

PATH TO WORK

Guided Career Navigation for Underserved Populations

PILOT PARTICIPANT AGREEMENT

Free Beta Access — No Payment Required

PARTICIPANT INFORMATION

FIRST NAME

LAST NAME

EMAIL ADDRESS

PHONE NUMBER

CITY, STATE

DATE

USER TYPE

Veteran

Returning Citizen

Gig Worker

New Graduate

Career Changer

Other

1. Purpose

Path To Work is conducting a structured pilot program to evaluate the effectiveness of its guided career assessment and resource-matching platform, designed to serve individuals facing barriers to employment — including veterans, returning citizens, gig workers, new graduates, and career changers. Participation is offered at **no cost** with no obligation to purchase any product or service.

2. Grant of Access

Provider grants Participant a limited, non-exclusive, non-transferable, revocable license to access and use the Path To Work platform during the pilot period for personal career planning purposes only. This license may not be shared with any third party.

3. Participant Responsibilities

By participating, Participant agrees to: (a) complete the assessment honestly; (b) provide candid feedback when requested; (c) participate in at least one brief feedback session (10-15 min) if invited; (d) refrain from sharing access with others; and (e) report any technical issues to Provider promptly.

4. Feedback and Data Rights

Feedback: Any suggestions or ideas provided to Provider are deemed non-confidential. Provider may use Feedback without any obligation to Participant.

Anonymized Data: Provider may collect anonymized usage data for product improvement and reporting. No individually identifiable information will be shared with third parties without separate written consent.

Personal Data: Participant may request deletion of their data at any time by emailing reider.waage@gmail.com.

5. Intellectual Property

All content, curriculum, methodology, scoring algorithms, design, and source code comprising the Platform are the exclusive property of Reider A. Waage / Path To Work, protected by U.S. copyright and trade secret law. "Path To Work" is a trademark of Reider A. Waage. Participant shall not copy, reverse-engineer, or use the Platform to create a competing product.

6. Disclaimer & Limitation of Liability

THE PLATFORM IS PROVIDED "AS IS" FOR PILOT EVALUATION PURPOSES ONLY. PROVIDER MAKES NO WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, OR NON-INFRINGEMENT. Provider's total liability shall not exceed \$0.00 as the Platform is provided free of charge. Nothing herein constitutes a guarantee of employment or any specific career outcome.

7. Term and Termination

This Agreement begins on the date signed and continues through the pilot period designated by Provider (typically 30-90 days). Either party may terminate at any time with written notice. Upon termination, Participant's access to the Platform will be revoked.

8. Governing Law

This Agreement is governed by the laws of the State of California. Any disputes shall be resolved in the courts of Sacramento County. This Agreement constitutes the entire agreement between the parties regarding the subject matter herein.

9. Optional Testimonial Release

This section is OPTIONAL — your access is not conditioned on your choice.

Participant MAY grant Provider permission to use their first name, city/state, and a brief testimonial quote for marketing and promotional purposes. Please check one:

YES — I consent to use of my name and testimonial for promotional purposes

NO — I do not consent at this time

SIGNATURES

By signing below, both parties acknowledge they have read, understood, and agree to the terms of this Pilot Participant Agreement.

PROVIDER

Signature

Printed Name: Reider A. Waage

Founder, Path To Work

Date

reider.waage@gmail.com

PARTICIPANT

Signature

Printed Name

Date

Path To Work(tm) | pathtowork.org | reider.waage@gmail.com | c 2026 Reider A. Waage. All rights reserved.