

Hire Authority

Interviewer Training Experts

HIRE AUTHORITY

Motivation-Based Interviewing

Certified Trainer Licensing Agreement

rev. 2.0; 05/2026

Hire Authority, Inc., henceforth known as “Hire Authority.”

- 1. Authorized Trainers:** Only those who become “Certified MBI Trainers” (CT) by meeting the requirements set forth by Hire Authority are authorized to teach motivation-based interviewing. You acknowledge that Hire Authority enters into a licensing Agreement only with individuals (“Certified MBI Trainers”), and not with any organizational entities, for the purpose of licensing. Therefore, Certified MBI Trainer licensing will not be awarded to business entities such as, but not limited to, your employer, a training organization, or an event organizer. The license to use the content and materials provided by Hire Authority for the purpose of MBI training is strictly limited to you as an individual. Should you wish to co-teach with another individual, that individual must also be a Hire Authority-licensed Certified MBI Trainer.
- 2. Responsibility:** This Agreement requires your full and good faith effort as a Certified MBI Trainer to follow the MBI training materials. You hereby acknowledge that it is your sole responsibility to ensure that your class attendees learn to use motivation-based interviewing properly and in accordance with the guidelines set forth in Hire Authority’s training materials.
- 3. Unauthorized Use:** You will be provided a password to access your presentation materials. Do not share it. Keep your password confidential. You agree to protect your MBI training materials from unauthorized access of any kind. You agree to notify Hire Authority immediately if there is any known or suspected unauthorized use of your password or the MBI training materials. If you leave an organization, you agree to take your MBI training materials with you (Facilitator Guide and PowerPoint presentation). Never give your MBI training materials to anyone else. Training materials cannot be obtained or replaced without completion of the Certified Trainer program in each instance.
- 4. Ownership:** Hire Authority, as the creator of motivation-based interviewing, is and remains the exclusive owner/holder of all rights related to the content of its training materials (including Intellectual Property rights, copyright, patent, trade secret, and other proprietary rights) as well as any electronic/online material included as part of the MBI Training Program. Nothing in this Agreement will be construed as granting you any title or interest in or to the Training Program. You agree not to contest the validity of Hire Authority rights or to perform any act adverse to Hire Authority rights. Use of this content in a new “form or brand” is strictly prohibited. Any attempt

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in this direction will constitute a breach of this Agreement and the copyright in the content and could result in Hire Authority filing a claim for violation of this Agreement in a Florida court.

5. **Licensing Fee:** Currently, the licensing fee is built into the cost of the training materials and workbooks. There is no separate annual licensing fee.
6. **Training Materials:** You are required to use only Hire Authority's training materials to teach motivation-based interviewing. One (1) workbook for each person being trained must be purchased from Hire Authority. You agree that you will not modify, duplicate, copy, partially copy, scan, transmit electronically, translate, or alter workbooks in any manner without prior written permission from Hire Authority. Workbook purchases are non-refundable.
7. **Warranty:** Hire authority makes no warranties, express or implied, including but not limited to, all warranties of fitness for a particular purpose. Hire authority shall have no liability with respect to its obligations under this Agreement for consequential, exemplary, or incidental damages, even if it has been advised of the possibility of such damages. In any event, the liability of Hire Authority shall be limited to the amount paid for training under this Agreement. This limitation applies to all causes of action in the aggregate, including, without limitation, breach of contract, breach of warranty, negligence, strict liability, misrepresentations, and other torts.
8. **Right to Terminate:** Training evaluations, feedback, and reviews are important. Hire Authority reserves the right to terminate this Agreement if, in the sole judgment of Hire Authority, the performance of a trainer fails to meet Hire Authority's quality standards over three training events.
9. **Breach of Agreement:** Violation of this Agreement, in any form, may result in termination of this Agreement by Hire Authority. No refunds of any kind will be given. If this Agreement is terminated, you are required to stop using all content from Hire Authority immediately.
10. **Amendments:** Hire Authority may amend this Agreement from time to time without notice. It is the Certified Trainer's responsibility to periodically review and abide by the language in the most current revision. The most current revision can always be found at the following URL: https://www.hireauthority.com/HIRE_AUTHORITY_MOTIVATION-BASED_INTERVIEWING_CERTIFIED_TRAINER_LICENSING_AGREEMENT.pdf
11. **Term of Agreement:** Unless canceled by Hire Authority as set forth under **Right to Terminate and/or Breach of Agreement**, this Agreement shall remain in effect in perpetuity.
12. **Governing Law:** This Agreement shall be governed by and construed in accordance with the laws of the State of Florida. The parties to this Agreement submit to the jurisdiction of the Courts of the State of Florida, Palm Beach County, in the event of any legal proceedings arising from the provisions of this Agreement.

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Motivation-Based Interviewing Disclaimer

Although our experience and the experience of many others have been excellent with MBI, Hire Authority does not promise or guarantee any specific hiring results. An interviewer's success depends on a number of factors, including their skills, knowledge, openness to learning, how often they interview, how effectively they implement the training, and their attitude, among others. Because these factors vary from one individual to another, by law, we cannot and do not guarantee that interviewers will hire ONLY high performers using motivation-based interviewing. Each interviewer is solely responsible for their own hiring results. Hire Authority provides no warranty, expressed or implied. As an MBI Certified Trainer and teacher of motivation-based interviewing, you understand that you are not allowed to promise or guarantee any specific hiring results.