# Terms of Service

Effective Date: August 11, 2025

Welcome to Altera Strategy Foundry LLC (“Altera”). By accessing or using our website, systems, or services (“Services”), you agree to these Terms of Service (“Terms”). If you do not agree, do not use our Services.

## 1. Services

Altera provides AI-powered hiring tools, including:  
- Resume verification to test and evaluate applicant claims  
- Job fit scoring that compares resumes to job descriptions

These Services are intended for lawful hiring and evaluation purposes only.

## 2. Eligibility

You must be at least 18 years old. If you are using the Services on behalf of a company or organization, you represent that you have authority to bind that entity to these Terms.

## 3. Your Responsibilities

You agree to:

- Use the Services only for lawful purposes  
- Upload only information you are authorized to process  
- Comply with all applicable privacy, data protection, and employment laws  
- Avoid interfering with or reverse-engineering the Services

## 4. Data

You grant Altera a limited license to process uploaded resumes, job descriptions, and related information for the purpose of providing the Services. This includes generating job fit scores and challenge questions. Altera will not sell applicant data to third parties. Data use is governed by our Privacy Policy.

## 5. Prohibited Uses

You may not:

- Use the Services to discriminate unlawfully  
- Upload harmful code  
- Misrepresent data  
- Access accounts or systems without permission

## 6. Trial or Beta Use

Trial or beta versions may be incomplete or contain errors and are provided “as is” without warranties.

## 7. Intellectual Property

All intellectual property in the Services belongs to Altera or its licensors. You may not copy, modify, or distribute any part of the Services without written consent.

## 8. Disclaimer of Warranties

The Services are provided “as is” without warranties of any kind.

## 9. Limitation of Liability

To the fullest extent permitted by law, Altera is not liable for any indirect, incidental, or consequential damages arising from your use of the Services.

## 10. Indemnification

You will indemnify and hold harmless Altera from any claims or damages arising out of your use of the Services or violation of these Terms.

## 11. Changes to Terms

We may update these Terms at any time by posting a revised version on our website. Continued use of the Services after updates means you accept the changes.

## 12. Governing Law

These Terms are governed by the laws of the State of California. Any disputes will be resolved in the courts of Santa Clara County, California.

## Contact

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