonable measures to ensure that the Personal Information You submit to Us remains private, and is used only for the purposes as set forth herein. To further the protection of Your Personal Information, OCI has adopted a set of information management guidelines (outlined below) to describe the Personal Information We collect about You, why We collect it, how We use it and when We share it with third parties.

This Privacy Policy has been developed with the recognition that Internet technologies are rapidly evolving, and that underlying business models are still not established. Accordingly, this Privacy Policy is subject, in our sole discretion, to change without prior notice. Any such changes will be posted on this page. Please see the Effective Date stated at the conclusion of this Policy.

What kind of information does OCI collect from visitors?

We only collect Personal Information that You submit to Us, including but not limited to personal data (i.e., Your name, mailing address, and email address), for example when You request further information.

Use of Personal Information

If you send us Personal Information (i.e., personally-identifying information), for example, in an electronic mail message or by voluntarily disclosing that information, or by using our interactive features. We may use Personal Information from You to respond to Your inquiries, for other internal business purposes, or other purposes permitted under this Privacy Policy.

This Privacy Policy only addresses the use and dissemination of information that We collect from You. To the extent that You disclose any information to third parties, for example through other web sites on the Internet linked to the Site, different policies may apply. Since OCI does not control the privacy policies of any third party, You are subject to the privacy customs and policies, if any, of that third party, and OCI shall not be responsible for the use or dissemination of Your Personal Information by that third party. Therefore, We encourage You to ask questions before You disclose Your Personal Information to others.

Our Policy Regarding Links and Other Web Sites

Our Site contains or may contain links to other web sites. We are not responsible for the privacy practices or the content of such Web sites.

Our Policy Concerning International Users

If You are an international user, by accessing the Site or registering with Us through the Site, You agree that We may collect, use, and transfer information about You as described in this Privacy Policy. The OCI Site is operated from within the state of Virginia, United States of America. We make no representation that materials found at our Site are appropriate or available for use in other locations. If You access our sites from other locations, You are responsible for compliance with local laws.

Security

OCI maintains industry standard safeguards to ensure the security, integrity and privacy of the Personal Information that You provide to Us.

Acceptance of Privacy Policy Terms

By using the Site, You signify Your acceptance of OCI's Privacy Policy. If You do not agree to this Privacy Policy, please do not use the OCI Site.

Effective Date and Changes

This Privacy Policy is effective as of March 25, 2008. OCI reserves the right to modify the terms of this Privacy Policy at any time without prior notice and in our sole discretion, by posting a change notice to this page. Your continued use of the Site following our posting of a change notice will constitute binding acceptance of those changes.