

PILOT PARTICIPANT AGREEMENT
Free Beta Access — No Payment Required

PARTICIPANT INFORMATION

<p>FIRST NAME</p> <input type="text"/>	<p>LAST NAME</p> <input type="text"/>
<p>EMAIL ADDRESS</p> <input type="text"/>	<p>PHONE NUMBER</p> <input type="text"/>
<p>CITY, STATE</p> <input type="text"/>	<p>DATE</p> <input type="text"/>

USER TYPE

- | | | |
|---------------------------------------|--|-------------------------------------|
| <input type="checkbox"/> Veteran | <input type="checkbox"/> Returning Citizen | <input type="checkbox"/> Gig Worker |
| <input type="checkbox"/> New Graduate | <input type="checkbox"/> Career Changer | <input type="checkbox"/> Other |
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1. Parties

This Pilot Participant Agreement ("Agreement") is entered into by and between Path To Work ("Provider"), a career navigation platform operated by Reider A. Waage, Elk Grove, California, reachable at reider.waage@gmail.com and pathtowork.org, and the individual identified in the signature block below ("Participant").

By signing below or clicking "I Agree" on the platform, Participant acknowledges having read, understood, and accepted all terms of this Agreement.

2. Purpose of the Pilot Program

Path To Work is conducting a structured pilot program to evaluate the effectiveness of its guided career assessment and resource-matching platform. The pilot is designed to serve individuals facing barriers to employment, including but not limited to:

- U.S. military veterans and service members transitioning to civilian careers
- Returning citizens re-entering the workforce after incarceration
- Gig economy and contract workers seeking stable employment
- Recent graduates without a defined career direction
- Individuals experiencing mid-career transitions or displacement
- People with disabilities seeking accessible career pathways

Participation is offered at **no cost**. There is no obligation to purchase any product or service now or in the future.

3. Grant of Access

Provider grants Participant a limited, non-exclusive, non-transferable, revocable license to access and use the Path To Work platform ("Platform") during the pilot period. This license is personal to Participant and may not be sublicensed, assigned, or shared with any third party.

Permitted uses during the pilot period include:

- Completing the career assessment for personal career planning purposes
- Reviewing personalized pathway recommendations
- Accessing linked educational resources and certification information
- Providing feedback to Provider to improve the Platform

4. Participant Responsibilities

As a condition of participation, Participant agrees to:

- Complete the assessment honestly and to the best of their ability
- Provide candid feedback when requested, including bug reports and usability suggestions
- Participate in at least one brief feedback session (10-15 minutes) during the pilot period if invited
- Refrain from sharing login credentials or providing Platform access to others
- Report any technical issues, errors, or unexpected behavior to Provider promptly
- Notify Provider if Participant's contact information changes during the pilot

5. Feedback and Data Rights

5.1 Feedback License

Participant agrees that any suggestions, ideas, feedback, or recommendations provided to Provider regarding the Platform ("Feedback") shall be deemed non-confidential and Provider shall have a perpetual, irrevocable, royalty-free, worldwide license to use, incorporate, and commercialize such Feedback without any obligation to Participant.

5.2 Anonymized Data

Provider may collect anonymized, aggregated usage data from the Platform for purposes of product improvement, research, investor reporting, and grant applications. No individually identifiable information will be shared with third parties without Participant's separate written consent.

5.3 Personal Information

Provider will handle Participant's personal information in accordance with the Path To Work Privacy Policy, available at pathtowork.org/privacy. Participant may request deletion of their data at any time by emailing reider.waage@gmail.com.

6. Intellectual Property

All content, curriculum, methodology, scoring algorithms, user interface design, branding, and source code comprising the Platform are the exclusive property of Reider A. Waage / Path To Work, protected by U.S. copyright law and, where applicable, trade secret law.

Participant shall not: (a) copy, reproduce, or redistribute any portion of the Platform; (b) reverse-engineer, decompile, or disassemble any component of the Platform; (c) use the Platform or its content to create a competing product or service; or (d) remove or obscure any copyright, trademark, or proprietary notices.

"Path To Work" and the Path To Work logo are trademarks of Reider A. Waage. Nothing in this Agreement grants Participant any license to use Provider's trademarks, trade names, or logos.

7. Confidentiality

Provider may share with Participant certain non-public information about the Platform during the pilot, including unreleased features and internal roadmap details ("Confidential Information"). Participant agrees to: (a) hold all Confidential Information in strict confidence; (b) not disclose Confidential Information to any third party without Provider's prior written consent; and (c) use Confidential Information only for purposes of the pilot participation.

8. Disclaimer of Warranties

THE PLATFORM IS PROVIDED "AS IS" AND "AS AVAILABLE" FOR PILOT EVALUATION PURPOSES. PROVIDER MAKES NO WARRANTIES, EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, OR NON-INFRINGEMENT. Provider does not warrant that the Platform will be error-free, uninterrupted, or that any career recommendations will result in employment. Career outcomes depend on many factors outside Provider's control.

9. Limitation of Liability

TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, PROVIDER SHALL NOT BE LIABLE FOR ANY INDIRECT, INCIDENTAL, SPECIAL, CONSEQUENTIAL, OR PUNITIVE DAMAGES ARISING OUT OF OR RELATED TO PARTICIPANT'S USE OF THE PLATFORM, EVEN IF PROVIDER HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. PROVIDER'S TOTAL CUMULATIVE LIABILITY TO PARTICIPANT FOR ANY CLAIMS ARISING UNDER OR RELATED TO THIS AGREEMENT SHALL NOT EXCEED ZERO DOLLARS (\$0.00), AS THE PLATFORM IS PROVIDED FREE OF CHARGE.

10. Term and Termination

This Agreement begins on the date Participant signs below or accepts electronically and continues until the earlier of: (a) completion of the pilot program as determined by Provider; (b) Participant's voluntary withdrawal; or (c) termination by Provider upon notice.

Either party may terminate this Agreement at any time without cause by providing written notice (email is sufficient) to the other party. Upon termination, Participant's access to the Platform will be revoked and Sections 5, 6, 7, 8, 9, and 12 shall survive.

11. Optional Testimonial Release

This section is OPTIONAL and Participant's access is not conditioned on consent.

Participant MAY grant Provider permission to use Participant's name, general location (city/state only), and a brief written or recorded testimonial for promotional purposes, including the Path To Work website, social media, and investor materials. Check the applicable box:

YES — I consent to Provider using my first name, city/state, and testimonial.

NO — I do not consent to testimonial use at this time.

12. General Provisions

12.1 Governing Law

This Agreement shall be governed by the laws of the State of California, without regard to its conflict of law provisions. Any disputes shall be resolved in the state or federal courts located in Sacramento County,

California.

12.2 Entire Agreement

This Agreement, together with the Path To Work Privacy Policy and Terms of Service (available at pathtowork.org), constitutes the entire agreement between the parties with respect to the subject matter hereof and supersedes all prior negotiations, representations, or agreements.

12.3 Amendment

Provider reserves the right to update this Agreement during the pilot period by providing Participant with written notice. Continued use of the Platform after such notice constitutes acceptance of the updated terms.

12.4 Severability

If any provision of this Agreement is found to be unenforceable, the remaining provisions shall continue in full force and effect.

12.5 Waiver

Provider's failure to enforce any right or provision of this Agreement shall not constitute a waiver of that right or provision.

12.6 No Employment Guarantee

Nothing in this Agreement or the Platform constitutes a guarantee of employment, career placement, or any specific career outcome. Path To Work provides tools and guidance only; career success depends on Participant's own efforts and circumstances.

Signatures

By signing below, the parties agree to the terms and conditions set forth in this Pilot Participant Agreement.

PROVIDER

Signature

Printed Name: Reider A. Waage

Founder, Path To Work

Date

hello@pathtowork.org | pathtowork.org

PARTICIPANT

Signature

Printed Name

Date

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