

TERMS AND CONDITIONS

Last Updated: March 23, 2025

1. INTRODUCTION

Welcome to Karina Przybytek Website ("Website"), operated by Karina Przybytek ("we," "us," or "our"). By accessing or using our Website and services, you agree to be bound by these Terms and Conditions ("Terms"). Please read these Terms carefully before using our services.

2. SERVICES DESCRIPTION

Our website provides leadership advisory services, including but not limited to:

- Leadership Focus Sessions™ (60-minute advisory sessions)
- Leadership Focus Programs™ (monthly advisory programs)

Our services are designed to help new and experienced leaders and managers navigate the challenge of earning team trust while gaining senior leadership respect - without losing yourself in the process.

3. USER ELIGIBILITY

By using our services, you represent and warrant that:

- You are at least 18 years of age
- You possess the legal authority to enter into these Terms
- You will use the Website in accordance with these Terms

4. PAYMENT TERMS

4.1 Fees

Fees for our services are as listed on the Website. All fees are in EUR unless otherwise specified.

4.2 Payment

Payment must be made in advance for all services. We accept bank transfers and other payment methods as specified on the Website.

4.3 Refunds

Cancellations made more than 24 hours before the scheduled session time are not eligible for a refund but may be rescheduled once within 30 days. Cancellations made less than 24 hours before the scheduled session are not eligible for a refund.

5. SCHEDULING AND CANCELLATION

5.1 Scheduling

Sessions must be scheduled in advance through contact form on our website.

5.2 Cancellation and Rescheduling

- You may reschedule a session by providing notice at least 24 hours prior to the scheduled session.
- Late cancellations (less than 24 hours' notice) will be counted as a completed session.
- We reserve the right to reschedule sessions in case of emergency or unavoidable circumstances and will provide as much advance notice as possible.

6. INTELLECTUAL PROPERTY RIGHTS

6.1 Our Content

All content on the Website, including but not limited to text, graphics, logos, images, audio clips, digital downloads, data compilations, and software, is our property or the property of our content suppliers and is protected by polish copyright laws.

6.2 Limited License

We grant you a limited, non-exclusive, non-transferable license to access and use the Website and our services for personal, non-commercial purposes.

6.3 Restrictions

You may not:

- Modify, copy, distribute, transmit, display, perform, reproduce, publish, license, create derivative works from, transfer, or sell any information or content obtained from the Website
- Use any of our trademarks, service marks, or other intellectual property without our prior written consent
- Use the Website in any way that could damage, disable, overburden, or impair our servers or networks.

7. CONFIDENTIALITY

7.1 Client Confidentiality

We respect your privacy and maintain strict confidentiality of all information shared during coaching sessions. We will not disclose any personal or business information without your explicit consent, except as required by law.

7.2 Testimonials and Case Studies

We may request your permission to use your feedback or results as testimonials. Such use will only occur with your explicit written consent.

8. LIMITATION OF LIABILITY

8.1 Service Disclaimer

Our services are provided on an "as is" and "as available" basis. We make no warranties, expressed or implied, regarding the effectiveness of the coaching services for your specific situation.

8.2 Results

Leadership development results vary among individuals. We do not guarantee specific outcomes or results from our coaching services.

8.3 Limitation of Liability

To the maximum extent permitted by law, we shall not be liable for any indirect, incidental, special, consequential, or punitive damages, or any loss of profits or revenues, whether

incurred directly or indirectly, or any loss of data, use, goodwill, or other intangible losses resulting from:

- Your use or inability to use our services
- Any unauthorized access to or use of our servers and/or any personal information stored therein.

9. TERMINATION

9.1 Termination by Us

We may terminate or suspend our services to you immediately, without prior notice or liability, for any reason, including without limitation if you breach these Terms.

9.2 Termination by You

You may cancel your participation in the Leadership Focus Program™ at any time by notifying us via email at karina.przybylek@gmail.com if you are not satisfied. A pro-rated refund based on unused sessions will be issued to your account within 7 business days of cancellation.

10. CHANGES TO TERMS

We reserve the right to modify these Terms at any time. We will provide notice of any material changes by email. Your continued use of the Website after such modifications constitutes your acceptance of the modified Terms.

11. COMMUNICATION

By using our services, you consent to receive communications from us electronically, including emails and messages posted on the Website.

12. GOVERNING LAW AND JURISDICTION

These Terms shall be governed by and construed in accordance with the Polish laws, without regard to its conflict of law provisions.

13. ENTIRE AGREEMENT

These Terms constitute the entire agreement between you and us regarding our services and supersede all prior and contemporaneous written or oral agreements between you and us.

14. CONTACT INFORMATION

If you have any questions about these Terms, please contact us at:

karina.przybylek@gmail.com

By using our Website and services, you acknowledge that you have read, understood, and agree to be bound by these Terms and Conditions.