

Coaching Terms

McBride Restaurant Consulting LLC

Version 1.1

1. Agreement

These Coaching Terms apply to each digital coaching session purchased from McBride Restaurant Consulting LLC ("McBride"). The purchaser and participant are referred to as "Client." These terms become effective only when Client electronically accepts them and the applicable payment is successfully completed.

2. Coaching Service

Coaching sessions provide educational and professional-development guidance for restaurant managers. Topics may include leadership, communication, accountability, workplace pressure, difficult conversations, work-life boundaries, scheduling, labor awareness, and practical management decision-making.

Sessions are sold in thirty-minute blocks at \$64.99 per block. Client may purchase one to four consecutive blocks, for a maximum scheduled duration of two hours. The duration and total price shown immediately before payment control.

3. Important Professional Disclaimer

Coaching is not therapy, crisis counseling, medical care, legal advice, accounting or tax advice, employment-law advice, a formal human-resources investigation, or regulatory-compliance advice. McBride is not acting as Client's employer, attorney, therapist, accountant, licensed human-resources professional, or fiduciary.

If a situation involves threats, self-harm, abuse, discrimination, harassment, wage-and-hour compliance, food safety, workplace injury, criminal conduct, or another issue requiring licensed or emergency help, Client should contact the appropriate employer representative, licensed professional, regulator, emergency service, or attorney.

4. Client Responsibility and No Guarantee

Client remains solely responsible for workplace decisions, communications, discipline, scheduling, employment actions, and implementation of any idea discussed. Client should consider employer policies, applicable law, and advice from appropriately qualified professionals before acting.

McBride does not guarantee a promotion, improved performance review, conflict resolution, employee retention, financial result, mental-health outcome, or any other particular result.

5. Scheduling, Rescheduling, and Cancellation

Client may reschedule once or cancel for a full refund by providing at least twenty-four hours' notice before the scheduled start time. Requests may be sent to mcbrijoshua7@gmail.com.

Cancellations or rescheduling requests received less than twenty-four hours before the scheduled start time are not refundable and may be rescheduled only at McBride's discretion. A Client who does not join within fifteen minutes after the scheduled start time may be treated as a no-show. Late arrival does not extend the scheduled end time.

If McBride must cancel or cannot provide the session, Client may choose a reasonable rescheduled time or a full refund to the original payment method.

6. Refunds

Except for timely cancellations, duplicate charges, McBride's cancellation, or circumstances where a refund is required by law, coaching payments are nonrefundable after the session begins or the twenty-four-hour cancellation window closes. Unused time caused by Client's late arrival, early departure, technology problem, or decision not to participate is not refundable.

7. Confidentiality and Its Limits

McBride will use reasonable care to keep the substance of a private coaching conversation confidential. Coaching communications are not legally privileged. McBride may disclose information when Client authorizes disclosure, when reasonably necessary to operate the service, when required by law or legal process, to protect rights or prevent fraud, or when McBride reasonably believes disclosure is necessary to address an imminent risk of serious harm.

Client should avoid sharing unnecessary employee medical information, Social Security numbers, passwords, complete financial-account information, or other highly sensitive data. When discussing employees or coworkers, Client should use only the information reasonably necessary to explain the management issue.

8. Recording and Session Conduct

Neither party may record, transcribe, stream, publish, or distribute a session without the other party's prior written consent. If both parties agree to a recording, the consent should identify how the recording may be used, stored, and deleted.

McBride may end a session for threats, harassment, discriminatory abuse, sexual misconduct, unlawful requests, or conduct that makes a productive session impossible. No refund is required when a session is ended because of Client misconduct.

9. Technology and Availability

Client is responsible for a reliable device, internet connection, private setting, and current contact information. McBride is not responsible for a short interruption outside its reasonable control but will make a reasonable effort to resume or reschedule when a material technology failure prevents the session.

Booking a requested time does not guarantee availability until the booking and payment are confirmed.

10. Intellectual Property

McBride retains ownership of its methods, exercises, templates, checklists, written resources, and other materials. Client may use materials delivered with coaching for personal professional development or internal work at Client's restaurant. Client may not resell, publish, distribute, or use the materials to provide services to others.

11. Limitation of Liability

To the fullest extent permitted by law, McBride will not be liable for indirect, incidental, special, punitive, exemplary, or consequential damages, lost wages, lost profits, lost opportunities, employment decisions, or workplace consequences arising from coaching.

McBride's total aggregate liability arising from a coaching purchase will not exceed the amount Client paid for the specific session giving rise to the claim. This limitation does not apply where prohibited by law or to liability resulting from fraud, gross negligence, or willful misconduct.

12. Governing Law and Disputes

Washington law governs these terms. The parties will first attempt in good faith to resolve a dispute by written notice and direct discussion. Any court proceeding must be brought in an eligible small-claims court or a state or federal court located in King County, Washington.

13. Electronic Acceptance

Typing a legal name, checking the Coaching Terms box, and continuing to payment constitutes an electronic signature. The acceptance record may include Client's name, email, role, selected session length, amount, terms version, timestamp, and technical transaction information.

Contact

McBride Restaurant Consulting LLC

Kirkland, Washington

mcbridejoshua7@gmail.com

These terms are a business template and should be reviewed by a Washington attorney before reliance in a material dispute.