

Terms of Service

Last updated: November 12, 2025

Welcome to HR Compass and Real World Readiness ('we,' 'us,' or 'our'). By using our website or services, you agree to the following terms:

1. Use of Services

Our consulting, training, and workshop services are designed for educational and professional purposes. You agree to use our services lawfully and ethically.

2. Payment & Refunds

All fees are due at the time of booking unless otherwise stated. Cancellations must be made at least 48 hours before a workshop or consultation to receive a partial refund. No refunds are issued after services have been rendered.

3. Intellectual Property

All materials, templates, and content provided through HR Compass or Real World Readiness are owned by us and may not be copied, distributed, or reused without permission.

4. Limitation of Liability

We provide information and guidance based on professional expertise but do not guarantee specific business or employment outcomes. HR Compass and Real World Readiness are not liable for any indirect, incidental, or consequential damages arising from the use of our services.

5. Third-Party Services

We may link to or integrate with third-party platforms (e.g., Eventbrite, Square). We are not responsible for their practices or content.

6. Modifications

We may update these Terms at any time. Changes will be posted on this page with an updated date.

7. Governing Law

These Terms are governed by the laws of the State of Florida.