# A black background with a black square  AI-generated content may be incorrect.

# Terms of Service

Effective Date: August 16, 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, voluntary self-identification data, 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. 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.

## 7. Feedback

Any feedback you provide may be used by Altera to improve the Services without compensation or obligation.

## 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 agree to 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.

## 13. Trial Access

If you participate in a limited access trial of Altera AI Screen (“Trial”), the following additional terms apply:

- **Scope & Duration:** Trial access is provided solely for evaluation purposes and is valid for 60 calendar days from the date access is granted, unless otherwise agreed in writing. Altera may revoke access at its discretion.

- **Access Method:** Trial users receive access by individual email invitation. Advanced access controls (such as SSO or IP restrictions) are not supported.

- **Data & Privacy:** Trial participants may upload resumes or related files. Uploaded data is treated as confidential, may be analyzed internally to improve performance, and will not be shared with third parties. You may request deletion of trial data at any time by contacting support@alterasf.com.

- **Acceptable Use:** You may not upload unlawful, discriminatory, or personally identifiable content without proper consent. Misuse may result in immediate termination of access.

- **Intellectual Property:** All IP related to the product, software, and outputs remains the property of Altera. Reverse engineering, copying, or disclosure of system details is prohibited.

- **No Warranty:** The Trial is provided “as is,” with no warranties regarding performance, uptime, or outcomes.

- **Limitation of Liability:** To the maximum extent permitted by law, Altera is not liable for indirect, incidental, or consequential damages related to the Trial. You use the Trial at your own risk.

- **Indemnification:** You agree to indemnify and hold harmless Altera from any claims, losses, or legal actions resulting from your Trial use, including employment decisions made based on outputs.

- **Post-Trial Follow-Up:** At the end of the Trial, Altera may contact you to discuss a full license. Participation does not obligate either party to enter a commercial agreement.

### 14. Data Protection & Compliance

We will comply with applicable data protection and privacy laws, including the General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA), to the extent they apply. If your organization requires a Data Processing Agreement (DPA), please contact us at legal@alterasf.com.

### 15. Termination

We may suspend or terminate your access to the Services at any time if you violate these Terms, misuse the Services, fail to pay applicable fees (if any), or engage in unlawful activity. Upon termination, your right to use the Services will immediately cease.

### 16. Export Controls & International Use

You agree not to use or access the Services in violation of U.S. export control laws and regulations. Accessing the Services from jurisdictions where it is unlawful is prohibited.

### 17. Entire Agreement

These Terms constitute the entire agreement between you and Altera with respect to the Services and supersede all prior or contemporaneous agreements, whether written or oral.

### 18. Severability

If any provision of these Terms is found to be invalid or unenforceable, the remaining provisions will remain in full force and effect.

**19. Superseding Terms**

If you previously accessed the Services under a separate onboarding form or trial agreement, these Terms of Service replace and supersede those earlier terms for any continued use of the Services.

### 20. Contact for Legal Notices

Legal notices should be sent to:

**Altera Strategy Foundry LLC**

550 Ortega Avenue #A315

Mountain View, CA 94040

Email: legal@alterasf.com

## Contact

Altera Strategy Foundry LLC
Email: legal@alterasf.com