

Disclaimer

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Consumer protection: ANPC — Autoritatea Națională pentru Protecția Consumatorilor · EU Online Dispute Resolution platform

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Nothing on merakihr.eu or within our platforms constitutes legal, tax, accounting, or financial advice. You should not rely on website content or platform outputs as a substitute for professional legal advice tailored to your specific situation.

2. No Legal Advice — Consultancy Services

MERAKI HR SRL is an HR consultancy and technology company. We are not a law firm. Our consultants are HR professionals and may hold HR-related qualifications, but they are not licensed to practise law. HR advice provided through our consultancy services reflects HR best practice and our interpretation of applicable law; it does not constitute legal advice and does not create a lawyer-client relationship.

For specific legal questions regarding employment contracts, REVISAL filings, stat de plată, redundancy procedures, or employment tribunal matters, we recommend consulting a licensed Romanian employment lawyer (avocat) or notary (notar public).

Free resources available on merakihr.eu (HR templates, contract templates, checklists, policy frameworks) are provided as starting-point tools only. They do not constitute legal advice and should be reviewed by a qualified lawyer before use in your specific context.

3. PRISM Core HR — Operational Tool, Not a Legal System

PRISM Core HR is an operational HR management (HRIS) platform. The following disclaimers apply in full:

3.1 Not an official electronic archive or EDMS

PRISM Core HR is NOT an official electronic document management system (EDMS) or certified electronic archive under Romanian law (OUG 135/2007 on electronic archiving, or the Archiving Law 16/1996). Records stored in PRISM Core HR do not satisfy the legal archiving requirements under Romanian employment and accounting law.

Your obligation to maintain a dosarul personal al salariatului in a certified archive (physical or electronic) under HG 905/2017 remains your sole responsibility. PRISM Core HR is an operational record-keeping tool, not an archiving solution.

3.2 Not a payroll engine

PRISM Core HR does not calculate, validate, or process payroll. Salary data stored in PRISM Core HR is for HR record-keeping and pay gap analysis purposes only. You must use a certified payroll software or licensed accounting firm to calculate and process payroll (stat de plată), generate contributions declarations (D112), and comply with ANAF obligations.

3.3 Not a REVISAL filing system

PRISM Core HR does not integrate with or submit data to REVISAL (Registrul General de Evidență a Salariaților). All REVISAL registrations, modifications, and terminations must be performed directly through the Inspectia Muncii portal (inspectiamuncii.ro) or through a licensed HR administrator (inspector de resurse umane). We expressly disclaim any liability for missed or incorrect REVISAL filings.

3.4 Your legal obligations remain

As the employer and Data Controller, you remain fully responsible for:

- Maintaining the dosarul personal al salariatului in a certified archive (physical or electronic) as required by HG 905/2017
- Filing and maintaining REVISAL through official Inspectia Muncii channels
- Producing and retaining stat de plată in your payroll system (Accounting Law 82/1991)
- Maintaining signed CIM and addenda in your own certified systems
- Ensuring GDPR compliance for all employee data you process as Data Controller

Loss of or inability to access data in PRISM Core HR — for any reason, including subscription cancellation and post-cancellation data deletion — does not relieve you of these obligations. You must maintain independent records.

3.5 Data lifecycle — export requires active subscription

Following subscription cancellation, self-service data export from PRISM Core HR is available only during Days 0–30 post-cancellation, and only while your subscription account is in good standing (no outstanding unpaid invoices). After Day 30, data enters cold vault storage. After Day 180, data is permanently and irreversibly deleted. We expressly disclaim liability for data loss arising from failure to export before the export window closes.

4. Prism ClearPay — Pay Equity Compliance Disclaimer

4.1 Analytical tool, not a compliance guarantee

Reports, gap analyses, job evaluation outputs, and AI-generated narrative summaries produced by Prism ClearPay are analytical tools to support your diagnostic under the EU Pay Transparency Directive (Directive 2023/970) and applicable Romanian transposition

legislation. They do not constitute legal advice and do not guarantee that your organisation is compliant with applicable law.

4.2 AI-generated content

Prism ClearPay generates plain-language narrative summaries and pay gap commentary using the Anthropic Claude AI model. These outputs are generated algorithmically based on data you entered. AI-generated content:

- May contain errors, omissions, or overgeneralizations
- Is not reviewed by a lawyer or HR professional before delivery to you
- Does not constitute legal advice and should not be filed as a compliance document without independent human review and verification
- Reflects the data you entered — if you enter inaccurate or incomplete data, the output will be inaccurate or incomplete

We recommend having all AI-generated pay equity reports reviewed by a qualified employment lawyer or certified pay equity specialist before submitting them to any regulatory authority or sharing them with employee representatives.

4.3 Data accuracy — your responsibility

Prism ClearPay analyses are only as accurate as the data you enter as Data Controller. We do not independently verify salary data, gender data, job grades, or other inputs. Responsibility for data accuracy rests entirely with you.

5. Diagnostic Questionnaire

The Prism ClearPay Diagnostic Questionnaire produces a pay equity risk assessment based on your answers to 13 questions. This assessment:

- Is based solely on your responses and our published analytical framework
- Does not constitute a legal audit, investigation, or official compliance assessment
- Does not create any obligation on MERAKI HR SRL to provide follow-up advice or services

We make reasonable efforts to keep the questionnaire methodology current with the EU Pay Transparency Directive and its implementing instruments, but we do not guarantee that the questionnaire reflects the most recent legislative or regulatory developments at the time of your submission.

6. Digital Lab

MERAKI HR SRL operates a Digital Lab developing HR automation tools, HR processes, and HR analytics products. Digital Lab products may be in beta or experimental stage. We disclaim liability for errors, inaccuracies, or unexpected behaviour in Digital Lab products. Beta products should not be used for critical HR decisions without independent verification.

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- Reliance on outputs of PRISM Core HR or Prism ClearPay without independent professional verification
- Your failure to maintain legally required archives and records independently of PRISM Core HR
- Regulatory fines, employment tribunal awards, or ANAF penalties attributable to reliance on platform data in lieu of certified archives or REVISAL filings
- Errors in AI-generated content that was not independently reviewed before use
- Data loss following subscription cancellation where data was not exported within the export window

This limitation applies even if MERAKI HR SRL was advised of the possibility of such loss or damage. Nothing in this Disclaimer limits our liability for death or personal injury caused by our negligence, fraud, or any liability that cannot be excluded by law.

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We may update this Disclaimer to reflect changes in our Services, applicable law, or our understanding of legal requirements. The effective date at the top indicates when the current version became effective. Continued use of our Services after the effective date constitutes acceptance of the updated Disclaimer.

10. Contact

For any question arising from this Disclaimer, contact us at:

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