

Terms of Service

Effective date: August 23, 2026

Last updated: August 23, 2026

These Terms of Service ("Terms") are a legal agreement between you and WC LLC, doing business as HR for the People ("we," "us," "our"), governing your access to and use of Pathfinder, Fit Check, Resume Amplifier, Counterpunch, and any other tools, features, or content we make available (collectively, the "Service").

By creating an account or otherwise using the Service, you agree to these Terms. If you don't agree, don't use the Service.

1. Eligibility

The Service is directed to users who are 18 years of age or older. By using the Service, you represent that you are at least 18 and that you have the legal capacity to enter into these Terms.

2. What the Service Is — and Isn't

Pathfinder, Fit Check, Resume Amplifier, and Counterpunch are guidance tools. They read what you tell us — your background, a resume, a job description, the details of an offer — and generate suggestions, drafts, and analysis using automated systems, including AI models.

****These tools cannot guarantee outcomes and do not provide legal or financial advice.**** Nothing the Service generates is a substitute for independent judgment or for advice from a qualified attorney, accountant, financial advisor, or other licensed professional where your situation calls for one. Career moves carry inherent risk — a lower offer than hoped, a longer search, a negotiation that doesn't go your way — and using the Service does not eliminate that risk or promise a particular result.

Resume Amplifier and Pathfinder do not invent experience, credentials, dates, or numbers on your behalf, and will not suggest that you do. Any suggestion is only ever a sharper way to state something true about your own background — you are responsible for the accuracy of anything you submit to a prospective employer, whether or not it was informed by the

Service.

3. Your Account

You need an account to use the Service beyond the public pages. You agree to provide accurate information when creating an account, to keep your login credentials confidential, and to notify us promptly at contact@hrforthepeople.com if you believe your account has been accessed without your permission. You're responsible for activity that happens under your account.

4. Plans, Billing, and Payment

Free access. Every account gets one free run of any tool, for the life of the account.

Paid plans. Beyond the free run, you can buy a single additional run, or subscribe for unlimited access on a monthly or yearly basis. Current pricing is shown on the Service. We may change our prices; if we do, the new price applies starting with your next renewal, and we'll show it to you before it's charged.

Payment processing. All payments are processed by Paddle.com Market Limited ("Paddle"), our payment processor and merchant of record. Paddle handles billing, taxes, and payment method storage; we never receive or store your full card details. Your purchase is also subject to [Paddle's own terms](#) as merchant of record for the transaction.

Subscriptions renew automatically. A monthly or yearly subscription renews automatically at the then-current price until you cancel. You can cancel at any time from your account page; cancelling stops future charges, and you keep access through the end of the period you've already paid for.

Free trials. Where offered, a free trial requires a valid payment method up front. Nothing is charged during the trial period. If you don't cancel before the trial ends, it converts automatically into a paid subscription at the price shown when you started the trial. Each account is eligible for one free trial, for the life of the account, regardless of

which specific trial offer was used to start it.

Referral rewards and gifted access. We may offer promotional mechanics — for example, a reward for referring another paying customer, or the ability to purchase a year of access as a gift for someone else. These are offered at our discretion, may be modified or discontinued at any time, and are subject to any additional terms shown at the time of the offer. A gifted subscription is not a recurring charge to the person who purchased it, and does not include ongoing billing to their payment method for the recipient's renewal.

5. Cancellation

You can cancel a subscription at any time from your account page. Cancelling stops future charges. You keep access to paid features through the end of the billing period you've already paid for; after that, your account reverts to whatever free access it's otherwise entitled to. Anything you've already generated — saved offers, fit checks, resume reviews, career explorations — stays readable even after a subscription ends.

6. Refunds

You may request a refund within 14 days of your order date. Requests are reviewed individually — tell us what happened and we'll sort it out. You can start a refund request directly with Paddle or by emailing us at contact@hrforthepeople.com. Paddle, as merchant of record, administers the actual refund.

7. Your Content

You may submit information to the Service — career background, resume text, job descriptions, offer details, and similar material ("Your Content"). You retain ownership of Your Content. By submitting it, you give us the rights we need to operate the Service: to process, store, and use Your Content to generate results for you, and, where you upload an offer letter or benefits document, to extract de-identified terms as described in our Privacy Policy. See the

[Privacy Policy](#) for the full detail on how we collect, use, retain, and — for de-identified offer and benefits data only — may license or share what you submit.

You're responsible for Your Content and for having the right to submit it. Don't submit anything that isn't yours to share, that infringes someone else's rights, or that you don't have permission to use.

8. Acceptable Use

You agree not to:

- Use the Service for any unlawful purpose, or in a way that violates these Terms
- Attempt to gain unauthorized access to the Service, other accounts, or our systems
- Interfere with or disrupt the Service, including through excessive automated requests, scripted abuse of any tool, or attempts to bypass usage limits or payment
- Reverse engineer, decompile, or attempt to extract the underlying models, prompts, or source code behind the Service
- Impersonate any person or entity, or misrepresent your affiliation with one
- Use the Service to build a competing product

We may suspend or terminate access for conduct we believe violates this section or otherwise harms the Service, other users, or us.

9. Intellectual Property

The Service — including its design, software, text, and underlying technology, but excluding Your Content — is owned by us or our licensors and protected by intellectual property law. These Terms don't grant you any rights to our trademarks, logos, or branding.

Subject to these Terms, we grant you a limited, non-exclusive, non-transferable license to use the Service for your own personal, non-commercial career-related purposes.

10. Disclaimer of Warranties

THE SERVICE IS PROVIDED "AS IS" AND "AS AVAILABLE," WITHOUT WARRANTIES OF ANY KIND, WHETHER EXPRESS, IMPLIED, OR STATUTORY, INCLUDING WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, AND NON-INFRINGEMENT. WE DO NOT WARRANT THAT THE SERVICE WILL BE UNINTERRUPTED, ERROR-FREE, OR SECURE, OR THAT ANY RESULT, SUGGESTION, OR OUTCOME THE SERVICE GENERATES WILL BE ACCURATE, COMPLETE, OR SUITABLE FOR YOUR PARTICULAR SITUATION.

11. Limitation of Liability

TO THE MAXIMUM EXTENT PERMITTED BY LAW, WC LLC AND ITS OFFICERS, EMPLOYEES, AND AGENTS WILL NOT BE LIABLE FOR ANY INDIRECT, INCIDENTAL, SPECIAL, CONSEQUENTIAL, OR PUNITIVE DAMAGES, OR ANY LOSS OF PROFITS, REVENUE, DATA, OR OPPORTUNITY (INCLUDING A JOB OFFER, A RAISE, OR A NEGOTIATION OUTCOME), ARISING OUT OF OR RELATED TO YOUR USE OF THE SERVICE, EVEN IF WE'VE BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

OUR TOTAL LIABILITY FOR ANY CLAIM ARISING OUT OF OR RELATING TO THESE TERMS OR THE SERVICE WILL NOT EXCEED THE GREATER OF (A) THE AMOUNT YOU PAID US IN THE 12 MONTHS BEFORE THE CLAIM AROSE, OR (B) \$50.

Some jurisdictions don't allow the exclusion or limitation of certain damages, so some of the above limitations may not apply to you.

12. Indemnification

You agree to indemnify and hold us harmless from any claim, loss, or demand, including reasonable attorneys' fees, made by any third party arising out of Your Content, your violation of these Terms, or your misuse of the Service.

13. Termination

You may stop using the Service and delete your account at any time. We may suspend or terminate your access to the Service, with or without notice, if we believe you've violated these Terms or if we discontinue the Service. Sections of these Terms that by their nature should survive termination — including Sections 7, 10, 11, 12, and 15 — will survive.

14. Changes to the Service or These Terms

We may modify or discontinue any part of the Service at any time. We may update these Terms from time to time; if we make material changes, we'll notify you by email or through a notice on the Service before they take effect. Continued use of the Service after a change takes effect means you accept the updated Terms. The "Last updated" date at the top reflects the most recent version.

15. Governing Law

These Terms are governed by the laws of the United States and the state in which WC LLC is organized, without regard to conflict-of-laws principles. Any dispute arising out of these Terms or the Service will be resolved in the courts located in that state, and you consent to their jurisdiction.

16. Miscellaneous

If any provision of these Terms is found unenforceable, the remaining provisions stay in full effect. Our failure to enforce a provision isn't a waiver of it. You may not assign these Terms without our consent; we may assign them freely. These Terms, together with the Privacy Policy, are the entire agreement between you and us regarding the Service.

17. Contact Us

contact@hrforthepeople.com