



# Collective Coaching – Terms & Conditions

Operated by The Collective Consulting, LLC

Effective Date: January 2026

Welcome to Collective Coaching, a program operated by **The Collective Consulting, LLC** (“Company,” “we,” “us,” or “our”). By enrolling in any Collective Coaching program, course, internship, membership, or related service (collectively, the “Programs”), you agree to the following Terms & Conditions.

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## 1. Eligibility

Our Programs are designed for licensed or formerly licensed healthcare professionals (including but not limited to OTs, PTs, SLPs, PAs, RNs, and other allied health professionals) seeking transition into non-clinical healthcare careers.

Participants must be at least 18 years of age.

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## 2. Program Access & Intellectual Property

All materials provided through Collective Coaching — including but not limited to:

- Curriculum
- Slide decks

- Templates
- Frameworks
- Worksheets
- Recorded sessions
- Downloadable resources
- Internship matching processes
- Proprietary tools and workflows
- Community materials
- Podcasts or membership content

— are proprietary and owned exclusively by **The Collective Consulting, LLC**.

You may not:

- Reproduce, distribute, share, sell, sublicense, or transfer materials
- Record live sessions without written permission
- Repurpose content for your own coaching, consulting, or training programs
- Share login credentials or grant access to non-enrolled individuals

All intellectual property rights remain with The Collective Consulting, LLC.

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### **3. No Refund Policy**

Due to the immediate access provided to proprietary materials, community resources, and curriculum upon enrollment:

**All sales are final. We do not offer refunds under any circumstances.**

This includes:

- Change of mind
- Schedule conflicts
- Job changes
- Personal circumstances
- Failure to attend live sessions
- Dissatisfaction based on unmet expectations

If a participant enrolls in a payment plan, they remain responsible for completing all scheduled payments.

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## **4. Payment Terms**

Participants agree to pay all fees associated with their selected Program.

If enrolling through a payment plan:

- Payments must be made on time
- Missed payments may result in suspension of access or late fees
- The Company reserves the right to pursue collection of unpaid balances

Fees are non-transferable unless explicitly stated in writing by the Company.

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## **5. Program Results Disclaimer**

Collective Coaching provides education, strategy, mentorship, and facilitation.

We do not guarantee:

- Employment

- Specific salary outcomes
- Internship placement
- Interview offers
- Business success

Individual results vary based on effort, market conditions, prior experience, and external factors beyond our control.

We may share alumni outcomes (e.g., 60%+ job placement) for informational purposes, but past results do not guarantee future outcomes.

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## **6. Internship Program Disclaimer (If Applicable)**

For participants in the Internship Program:

- Collective Coaching facilitates matching between clinicians and host companies.
- Final internship offers are subject to company approval.
- Collective Coaching does not guarantee placement.
- Internship performance expectations are determined by the host company.
- Participants are responsible for maintaining professionalism and confidentiality during internships.

Further terms may be outlined in a separate internship agreement.

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## **7. Community Conduct**

Collective Coaching is built on professionalism, respect, and peer accountability.

Participants agree to:

- Maintain confidentiality within the community
- Refrain from harassment, discrimination, or solicitation
- Engage respectfully in discussions
- Protect private information shared by other members

We reserve the right to remove any participant from the Program without refund for inappropriate conduct.

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## **8. Confidentiality**

Participants agree not to disclose proprietary frameworks, templates, pricing structures, curriculum strategies, or business processes outside of the program.

Likewise, we encourage participants to respect the confidentiality of other members' personal career transitions, salaries, and job search strategies.

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## **9. Limitation of Liability**

To the fullest extent permitted by law, The Collective Consulting, LLC shall not be liable for:

- Indirect or consequential damages
- Lost wages or job opportunities
- Business losses
- Emotional distress
- Decisions made based on Program content

Participation is voluntary and undertaken at your own risk.

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## **10. Modifications**

We reserve the right to update these Terms & Conditions at any time. Continued participation constitutes acceptance of any revised terms.

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## **11. Governing Law**

These Terms shall be governed by the laws of the State of Texas, without regard to conflict of law principles.

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## **12. Contact Information**

For questions regarding these Terms & Conditions, please contact:

**The Collective Consulting, LLC**

Email: [collectivecoachinginfo@gmail.com](mailto:collectivecoachinginfo@gmail.com)

Website: [www.joincollectivecoaching.com](http://www.joincollectivecoaching.com)