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Important information about NESA HR guidance, resources, consulting services, and NESA HR Talent Intelligence™. This Disclaimer explains the intended use and limits of the information, tools, and assessments NESA HR provides.

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1. General Information

The information, resources, tools, assessments, templates, educational materials, and other content provided by NESAs Human Resources (“NESAs HR,” “we,” “our,” or “us”) through nesahr.com and related services are provided for general informational, educational, and business purposes.

NESAs HR seeks to provide practical and useful human resources information. However, information presented on the website should not be interpreted as a substitute for professional advice tailored to the specific facts, circumstances, workforce, industry, jurisdiction, or legal obligations of an individual organization.

Use of this website does not, by itself, create a consulting, advisory, legal, employment, fiduciary, or other professional relationship with NESAs HR.

2. Not Legal Advice

NESAs HR is a human resources consulting organization and is not a law firm.

Nothing available through the NESAs HR website, resources, communications, assessments, templates, articles, guides, or general educational materials constitutes legal advice or creates an attorney-client relationship.

Employment and workplace laws may vary based on factors including:

- Federal law
- State law
- Local law
- Employer size
- Industry
- Employee classification
- Geographic location
- Collective bargaining obligations
- Government contracting requirements
- Specific workplace circumstances

Organizations should consult qualified legal counsel when legal interpretation, representation, or advice is required.

3. Multi-State and Local Requirements

NESAs HR may serve organizations and professionals located throughout the United States.

Human resources requirements may differ substantially among states, cities, counties, and other jurisdictions.

Accordingly, no general:

- Policy
- Template
- Checklist
- Guide
- Resource
- Assessment
- Recommendation
- Website article
- Training material

should be interpreted as automatically satisfying every federal, state, or local legal requirement.

Users are responsible for determining which laws and regulations apply to their organization or circumstances unless NESAs HR has expressly agreed in writing to provide jurisdiction-specific HR consulting services.

Where applicable law provides rights or obligations that differ from general information provided by NESA HR, the applicable law controls.

4. Human Resources Guidance

NESA HR may provide general information or educational content relating to topics such as:

- Employee relations
- Workplace investigations
- Performance management
- Corrective action
- Hiring
- Onboarding
- Leave administration
- Workplace accommodations
- Policies and procedures
- Compensation practices
- Manager development
- Workforce planning
- Organizational change
- Compliance practices
- Talent management

This information is intended to support informed HR and business decision-making.

It should not be relied upon as the sole basis for decisions involving significant legal, financial, employment, regulatory, or organizational risk.

5. Templates, Checklists, and Resources

NESA HR may provide downloadable or digital:

- Templates
- Checklists
- Worksheets
- Guides
- Toolkits
- Sample policies
- Frameworks
- Forms
- Educational resources

These materials are provided as general starting points.

They may require modification based on:

- Organization size
- Industry
- Business model
- Workforce structure
- Geographic location
- Applicable laws
- Internal policies
- Collective bargaining obligations

- Individual circumstances

Use of a NESA HR template or resource does not guarantee compliance with applicable law or a particular workplace outcome.

Organizations should review and customize materials before implementation.

6. NESA HR Talent Intelligence™

NESA HR Talent Intelligence™ is designed to provide structured information regarding HR professional capability, career level, competencies, assessment performance, professional evidence, development opportunities, and role alignment.

Talent Intelligence may incorporate information such as:

- Applied HR knowledge
- Situational judgment
- Work simulations
- Integrated business cases
- Structured interviews
- Professional experience
- Credentials
- Work evidence
- Competency evaluations
- Career-level analysis
- Role-alignment analysis

Talent Intelligence is intended to provide additional structured evidence that may support talent and career decisions.

It is not intended to replace thoughtful human judgment.

7. Talent Scores and Assessment Results

Talent Intelligence may include indicators such as:

- Talent Score
- Role Match
- Evidence Confidence
- Career Level
- Competency results
- Assessment performance
- Development priorities

These indicators are based on the information, evidence, assessment methods, and evaluation standards applicable at the time of assessment.

They should not be interpreted as absolute measures of an individual's ability, value, intelligence, future potential, or suitability for every role or organization.

No single score should be interpreted in isolation.

8. Employment Decision Disclaimer

NESA HR Talent Intelligence™ is intended to support—not independently determine—employment decisions.

Employers remain responsible for making their own decisions regarding:

- Hiring

- Promotion
- Compensation
- Development
- Succession planning
- Transfers
- Performance management
- Discipline
- Termination
- Other employment actions

Talent Intelligence results should be considered alongside other appropriate job-related information, which may include:

- Relevant experience
- Structured interviews
- References
- Credentials
- Work samples
- Organizational requirements
- Role-specific requirements
- Applicable employment laws
- Other lawful selection criteria

Employers are responsible for ensuring their employment practices comply with applicable federal, state, and local law.

9. No Employment or Career Guarantee

Participation in NESA HR Talent Intelligence™, use of NESA HR resources, or receipt of a Talent Profile does not guarantee:

- Employment
- An interview
- Job placement
- Promotion
- Employer interest
- Compensation
- Career advancement
- Job performance
- Continued employment
- Selection for a particular opportunity

Career outcomes depend on many factors outside NESA HR's control.

10. No Guarantee of Business or HR Outcomes

NESA HR strives to provide thoughtful, practical, and professionally informed HR solutions.

However, organizational outcomes depend on many factors outside our control.

NESA HR does not guarantee specific:

- Legal outcomes
- Compliance outcomes
- Employee relations outcomes

- Hiring outcomes
- Retention improvements
- Performance improvements
- Financial results
- Risk reductions
- Cultural changes
- Workforce outcomes
- Business results

Past outcomes, examples, case studies, illustrations, or scenarios should not be interpreted as guarantees of future results.

11. Compliance Information

NESA HR may provide information intended to help organizations strengthen HR practices and identify potential areas of workforce risk.

References to “compliance,” “compliance support,” “risk reduction,” or similar terms do not constitute a guarantee that an organization is legally compliant.

Final compliance responsibility remains with the organization.

Where legal interpretation is required, qualified legal counsel should be consulted.

12. Workplace Investigations and Employee Relations

NESA HR may provide workplace investigation, employee relations, corrective action, or related HR support.

Every workplace matter involves unique facts and circumstances.

Recommendations may depend on:

- Available evidence
- Credibility considerations
- Applicable policies
- Prior practices
- Applicable laws
- Collective bargaining agreements
- Organizational circumstances

No investigation or employee relations recommendation should be interpreted as guaranteeing a particular legal or employment outcome.

13. Accessibility and Accommodations

NESA HR aims to provide services and digital experiences that are accessible and inclusive.

Individuals who require an accommodation in connection with NESA HR services or Talent Intelligence assessments should contact NESA HR so reasonable options can be considered where applicable.

Please review our separate Accessibility Statement for additional information.

14. Artificial Intelligence and Technology-Assisted Tools

NESA HR may use technology, automated systems, structured scoring methods, or artificial intelligence to support certain administrative, analytical, content-development, or Talent Intelligence processes.

Where technology-assisted tools are used, they are intended to support professional processes and human review rather than independently determine significant employment outcomes.

NESA HR may update its technology practices as its services evolve.

Additional disclosures may be provided where required by applicable law or where a particular service involves technology-assisted assessment or analysis.

15. Professional Judgment

Human resources decisions frequently require professional judgment based on incomplete, evolving, or context-specific information.

NESA HR recommendations reflect information reasonably available at the time guidance is provided.

Changes in facts, law, business circumstances, policies, or other relevant information may change the appropriate course of action.

16. No Financial, Tax, Accounting, or Insurance Advice

NESA HR does not provide financial, investment, tax, accounting, actuarial, or insurance advice unless expressly stated otherwise through an appropriately qualified professional.

Information relating to compensation, benefits, payroll, or similar business matters should not be interpreted as specialized financial, tax, accounting, or insurance advice.

Organizations should consult appropriate licensed professionals when necessary.

17. Third-Party Information and Links

NESA HR may reference or link to third-party:

- Websites
- Resources
- Research
- Regulations
- Government agencies
- Platforms
- Technology providers

These references are provided for convenience or informational purposes.

NESA HR does not control independent third-party websites and does not guarantee their:

- Accuracy
- Availability
- Security
- Completeness
- Continued operation
- Privacy practices

A third-party link does not necessarily constitute endorsement.

18. Accuracy and Currency of Information

NESA HR makes reasonable efforts to provide accurate and useful information.

However, laws, regulations, agency guidance, professional practices, and business conditions may change.

Website information may therefore become outdated even after publication.

NESA HR does not guarantee that every piece of website content will always reflect the most recent legal, regulatory, or industry development.

Users should verify time-sensitive information before relying on it for significant decisions.

19. Testimonials and Illustrative Examples

Testimonials, examples, hypothetical scenarios, sample profiles, case illustrations, and other representative materials may be used to explain NESA HR services or concepts.

Unless otherwise clearly stated, such materials should not be interpreted as guarantees that another organization or individual will achieve the same result.

Sample Talent Profiles or assessment results used for demonstration purposes may be fictional or illustrative.

20. Website Use Does Not Create a Professional Relationship

Visiting the website, downloading a resource, submitting a contact form, subscribing to communications, or scheduling an introductory consultation does not independently establish a professional consulting relationship with NESA HR.

A formal consulting relationship begins only when the parties enter into applicable written engagement documentation.

21. Client Engagements

Where NESA HR enters into a written professional-services agreement with a client, the applicable agreement may contain:

- Scope limitations
- Responsibilities
- Service standards
- Confidentiality provisions
- Payment terms
- Liability provisions
- Other engagement-specific terms

Those contractual terms govern the applicable client relationship and may differ from general website information.

22. Individual Responsibility

Users remain responsible for evaluating whether information, resources, recommendations, or tools provided by NESA HR are appropriate for their particular circumstances.

Nothing on this website should substitute for reasonable independent judgment.

23. Limitation of Reliance

To the fullest extent permitted by applicable law, NESA HR is not responsible for losses or damages resulting solely from reliance on general website information where individualized professional advice would reasonably have been appropriate.

Nothing in this Disclaimer limits liability that cannot legally be excluded or limited under applicable law.

24. Applicable Federal, State, and Local Rights

Nothing in this Disclaimer is intended to:

- Waive rights that cannot lawfully be waived.

- Override mandatory federal, state, or local law.
- Restrict legally protected employment rights.
- Restrict applicable privacy rights.
- Restrict consumer protection rights.
- Limit legally protected communications with regulators or government agencies.

Where applicable law provides protections beyond this Disclaimer, those protections remain in effect.

25. Changes to This Disclaimer

NESA HR may update this Disclaimer periodically to reflect changes in:

- Services
- Business practices
- Technology
- Legal requirements
- Talent Intelligence
- Website functionality

The Last Updated date will be revised when changes are made.

26. Contact Us

Questions regarding this Disclaimer may be directed to:

NESA Human Resources

Email: info@nesahr.com

Website: nesahr.com