

League of Industrial Operators: 2026 Terms of Membership

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The short version

We wrote these terms to be read, not skimmed. The full terms below control, but here is the gist:

- These are the League's 2026 Terms. They stay in effect until the 2027 Terms, or a later version, replace them as described in section 17.
- You pay dues, quarterly or annually, and membership renews until you cancel. Cancel any time before your renewal date and you won't be renewed.
- Dues are not refunded, except where the law requires it or a material change works against you (section 17). Separately paid programs carry a full-participation refund, explained in section 4.
- Companies buy seats on six-month terms that renew unless cancelled 30 days ahead. Company seats can be rotated between employees. See section 2.
- We give you mentorship, enablement, community, access and a community job board. We do not promise jobs, placement, income or results.
- Advice from LIO Advisors (our mentors) and consultants is guidance. You make your own decisions.
- What you bring stays yours. Tools we give you for your work stay usable after you leave; our training materials stay ours.
- Treat people well, keep confidences, and follow the Rules of Engagement.
- If something goes wrong, talk to us first. Nevada law applies.

1. Who we are

The League of Industrial Operators ("the League," "we," "us") is a for-profit professional membership organization for mentorship, agentic enablement, commercialization advice and operational consulting. "League of Industrial Operators" is a trade name used by Apex8 Publishing LLC, a Nevada limited liability company, at 5725 South Valley View Boulevard, Las Vegas, NV 89118.

The League is not a nonprofit or tax-exempt organization, a school, a union or an employer. These terms are an agreement between you and Apex8 Publishing LLC. You must be 18 or older to join.

2. Membership and dues

Individual membership. Every individual member pays dues of \$148 a quarter or \$398 a year. One membership opens all three doors of the League:

- **LIO Operators:** members who do the work.

- **LIO Conductors:** members who build the teams.
- **LIO Orchestrators:** members who run the enterprise.

The doors describe how you take part, not separate memberships or prices. Your place on the capability path (Researcher, Operator, Conductor, Orchestrator) reflects what you can do and does not change your dues.

Company membership (Orchestration Companies). Companies buy seats under a written order form. The order form sets the term, the number of seats, the price, the payment schedule, seat reassignment, renewal and cancellation, and lists the documents that govern the purchase. If the order form conflicts with these terms, the order form controls for that company. Unless the order form says otherwise:

- **The company owns the seats.** A seat belongs to the company, not to the person using it. The company may reassign a seat at any time, for example when an employee leaves before a program ends, by telling us in writing who takes the seat.
- **New seat holders start their own record.** Progress and certificates belong to the individual. A person who takes over a seat starts their own certificate journey from the beginning; progress does not transfer from the previous seat holder.
- **Six-month terms.** Company memberships run in six-month terms. Results with teams take time, given hiring, turnover and outside forces, so we do not sell shorter company terms, except for an occasional introductory program offered by separate order.
- **Automatic renewal and notice.** Each six-month term renews automatically for another six months unless either side gives written notice of cancellation at least 30 days before the term ends. We remind the company's billing contact before each renewal.
- **No refunds.** Company fees are not refunded, including for unused seats or employees who leave, except where the law requires it. Reassign the seat instead.
- A person covered by a company seat does not pay separate dues unless the order form says so. If they leave the company, they may join as an individual member.

Prices. Prices may change. We will tell you at least 30 days before a change applies to your renewal. Discounts and promotions are always for a set period; every member returns to standard dues.

3. Billing, renewals and cancelling

Payments are processed by Stripe. Eligible buyers may also pay through Klarna or other payment plans offered at checkout; those plans are agreements between you and the provider, and they do not change the rules below. By joining, you authorize us to charge your payment method for dues at the start of each term.

- **Auto-renewal.** Your membership renews for the same term (quarter or year) until you cancel. Checkout shows the price, the renewal term and how to cancel before you pay.
- **Renewal reminders.** We email annual members at least 15 days before each renewal, and send any other renewal notices the law requires where you live. If you joined on a deferred start, we email you before the deferral ends.

- **Cancelling.** You can cancel at any time through the billing portal or by email. Cancel before your renewal date and you will not be renewed or charged again. You keep access until the end of the term you paid for.
- **Dues are not refunded.** Dues are not refunded, quarterly or annual, whenever you cancel, with two exceptions: where the law where you live gives you a right to cancel with a refund, and the material-change refund in section 17. For example, if you cancel halfway through a quarter or a year, you keep access until that term ends, and no money is returned.
- **Deferred start.** If you join on an offer with a deferred first payment, nothing is charged during the deferral. Cancel before it ends and you owe nothing; otherwise your card is charged when it ends.
- **Failed payments.** If a payment fails, we may pause access until it is resolved.

4. Refunds and programs

Membership dues. Dues are not refunded, except as described in section 3 and section 17.

Separately paid programs. Boot camps, tech huddles, webinars and other programs you pay for separately are not refundable, except where the law requires it, the section 17 material-change refund applies, or you qualify for our full-participation refund. You qualify, and we will refund the program fee you paid, if you:

1. Send a written refund request within 30 days after the program ends.
2. Attended every session, live and for its full length, as shown by our attendance records.
3. Completed every assignment and piece of homework.
4. Made a good-faith effort to apply the techniques in your own work.
5. Include proof of that effort with your request, such as meeting notes, examples of your work, or recordings of you using the techniques.

We check your request against these five conditions and reply within 15 business days. If you meet them, the refund is paid to your original payment method. The refund covers the program fee only, not membership dues.

Programs included with membership. When a program comes with your membership, for example a Boot Camp seat included with annual membership, it has no separate fee, so there is no program fee to refund. Where a program is included with membership on a deferred start, your seat is confirmed once your first payment clears.

Member pricing. We may offer members a lower price on some paid programs. Where we do, the price is shown at registration.

Member-priced seats. If you paid a member price for a seat and your membership ends before the cohort starts, the seat you paid for stays yours for that cohort.

If you cannot attend your cohort, you may move to a later eligible cohort, subject to availability.

5. Promotions and codes

Promotion codes apply as stated when issued: one per member, for the period shown, no cash value, and not combinable with other offers unless we say so. A code may identify the member or advisor who referred you. We may end a promotion at any time, but not one you have already redeemed.

6. What membership includes, and what we don't promise

Included with membership today:

- Live AI and automation learning sessions.
- Access to LIO Advisors for scheduled mentorship and advisory services.
- The member community, League Chapters and member events.
- A listing in the Member Directory, if you choose.
- A community job board, where members and companies post openings and opportunities.

We may change the format, schedule or provider of a benefit, or replace it with something of similar value. Other benefits described on our site, such as the Members Marketplace, are being built. Until they launch, they are plans, not promises.

The job board is a place to share opportunities. We do not place members in jobs, and a posting or application does not guarantee an interview, placement or hire. We do not promise employment, income, clients, promotions or any business result. Results depend on your effort, your market and your circumstances. The League is not an accredited school. Our certificates recognize League programs; they are not degrees, licenses or continuing-education credits.

7. LIO Advisors, mentorship and consulting

LIO Advisors are the League's mentors. "Advisor" and "mentor" mean the same role in these terms. A **Conductor** is an LIO Advisor who also directs teams, acting as director and advisor at the same time; the Conductor name describes that work and carries the same terms as any LIO Advisor.

LIO Advisors, Conductors and League Consultants share experience and judgment. Their input is guidance, not professional legal, financial, tax, engineering or medical advice, unless a separate written agreement says otherwise. You decide what to do with it, and you are responsible for those decisions.

Paid advisory or consulting engagements are governed by their own written agreement, including its own liability terms. That agreement controls if it conflicts with these terms.

8. League roles

Some members take on roles: LIO Advisor (mentor), Conductor, League Consultant, chapter officer or steward. Unless a separate written agreement says otherwise:

- Role holders act on their own account. They are not employees, partners or agents of the League and cannot bind it.
- Compensation, such as referral fees or revenue shares, is paid only under written role or program terms. Nothing is owed without them.
- No role pays anyone for recruiting other paid representatives.
- Role holders still pay dues and follow these terms.

Each role has its own written agreement covering compensation, referrals, client ownership, conflicts of interest, authority, confidentiality and termination.

9. Your conduct

You agree to the Rules of Engagement (leagueofoperators.org/members/rules.html): respect intellectual property, lift other members up, and work in mutual trust. In plain terms, don't harass anyone, don't spam members, don't misrepresent yourself or the League, and don't use League channels for anything unlawful.

One membership is for one person. Don't share your login or member materials.

10. Confidentiality and recordings

What is confidential. "Confidential information" means non-public business information that a member, guest or company shares in a League session, salon or private channel, such as business plans, customer details, financial figures and work in progress. Keep it in the League. Use what you learn, but don't share it outside or attribute it to a person or company without their permission. Some gatherings run under the Chatham House Rule, and we will say so.

What is not. Information is not confidential if it is or becomes public through no fault of yours, you already knew it, you developed it independently, or you received it lawfully from someone free to share it.

When the law requires it. You may disclose confidential information if a court or the law requires it. Where allowed, tell the person who shared it first, so they can protect it.

How long. These duties last during your membership and for two years after it ends, and longer for anything that is a trade secret.

Recordings. We may record classes and sessions for members to replay. We announce recordings in the invitation and at the start of the session, and we ask for your consent before recording, for example at registration or on screen. If you don't consent, you may join with camera and microphone off or ask for an unrecorded alternative where one is offered. Private one-on-one sessions are never recorded without the consent of everyone in them. Don't record League sessions yourself without the consent of everyone in them.

11. Intellectual property

Yours stays yours. You keep everything you bring and build: your work, your prompts, your prototypes, your clients and your deliverables, including deliverables made using League templates or methods.

Work tools we give you to use. Templates, checklists, prompts and similar tools we provide for use in your own work are licensed to you to use in your own business, during and after your membership. You may not resell or redistribute them as products, or use them to teach a competing program.

Our training materials. Books, playbooks, curricula, slides, recordings and course content, including Apex 8 and FDE8, belong to Apex8 Publishing LLC. You may use them for your own learning while you are a member, and keep copies you downloaded for personal reference afterward. Don't resell, republish, share or teach them as your own.

Your knowledge. The skills and knowledge you gain are yours to use, during and after membership.

Shared work. If you build something with other members or with the League, agree ownership in writing first.

12. AI tools, data and third-party services

League programs use AI platforms and other services we don't own, and you will often use your own accounts. Those services have their own terms, and you are responsible for what you put into them.

- **Your data.** Don't put confidential employer, client or member information into an AI tool without permission to do so.
- **AI output.** AI output can be wrong. Check it before you rely on it or deliver it to anyone.
- **How we use AI.** We may use AI tools to run the League, for example to summarize sessions or organize member requests. We do not use members' confidential information to train AI models without consent.

We are not responsible for third-party services, their outages or their outputs.

13. Email, phone and text

We use your email and phone number for membership, billing, sessions and League news. We will only send text messages if you opt in separately. Message and data rates may apply. Reply STOP to stop texts at any time; you can unsubscribe from marketing email with one click. Billing and account notices still come by email.

14. Privacy

Our Privacy Policy (leagueofoperators.org/members/privacy.html) explains what we collect and why. In short: we collect what you give us to run your membership, Stripe handles your card, and we don't sell your personal information. Your member profile is visible to other members only to the extent you choose.

15. Liability

The League is provided "as is." We work hard to get things right, but we don't guarantee that sessions, materials or services will be error-free or meet every need.

To the extent the law allows, Apex8 Publishing LLC is not liable for indirect or consequential losses, such as lost profits, lost data or lost opportunities. Our total liability to you for any claim related to membership or programs is capped at the total amounts you paid us, including dues and program fees, in the 12 months before the claim.

These limits do not apply to fraud, gross negligence, willful misconduct, or any liability the law does not allow us to limit. Paid advisory and consulting engagements carry the liability terms of their own agreements.

If your actions as a member cause a claim against the League, for example by misusing someone's confidential information or misrepresenting the League, you agree to cover the League's reasonable resulting costs.

16. Disagreements

1. **Talk first.** Email us. Most issues get solved in a conversation.
2. **Steward review.** Disputes between members, or about dues standing or conduct, may go to the Sergeant at Arms, a League officer appointed by the League President. Anyone with a conflict of interest steps aside and a neutral officer takes the matter. Each side gets to explain its position in writing; the other side may respond within 10 business days. The Sergeant at Arms decides in writing within 30 days of the request. Steward review is voluntary and does not waive anyone's legal rights.
3. **Formal resolution.** If the matter isn't settled, either side may pursue it under Nevada law, in the state or federal courts of Clark County, Nevada. Either side may use small claims court where eligible.

These terms are governed by the laws of the State of Nevada.

17. Leaving, suspension and changes

- **You can leave anytime.** Cancel as described in section 3; your membership ends at the close of your paid term.
- **We can suspend or end a membership** for serious or repeated breaches of these terms or the Rules of Engagement, or for unpaid dues. Except in urgent cases, we will tell you why and give you a chance to respond first.
- **These are the 2026 Terms.** They take effect when published and remain in force until a later version, such as the 2027 Terms, takes effect.
- **Publishing a new version.** We may publish a new version at any time. Changes that are not material take effect when published. A material change takes effect 30 days after we email members about it; until then, the current terms apply.
- **Material-change refund.** If a material change works against you and you cancel because of it before it takes effect, we will refund the unused, prepaid portion of your current term.

If part of these terms is unenforceable, the rest still applies. These terms, the Rules of Engagement and any written order form, program or role agreement are the whole agreement between us.

18. Contact

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Humans B4 Machines.