COMPLETE RPA BOOTCAMP

"Hired or Free" Money-Back Guarantee Terms

Effective Date: 28 January 2026

Leon Petrou, Inc. (Delaware, C-Corporation), operating as "Complete RPA Bootcamp".
*In this term sheet, **Leon Petrou, Inc.** may be referred to as **"Complete RPA Bootcamp," "the Bootcamp," "we," "us,"** or **"our."***

Welcome to the Complete RPA Bootcamp. We are committed to your success and will support you fully in your transition into a career in software automation. We back our commitment with the **"Hired or Free" Money-Back Guarantee**: subject to the Terms below, we will refund 100% of your paid tuition if you are not offered a Qualifying Position within the 12 months of enrolling in the Complete RPA Bootcamp.

A career transition involves focused, consistent effort. We put in this effort to help you make that transition, and ask for an equal commitment from you. Specifically, you must satisfy the requirements below to be eligible for the "Hired or Free" Money-Back Guarantee. If these requirements are not satisfied, you may still participate in the program and receive all of the advantages of technical training and career support, but you will not be eligible for the tuition refund.

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1. Definitions

1.1 Qualifying Position

A "Qualifying Position" is defined as any role in the software automation field as:

1. A salaried employee or waged employee working an average of at least 30 hours a week, onsite or remotely;
2. A full-time (30 or more hours per week) contractor, intern, or other compensated service provider relationship for 3 months or longer, working onsite or remotely; or
3. A paid onsite or remote contractor or intern role that has the potential to be extended or converted to a full-time position.

Qualifying roles include, but are not limited to: RPA Developer, Automation Developer, UiPath Developer, Automation Architect, RPA Analyst, RPA Consultant, Automation Analyst, Intelligent Automation Developer, Automation Consultant, Document Understanding Developer, UiPath Specialist, Hyper-automation Developer, AI Automation Developer, Automation Engineer, Solution Architect, Process Automation Architect, Solution Designer, or any other role in the software automation field/industry.

Remote positions are acceptable provided you are legally authorized to work remotely for the employer, whether as a contractor or employee.

1.2 Guarantee Period

The "Guarantee Period" is defined as the 9-month period beginning on the date you receive your certificate of completion from the Complete RPA Bootcamp. You will receive your certificate of completion at the end of Month 3, assuming you have completed all lessons and projects during the technical training.

The Guarantee Period may be extended by Leon Petrou, Inc.:

- By up to two months to account for seasonal slowdowns in hiring (such as during the end-of-year holiday season);
- By up to six months if there is a natural disaster, war, pandemic, or other event beyond our control that significantly disrupts the job market in your region.

1.3 Market-Eligible Countries

Our "Hired or Free" Money-back Guarantee applies only to students residing in "Market-Eligible Countries". Countries where companies actively hire automation developers.

Market-Eligible Countries include:

- United States
- Canada
- United Kingdom
- Germany
- India
- Japan
- Singapore
- Poland
- Australia
- United Arab Emirates
- South Africa

If your country is not listed above, please contact us at support@completerpabootcamp.com to inquire about eligibility, we may make an exception for you. We regularly evaluate additional markets and may expand this list.

If you enroll but are not legally authorized to work as an employee in one of the countries listed above (without employer sponsorship), and you do not have written confirmation from us approving an exception, you will not be eligible for a tuition refund.

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2. Eligibility Requirements

To be eligible for the “Hired or Free” Money-Back Guarantee, you must meet all of the following requirements at enrollment and maintain them throughout the program and Guarantee Period:

2.1 Age

You must be at least 18 years old, or the legal working age in your country or state, whichever is higher.

2.2 English Proficiency

You must be proficient in spoken and written English at a professional level.

2.3 Work Authorization

You must be legally authorized to work in a Market-Eligible Country for at least 12 months following your certificate of completion. This authorization may be through citizenship, permanent residency, or a valid work visa.

2.4 Background Checks

You must be able to pass any background checks associated with jobs you apply for. If you fail to obtain a job offer due to failing a background check, you will not be eligible for the tuition refund.

2.5 Payment Method

You must pay for the program either in full upfront or through our approved installment plan.

2.6 Payment Status

If you are on an installment plan, all payments must be current and on schedule to maintain eligibility. If you miss any of your installment payments and don’t cover it within 30 days of your missed payment, you will not be eligible for the tuition refund.

2.7 Intent to Seek Employment

You must be a genuine job seeker with the intent of securing employment in the software automation field. If your intent changes at any point during the program or Guarantee Period, your eligibility will be voided.

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3. Program Completion Requirements

3.1 Technical Training Phase (Months 1–3)

To complete the Technical Training Phase, you must:

1. **Complete all video lessons**: Watch 100% of the required course content within the 3-month training period. We can track this in the backend of our Learning Management System (LMS) software.
2. **Complete all 14 projects**: Submit all 14 required projects before their respective deadlines.
3. **Incorporate feedback**: Revise and resubmit projects as needed based on Teaching Assistant feedback until each project meets the required standard.
4. **Attend mentoring sessions**: Attend all 3 scheduled monthly mentoring calls with your assigned mentor.
5. **Maintain active participation**: Respond to communications from your mentor and Teaching Assistants within 72 hours.

If you do not receive your certificate of completion, i.e. complete all 5 requirements above, within the 3 months of technical training, you will not be eligible for "Hired or Free" Money-back Guarantee refund.

3.2 UiPath Certification Requirement

You must pass the **UiPath Automation Developer Professional Exam (UiPath-ADPv1)** by the end of Month 6 of your enrollment. This allows time for one retake if needed.

Failure to pass the certification by the end of Month 6 will void your eligibility for the "Hired or Free" Money-Back Guarantee.

3.3 Career Coaching Phase (Months 4–12)

Upon completing the Technical Training Phase and receiving your certificate of completion, you will enter the 9-month Career Coaching Phase. During this phase, you must:

1. **Complete all video lessons**: Watch 100% of the required course content within the first two months of career coaching. The remaining months don't have video lessons, only coaching sessions.
2. **Attend coaching sessions**: Complete all 3 scheduled career coaching sessions with your Career Coach.
3. **Optimize your professional materials**: Work with your Career Coach to optimize your resume and LinkedIn profile. Any significant changes to these materials, such as changing your LinkedIn headline, summary or profile picture must be discussed with your Career Coach.
4. **Respond promptly**: Respond to all communications from your Career Coach within 72 hours.

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4. Job Search Requirements

Starting from the date you receive your certificate of completion (assuming you completed the technical training in the allocated 3 months), you must actively pursue employment opportunities as follows:

4.1 Application Requirements

- **Volume**: Submit a minimum of 10 applications per week to Qualifying Positions using our job search system.
- **Documentation**: Document all job applications in the tracking system provided. You must maintain records of each application, including the company name, position title, date applied, and confirmation of submission.
- **Quality over quantity**: Apply only to positions that match your training and skill level. Mass applications to unsuitable positions do not count toward your weekly requirement.
- **Follow-up**: Conduct at least one follow-up action for each application submitted (e.g., connecting with the hiring manager on LinkedIn, following up via email after one week).

4.2 Networking Requirements

Building your professional network is essential to your job search success. You must:

- **Weekly outreach**: Reach out to at least 5 professionals in the RPA/automation field per week via LinkedIn, email, or professional events. Start the conversation with intention to share your portfolio and ask if their company is hiring.
- **LinkedIn presence**: Build your LinkedIn network to at least 300 relevant connections during the Guarantee Period.

4.3 Communication with Career Services

- **Activity reporting**: Provide your Career Coach with a weekly summary of your job search activities, including applications submitted and networking efforts. This is all submitted through the LMS / online campus.
- **Interview updates**: Promptly inform your Career Coach of all recruiting activity within 72 hours, including interview invitations, rejections, interview outcomes, and job offers. This is communicated via email.
- **Response time**: Respond to all placement-related communications from your Career Coach within 72 hours.

4.4 Interview Conduct

You must pursue all interview opportunities for Qualifying Positions professionally and in good faith, including:

- Responding to employer communications promptly
- Showing up on time for all interviews
- Preparing adequately for each interview
- Providing requested documents and follow-up materials

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5. Situations That Void This Guarantee

Without limiting the foregoing, the following situations will void your eligibility for the Job Guarantee:

1. **Declining a job offer**: You turn down a job offer for a Qualifying Position.
2. **Accepting a non-qualifying role**: You accept a role that does not meet the Qualifying Position criteria before the Guarantee Period ends.
3. **Searching outside the field**: You decide to search for roles outside the software automation field.
4. **Insufficient effort**: You do not put sufficient and consistent effort into your job search as outlined above.
5. **Communication failures**: You do not communicate consistently with your Career Coach, including failing to report job offers or interview activity.
6. **Work authorization changes**: You lose your work authorization or no longer meet the work authorization requirements during the Guarantee Period.
7. **Geographic changes**: You relocate to a non-Market-Eligible Country during the Guarantee Period.
8. **Background check failure**: You fail a background check associated with a job offer for a Qualifying Position.
9. **Certification failure**: You do not pass the UiPath-ADPv1 certification by the end of Month 6.
10. **Failure to respond to job offer:** Failure to respond to a job offer for a Qualifying Position within 5 business days, unless you have a documented extension from the employer.
11. **Unprofessional conduct**: You fail to follow through with interviews professionally, including missing interviews, responding late to employers, or behaving unprofessionally.

12. **Misrepresentation**: You provide false or misleading information regarding your eligibility, job search activities, or any other matter related to the "Hired or Free" Money-back Guarantee.

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6. Temporary Suspension of Job Search

If you experience a serious personal emergency (such as a medical issue, family emergency, or other significant life event), you may request a temporary suspension of your job search.

- **Request process**: Submit a written request to your Career Coach explaining the circumstances and, where applicable, providing supporting documentation.
- **Duration**: Suspensions may be granted for up to 4 weeks. Longer suspensions will be reviewed on a case-by-case basis.
- **Effect on Guarantee Period**: If a suspension is approved, the Guarantee Period may be extended by a corresponding amount at Leon Petrou, Inc.'s discretion.
- **Job offers during suspension**: If you receive an offer for a Qualifying Position during a suspension period, your eligibility for a refund will be terminated.

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7. Active Interview Extension

If you are in an active interview process at the end of your Guarantee Period, your Job Guarantee will be extended until those interviews are concluded and a final decision is made.

The "active interview stage" is defined as the period during which you have submitted an application, been shortlisted, and are actively participating in interviews, assessments, or other selection processes with a company.

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8. Certification for Reimbursement

If you believe you have met all the requirements of this "Hired or Free" Money-back Guarantee, and have not received an offer for a Qualifying Position, you may request a tuition reimbursement.

8.1 Submission Requirements

You must provide:

1. A written and signed certification that you have met all Terms of the Job Guarantee. Please email us at support@completerpabootcamp.com for a copy of this form.

2. Documentation of all job search activities, including applications, networking efforts, and interview activity.
3. Confirmation that you have not received any offers for Qualifying Positions.

8.2 Deadline

Your certification and supporting documentation must be submitted within 30 calendar days after the Guarantee Period ends.

8.3 Review Process

Leon Petrou, Inc. will review your submission and notify you of the outcome within 30 business days. We may request additional documentation or clarification during the review process.

8.4 Reimbursement

If your request is approved, you will receive a full refund (100%) of the tuition you paid for the Complete RPA Bootcamp. This will only cover tuition, and exclude any other costs you encountered throughout the bootcamp, including but not limited to software, hardware, electricity, time spent, certification exam costs, etc. If approved your reimbursement will be processed within 30 days of approval.

8.5 Document Retention Notice

You are responsible for maintaining copies of all job search documentation, emails and screenshots throughout the Guarantee Period. Leon Petrou, Inc. is not responsible for lost or incomplete records.

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9. General Provisions

9.1 Entire Agreement

This “Hired or Free” Money-back Guarantee, along with the Complete RPA Bootcamp Terms of Service, sets forth the entire understanding between you and Leon Petrou, Inc. with regard to the subject matter herein.

9.2 Sole Discretion

Leon Petrou, Inc. shall have sole discretion to determine whether the Terms have been satisfied and whether you are eligible for a refund of your tuition.

9.3 Severability

If any provision of these Terms is found to be unenforceable, it shall not affect the enforceability of any other provision.

9.4 Eligibility Verification

Leon Petrou, Inc. reserves the right to verify your eligibility at any time during the program and Guarantee Period. If you no longer meet the eligibility criteria or are found to have provided false information, your eligibility will be voided.

9.5 Governing Law

This "Hired or Free" Money-back Guarantee, shall be governed by and construed in accordance with the laws of the State of Delaware, United States, without regard to its conflict of law provisions.

9.6 Dispute Resolution

Any disputes arising out of or relating to this Job Guarantee shall first be addressed through good-faith negotiation between the parties. If a resolution cannot be reached within 30 days, either party may pursue remedies available under applicable law in the courts of the State of Delaware.

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10. Contact Information

For questions about this "Hired or Free" Money-back Guarantee, or to submit a reimbursement request:

Email: support@completerpabootcamp.com

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11. Acknowledgment

By enrolling in the Complete RPA Bootcamp, you acknowledge that you have read, understood, and agree to comply with all terms of this "Hired or Free" Money-back Guarantee.

Leon Petrou, Inc.

Last Updated: 28 January 2026