

# Terms & Conditions for Bridge To Works

**Effective Date: September 14th 2025**

## 1. Acceptance of Terms

Welcome to **Bridge To Works**. By accessing or using our platform, you agree to be legally bound by these Terms and Conditions of Use ("Terms"). If you do not agree with these Terms, you should not use our platform.

**Bridge To Works** is owned and operated by **Martin E. Mendez** (hereinafter, "we," "us," or "the Company").

## 2. Description of the Service

**Bridge To Works** is a software-as-a-service (SaaS) platform designed to streamline the hiring process. It allows business owners to post job openings and receive resumes from candidates. The platform organizes and presents these resumes, assigning them an AI-generated "score" to help employers assess the compatibility of profiles with the job posting.

The platform **acts solely as a technological intermediary**. We do not filter candidates or validate the information provided in resumes. The final hiring decision and verification of candidate information are the sole responsibility of the employer.

## 3. Eligibility and User Accounts

- **For Employers:** Platform usage is restricted to business owners seeking personnel. Users must be 18 years of age or older.
- **For Candidates:** Candidates can upload their resumes and edit the automatically generated profile. It is not necessary to create a user account to apply for a job, but it is required to edit the profile.
- You are responsible for maintaining the confidentiality of your login credentials and for all activity that occurs under your account.

## 4. User Content

You are solely responsible for the content you upload, post, or share on the platform, including, but not limited to, job postings, resumes, .pdf files, and .docx files.

You agree not to upload any content that:

- Is illegal, false, misleading, or fraudulent.
- Is discriminatory, threatening, defamatory, or contains hate speech.
- Infringes on the intellectual property rights of third parties.
- Contains viruses, malware, or any other harmful code.

We reserve the right to remove any content that we deem to violate these Terms, without prior notice.

## 5. Subscription Plans and Payments

- **Plans:** The basic use of the platform is free. We offer paid subscription plans (monthly or yearly) that unlock additional features. The details of each plan are specified on the platform.
- **Payments:** Subscription payments are processed through **Stripe**. By subscribing, you authorize Stripe to process recurring payments.
- **Non-Refundable:** All subscriptions are **non-refundable**. You may cancel your subscription at any time.

## 6. Subscription Cancellation

You may cancel your subscription at any time through your account's dashboard on the platform. The cancellation will take effect at the end of the current billing cycle. No refunds will be issued for the unused portion of the subscription period.

## 7. Intellectual Property Rights

**Bridge To Works** and all its content, including but not limited to text, graphics, logos, icons, images, audio clips, and software, are the property of Martin E. Mendez and are protected by the copyright laws of the United States and other countries.

## 8. Limitation of Liability

**Bridge To Works** is provided "as is" and "as available." We do not guarantee that the platform will be uninterrupted, error-free, or free from viruses or other harmful components. The Company shall not be liable for any indirect, incidental, special, consequential, or punitive damages.

## 9. Privacy and Data Protection

Our **Privacy Policy** describes how we collect, use, and protect your personal data. By using the platform, you agree to the processing of your data in accordance with our Privacy Policy.

- **Data Collection:** We collect user and candidate data, including name, email, phone number, resume, and work history.
- **Data Use and Sharing:** Candidate data will be shared with employers for the selection process. Employer data is not shared with candidates.

## 10. Governing Law and Jurisdiction

These Terms shall be governed by and construed in accordance with the laws of the State of New York, USA, without giving effect to any principles of conflicts of law. Any dispute arising from these Terms shall be resolved exclusively in the federal and state courts located in New York, New York.

## 11. Changes to the Terms

We reserve the right to modify these Terms at any time. We will notify you of significant changes by posting the updated Terms on the platform. Your continued use of the platform after such notification will constitute your acceptance of the new Terms.