

*Note: Citations are based on reference standards. However, formatting rules can vary widely between applications and fields of interest or study. The specific requirements or preferences of your reviewing publisher, classroom teacher, institution or organization should be applied.*

Professional Services may be offered a as part of a defined package and subject to recurring billing; or b on an ad hoc basis and billed per the relevant Order Form on which they are ordered. Both Client and Fishbowl will comply with all applicable federal, state and local laws, rules, and regulations including common carrier communication tariffs in their performance or exercise of their rights hereunder. For clarity, it is understood that Client is responsible for ensuring that its use of the Services complies with applicable laws including those of jurisdictions outside the United States, if Client accesses or uses the Services outside the United States. All charges will be due as specified in the applicable Order Form. Subscription fees are charged for access to the relevant Services, not actual use. Unused access does not carry over to any period after the period in which it accrued. Fishbowl may immediately suspend its performance hereunder if any payment owed to it by Client remains unpaid more than ten 10 business days after delivery of a past due notice to Client. Fishbowl will not impose interest or suspension if the fees in question are the subject of good faith dispute of which Client has notified Fishbowl and that Client is diligently working to resolve. Subscriptions auto-renew for successive one-year renewal Terms at the end of the then-current Term unless a otherwise specified in the relevant Order Form; or b either party notifies the other of non-renewal at least 60 days in advance of the expiration of the then-current Term. After the expiration of all applicable regulatory requirements, Fishbowl will deliver or make available to Client a copy of the Consumer Data in a commonly accessible data format. If Client fails to pay all undisputed amounts owed to Fishbowl within sixty 60 days after termination or expiration, and any disputed amounts within fifteen 15 days after the final resolution of such dispute, Client will no longer have any rights to the Value-Added Content and Fishbowl may remove from its systems and archive or destroy any Value-Added Content. Except as provided above, each party will, on termination or expiration, immediately return to the other party all papers, materials and other properties of the other party. Any obligations accrued prior to termination, such as payment obligations as described in Section 3, and the following sections will continue in full force and effect after an Order Form has expired or been terminated: Fishbowl warrants that a the Professional Services will be performed by qualified personnel in a commercially reasonable manner materially in accordance with any requirements or specifications included in any Order Form; and b Subscription Services will conform to the applicable Documentation. Fishbowl further warrants that it will use reasonable efforts to minimize the duration and impact of any unscheduled maintenance on access to or use of any Subscription Services. Indemnitor may defend or settle any Claim, in its sole discretion, with counsel of its own choosing, provided that any settlement includes a full release of all Indemnified Parties. Fishbowl shall have the perpetual, non-exclusive right, royalty-free right and license to use the Client Content and Consumer Data in connection with its business and this Agreement, subject to any applicable confidentiality restrictions herein and provided that no use by Fishbowl of such Client Content or Consumer Data, other than in the performance of Services hereunder, will associate or identify Client with such use by Fishbowl of Client Content or Consumer Data, except as required by law. Any restrictions herein on Consumer Data will not apply to information Fishbowl obtains about a Consumer in connection with its delivery of services to another client or through means unrelated to the services provided to Client hereunder. Upon payment in full of all associated fees owed to Fishbowl, Fishbowl hereby grants to Client a perpetual, non-exclusive, royalty-free, transferable license to use the Value-Added Content in any way, other than the Fishbowl Materials that may be incorporated into the Value-Added Content. If Fishbowl incorporates the Fishbowl Materials into the Value-Added Content, Fishbowl grants to Client a perpetual, non-exclusive, royalty-free, non-transferable license to use those Fishbowl Materials as incorporated into such Value-Added Content as delivered to Client. By disclosing Confidential Information, Owner does not grant Recipient any express or implied right to the Confidential Information. Fishbowl will maintain reasonable administrative,

physical, and technical safeguards for protection of Consumer Data within its control, as described in the Documentation. Fishbowl will not disclose any Unassociated Data or information that could identify the Client or a Consumer as being associated with such Unassociated Data. The parties consent to personal jurisdiction in the Commonwealth of Virginia and the exclusive jurisdiction and venue of the federal or state courts serving Alexandria, Virginia for all claims and disputes arising under these MTC or any Order Form or otherwise related to the Services. Each of the parties to these MTC is an independent contractor and neither is an agent, distributor or representative of the other. Neither party will represent itself as an agent of the other or assume or create any obligation in the name of the other. During the Term and for a period of one 1 year thereafter neither party may hire any employee of the other or solicit an employee to leave the employ of the other party. All notices hereunder must be in writing to the other party at its designated address via nationally-known express delivery and deemed given the next business day after actual delivery. No waiver of any right or remedy on one occasion will be deemed a waiver of that right or remedy on any other occasion. If a provision of these MTC or any Order Form hereunder is declared or found to be unenforceable or void, that provision will be void but all others will remain in force. All other amendments must be in writing and signed by both parties. Client agrees to not undertake any of the activities described above. Examples of ways Customers may opt-in include: You may only send messages through Fishbowl to Customers that have opted-in within the prior 6 months or to whom you have sent a message in the prior 6 months. You are not allowed to use any purchased, rented or third party lists. Fishbowl may refuse to send messages to individuals that have not, or that Fishbowl reasonably believes have not, opted-in to receive messages from you. Fishbowl reserves the right to request and inspect any or all materials, methods or evidence used in the Opt-in process to ensure that you are complying with relevant regulations and standards. Fishbowl does not bear responsibility for any changes in technology by the POS vendor, or the inability to retrieve data from the POS system if there are changes to the technology of the POS system. Fishbowl will use it commercially reasonable best efforts to achieve the desired results of the Professional Services, but cannot guarantee that any particular results will be achieved. Client should review all of its social media accounts on a regular basis and delete any content or offers it objects to, and provide feedback to Fishbowl in order to help prevent unwanted postings in the future. Client, and not Fishbowl, shall be responsible for the content on all Client social media sites. Fishbowl may make certain Services available at no charge to Client, such as part of a promotion or for beta testing. It is understood that Fishbowl may change, limit, or terminate any such no-fee Services at any time in its sole discretion. Unless otherwise stated on the Order Form, either party may cancel after the first ninety 90 days of this Agreement, for any reason, by providing at least thirty 30 days written notice to the other party. Any fees incurred during the cancellation period will be billed to Client in full. The parties will comply with all applicable government and local laws, regulations and common carrier communication tariffs.

## Chapter 2 : Master Terms and Conditions - Fishbowl

*Enter your mobile number or email address below and we'll send you a link to download the free Kindle App. Then you can start reading Kindle books on your smartphone, tablet, or computer - no Kindle device required.*

However, glass as a material is brittle and has very little give before fracturing, though generally the sealant fails first. The very first modern aquarium made of glass was developed in the 19th century by Robert Warrington. These aquariums had the glass panels attached with metal frames and sealed with putty. Metal-framed aquariums were still available until the mids, when the modern, silicone-sealed style replaced them. Acrylic aquariums first became available to the public in the s. Laminated glass is sometimes used, which combines the advantages of both glass and acrylic. Once silicone sealant became strong enough to ensure a long-term water-tight seal, it eliminated the need for a structural frame. In addition to lower cost, glass aquaria are more scratch resistant than acrylic. Although the price is one of the main considerations for aquarists when deciding which of these two types of aquaria to purchase, for very large tanks, the price difference tends to disappear. Prior to the invention of UV stabilization , early acrylic aquaria discolored over time with exposure to light; this is no longer the case. Acrylic is generally stronger than glass, weighs less, and provides a certain amount of temperature insulation. In colder climates or environments, it is easier to achieve and maintain a tropical temperature and requires less capacity from an aquarium heater. However, this material is not transparent. Concrete must be coated with a waterproof layer to prevent the water from breaking down the concrete, as well as preventing contamination of the water by the concrete. The benefits of using plywood include: A popular positioning choice for plywood aquaria is keeping them in a wall. Here the use of plywood is hidden by sinking the aquarium inside the wall. Putting insulation between the two helps with the insulation of a heated tank. These aquariums provide slow, circular water flow with a bare minimum of interior hardware to prevent the inhabitants from becoming injured by pumps or the tank itself. Water moving into the tank gives a gentle flow that keeps the inhabitants suspended. Water leaves the tank through a screen which prevents animals from being drawn into the pump intake or overflow line. There are several types of kreisel tanks. In a true kreisel, a circular tank has a circular, submerged lid. Pseudokreisels are "U" or semicircle shaped, usually without a lid. Using two downwelling inlets on both sides of the tank lets gravity create two gyres in the tank. A single downwelling inlet may be used in the middle as well. The top of a stretch kreisel may be open or closed with a lid. There may also be screens about midway down the sides of the tank, or at the top on the sides. Some of the most popular biotopes are the freshwater habitats of the Amazon and Rio Negro rivers, the African rift lake environments of Lake Malawi and Lake Tanganyika , and saltwater coral reefs of Australia , the Red Sea , and the Caribbean. The fish, plants, substrate, rocks, wood, coral, and any other component of the display should completely match that of the local natural environment. It can be a challenge to recreate such environments, and most "true" biotopes will only have a few if not only one species of fish and invertebrates. Finally, an emerging concept for the home is that of a wall mounted aquarium, [51] some of which are displayed at the Living Art Marine Center. Relatively large home aquaria resist rapid fluctuations of temperature and pH , allowing for greater system stability. Unfiltered bowl-shaped aquaria are now widely regarded as unsuitable for most fish. Advanced alternatives are now available. Chemical filtration should also be considered under some circumstances for optimum water quality. Nano aquariums[ edit ] A new trend is to have very small aquariums, termed mini aquariums less than litres or 40 gallons or nano aquariums less than 75 litres or 20 gallons. These can be either freshwater or saltwater, and are intended to display a tiny but self-contained ecosystem. Many aquaria incorporate a hood, containing the lights, to decrease evaporation and prevent fish from leaving the aquarium and anything else from entering the aquarium. These either convert ammonia to nitrate removing nitrogen at the expense of aquatic plants , or to sometimes remove phosphate. Filter media can house microbes that mediate nitrification. Filtration systems are sometimes the most complex component of home aquaria. Wave-making devices have also been constructed to provide wave action. An aquarium can be placed on an aquarium stand. Because of the weight of the aquarium, a stand must be strong as well as level. A tank that is not level may distort, leak, or crack.

Simple metal tank stands are also available. Aquarium maintenance[ edit ] Large volumes of water enable more stability in a tank by diluting effects from death or contamination events that push an aquarium away from equilibrium. The bigger the tank, the easier such a systemic shock is to absorb, because the effects of that event are diluted. For this reason, hobbyists often favor larger tanks, as they require less attention. Several nutrient cycles are important in the aquarium. Dissolved oxygen enters the system at the surface water-air interface. Similarly, carbon dioxide escapes the system into the air. The phosphate cycle is an important, although often overlooked, nutrient cycle. Sulfur, iron, and micronutrients also cycle through the system, entering as food and exiting as waste. Appropriate handling of the nitrogen cycle , along with supplying an adequately balanced food supply and considered biological loading, is enough to keep these other nutrient cycles in approximate equilibrium. An aquarium must be maintained regularly to ensure that the fish are kept healthy. Daily maintenance consists of checking the fish for signs of stress and disease. A good habit is to remove the water being replaced by "vacuuming" the gravel with suitable implements, as this will eliminate uneaten foods and other residues that settle on the substrate. Tap water from those areas must be treated with a suitable water conditioner, such as a product which removes chlorine and chloramine and neutralizes any heavy metals present. The water conditions must be checked both in the tank and in the replacement water, to make sure they are suitable for the species. Water conditions[ edit ] The solute content of water is perhaps the most important aspect of water conditions, as total dissolved solids and other constituents dramatically impact basic water chemistry, and therefore how organisms interact with their environment. Salt content, or salinity , is the most basic measure of water conditions. Rarely, higher salt concentrations are maintained in specialized tanks for raising brine organisms. Saltwater is typically alkaline, while the pH alkalinity or acidity of fresh water varies more. Hardness measures overall dissolved mineral content; hard or soft water may be preferred. Hard water is usually alkaline, while soft water is usually neutral to acidic. Home aquarists typically use tap water supplied through their local water supply network to fill their tanks. Straight tap water cannot be used in localities that pipe chlorinated water. In the past, it was possible to "condition" the water by simply letting the water stand for a day or two, which allows the chlorine time to dissipate. Additives formulated to remove chlorine or chloramine are often all that is needed to make the water ready for aquarium use. Brackish or saltwater aquaria require the addition of a commercially available mixture of salts and other minerals. This aquarium features a heated tank and a glass-enclosed top for warmth during winter. This can be accomplished by additives, such as sodium bicarbonate, to raise pH. In contrast, public aquaria with large water needs often locate themselves near a natural water source such as a river, lake, or ocean to reduce the level of treatment. Some hobbyists use an algae scrubber to filter the water naturally. Cold water aquaria are for fish that are better suited to a cooler environment. More important than the range is consistency; most organisms are not accustomed to sudden changes in temperatures, which can cause shock and lead to disease. Water movement can also be important in simulating a natural ecosystem. Water movement can be controlled via aeration from air pumps, powerheads, and careful design of internal water flow such as location of filtration system points of inflow and outflow.

## Chapter 3 : Aquarium - Wikipedia

*Survival in the corporate fishbowl* by John P. Fernandez, , Lexington Books edition, in English.

This knowledge helps to build a cohesive workforce that can work and grow together as they adapt to the culture forming in the business. Helium Stick This exercise works best with groups of 8 to 12 people. Divide the group in half and line them up facing one another, hands out in front of them with palms facing down. Place a long, lightweight rod or stick on top of the index fingers of the two rows. The stick must be level to the ground as they lower it. The strength of the group overwhelms the weight of the stick. This usually causes much laughter and several attempts before the task is properly completed. Survival Scenario A survival scenario exercise exposes the group dynamics of the team. Tell the team that their plane has crashed on a desert island or some other desolate place. Give them a list of working equipment and have them rank the most useful survival items. They must come to a group consensus within 15 to 30 minutes. Take care to notice how decisions are made, who influenced the decisions and the roles of others in the group. Rather than ranking equipment for survival, a variation can involve ranking each person in the group on their ability to help the most people survive and why. Paper Tearing Game Give each person in the group a sheet of 8. Instruct the group to close their eyes and follow your directions without asking questions. Tell them to fold the paper in half and tear off the upper right hand corner, then in half again to tear off the upper left hand corner, and last, fold it in half one more time to tear off the lower right hand corner. Once done, ask them to open their eyes and look at the papers. It is likely that no one will have a paper that matches yours. When asking the team why their papers do not look like yours, they will observe that they were not allowed to ask questions and that they interpreted your instructions differently. This illustrates the need for two-way communication in the workplace. Follow this exercise with a workshop on effective two-way communication. References 2 Chart Your Course International: Free Icebreakers and Teambuilding Exercises About the Author Based in Houston, Samantha Gluck has been writing articles targeting small businesses and the medical profession since Gluck holds a Bachelor of Science in finance and an Associate of Science in microbiology from the University of Texas. Photo Credits thumbs up image by DXfoto.

### Chapter 4 : [blog.quintoapp.com](http://blog.quintoapp.com): Fish Bowls - Aquariums & Fish Bowls: Pet Supplies

*survival in the corporate fishbowl making it into middle and upper management: private sector led urban development projects management partnerships effects in.*

A man approached to speak with him, and Wentz obliged. They talked for 20 minutes until Wentz realized what awaited: Wentz has made strides to insulate himself, creating a cocoon after leaving a cocoon. He can hunt and play with his dogs on his own land. His brother and his sister-in-law live 10 minutes away. Most days, Wentz drives to work and returns home while avoiding the trappings of stardom. A Joel Embiid reality series would be far more compelling. I do like being low-key, I do like being private, for the most part. He posts online videos of his hunting exploits with his brother. There are times he wants to get a nice meal or needs to make a quick detour at Target. Can he do it successfully? He picked where he lives and how he lives by design. It would be more noteworthy if Wentz found a Center City condo or decided to spend this portion of life in a suburban cul-de-sac. North Dakota is dear to Wentz. He hosted them in Fargo. And he has seemed to make his life in New Jersey as North Dakotan as he could. I can kind of get that peace of mind to get away from the game. Not going to let where I live and the circumstances change that. Happy Independence Day everybody! But some of it can still surprise him. Zach received a free dinner because the servers thought it was Carson. Had a great time seeing the city with some of the boys! In the spring, Wentz joined his brother and sister-in-law for dinner. Then others joined, until Wentz realized the whole street participated. He listens to worship music or a sermon podcast on the ride. He recently started to mix in audio books, including *Forgotten God* by Francis Chan. The first two hours of work are his. His workday concludes around 6: His sister-in-law comes over to cook twice a week. He goes out to eat with the offensive linemen about every other week during the season. When home, Wentz spends times with his two dogs. He takes them out to his backyard and drives an electric bicycle. They chase him or play fetch. Wentz looks for ideas for his YouTube channel about hunting. My favorite cheesesteak place?

### Chapter 5 : Survival in the corporate fishbowl ( edition) | Open Library

*Auto Suggestions are available once you type at least 3 letters. Use up arrow (for mozilla firefox browser alt+up arrow) and down arrow (for mozilla firefox browser alt+down arrow) to review and enter to select.*

### Chapter 6 : How Eagles' Carson Wentz survives in the Philadelphia fishbowl

*Survival in the corporate fishbowl: making it into upper and middle management: 5. Survival in the corporate fishbowl: making it into upper and middle management.*