

Winners Pathway provides professionally crafted, ATS-optimized career documents. We do not guarantee, promise, or imply any guarantee of employment outcomes, including but not limited to:

- Interview invitations or responses from employers
- Job offers or placement in any role
- Salary outcomes or negotiation results
- ATS passage at any specific employer's system
- Timeframe for securing employment

Career outcomes depend on a wide range of factors outside Winners Pathway's control, including market conditions, employer requirements, competition for roles, individual interview performance, and economic conditions.

All career documents produced by Winners Pathway are based entirely on information provided by the client through the questionnaire and any supporting materials. Winners Pathway does not independently verify the accuracy of any information provided.

You are responsible for ensuring that all information submitted is accurate, truthful, and complete. Winners Pathway accepts no liability for documents that contain inaccuracies arising from information provided by the client.

Presenting inaccurate information in career documents to prospective employers is the sole responsibility of the client.

Winners Pathway validates all documents using Jobscan, Rezi, and Wobo prior to delivery, targeting a minimum 85% ATS match score against the job posting provided. An ATS Score Report is included with every delivery showing the scores achieved.

ATS scores are tool-specific, version-specific, time-specific, and posting-specific. If you run your own ATS test after receiving your documents, your result may differ from the scores in your ATS Score Report. This is normal and expected. Common reasons for variance include:

- Different tools use different algorithms — Jobscan, Rezi, Wobo, and other platforms each measure different aspects of ATS compliance and will never produce identical scores
- Testing the wrong version — only the ATS version of your resume (single-column, no graphics, plain formatting) should be tested; testing the Visual Presentation version will always produce a lower score
- Job posting changes — employers update and edit postings regularly; a posting tested after delivery may differ from the version used at time of your report
- Tool algorithm updates — ATS scoring platforms update their models frequently; the same tool may produce a different score on different dates
- Different job posting URL — testing against a similar but different role will produce a different result

A different score produced by a different tool, a different resume version, or the same tool run at a later date does not indicate a deficiency in the delivered document. Winners Pathway's scores are documented on your ATS Score Report and reflect the ATS version tested against the exact posting URL provided at time of delivery.

ATS systems also vary by employer platform and version. An 85%+ match score does not guarantee identical performance in every employer's proprietary ATS environment. Winners Pathway does not warrant ATS passage at any specific employer or platform.

Career documents delivered by Winners Pathway are intended for the personal career use of the named client only. Winners Pathway accepts no responsibility for how documents are used, modified, or presented after delivery.

Winners Pathway is not responsible for any outcomes arising from the client's use, modification, or distribution of delivered documents.

The services provided by Winners Pathway constitute professional writing and document preparation. They do not constitute legal advice, financial advice, career counselling, or any form of regulated professional service.

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If you have questions about this disclaimer, please contact us at [info@winnerspathway.com](mailto:info@winnerspathway.com).

9 — NO RELIANCE No reliance on outcomes or guarantees.

10 — CLIENT REVIEW Client must review documents before use.

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