

Privacy Policy

Effective Date: 07-14-2026

This Privacy Policy explains how CRNAChoice, operated by APContractor.com, LLC, collects, uses, discloses, and protects information when individuals visit or use the CRNAChoice website, platform, applications, services, communications, or related features.

By using CRNAChoice, you acknowledge that you have read and understand this Privacy Policy.

Information We Collect

We may collect information that you provide directly to us, information collected automatically when you use CRNAChoice, and information obtained from third parties.

Information you provide directly may include your name, email address, telephone number, mailing address, account credentials, professional profile information, employment or contractor preferences, resume or curriculum vitae information, licensure or certification information, work history, education history, references, payment or billing information, communications with us, and any other information you choose to submit through the platform.

If CRNAChoice allows healthcare professionals, employers, recruiters, staffing companies, facilities, or other users to create accounts, post opportunities, apply for opportunities, communicate with one another, or verify credentials, we may collect information associated with those activities.

We may also automatically collect certain information when you use the platform, including your IP address, browser type, device identifiers, operating system, pages viewed, links clicked, referring URLs, access times, location information derived from IP address or device settings, and information collected through cookies, pixels, analytics tools, or similar technologies.

We may receive information from third parties, such as employers, staffing partners, credentialing providers, background check providers, professional references, analytics providers, advertising partners, payment processors, and publicly available sources, where permitted by law.

How We Use Information

We may use information to operate, provide, maintain, and improve CRNAChoice; create and manage user accounts; connect users with opportunities, candidates, employers,

facilities, recruiters, or other platform participants; process applications, inquiries, transactions, payments, or service requests; communicate with users; provide customer support; personalize the platform; verify identity, qualifications, credentials, or eligibility; analyze usage and platform performance; develop new features; send administrative, service-related, marketing, or promotional communications; detect, prevent, and address fraud, security incidents, unlawful activity, or misuse of the platform; enforce our terms, agreements, and policies; comply with legal obligations; and protect our rights, users, and business.

How We Disclose Information

We may disclose information to service providers, contractors, vendors, and other third parties that help us operate CRNAChoice, including hosting providers, payment processors, analytics providers, communications providers, customer support vendors, background check or credentialing providers, security providers, and professional advisors.

If CRNAChoice is used to connect healthcare professionals with employers, facilities, staffing companies, recruiters, or other business partners, we may disclose relevant profile, application, credentialing, contact, availability, employment, contractor, or professional information to those parties as necessary to provide the platform and related services.

We may disclose information when required or permitted by law, including to comply with subpoenas, court orders, lawful requests, regulatory obligations, or legal processes; to protect the rights, property, safety, and security of APContractor.com, LLC, CRNAChoice, our users, or others; to investigate suspected fraud, security issues, or unlawful activity; or to enforce our agreements and policies. We may also disclose information in connection with a business transaction.

We may disclose aggregated, de-identified, or anonymized information that does not reasonably identify an individual.

Cookies and Similar Technologies

We may use cookies, pixels, local storage, software development kits, analytics tools, and similar technologies to operate the platform, remember user preferences, understand how users interact with CRNAChoice, improve functionality, support security, and conduct analytics or marketing.

You may be able to manage cookies through your browser or device settings. If you disable cookies, some features of CRNAChoice may not function properly.

Marketing Communications

We may send marketing or promotional communications where permitted by law. You may opt out of marketing emails by following the unsubscribe instructions included in those emails. Even if you opt out of marketing communications, we may still send transactional, administrative, security, or service-related messages.

Mobile Texting or Calling

If you provide your mobile phone number to us, you consent to receive calls and text messages from or on behalf of CRNChoice and APContractor.com, LLC relating to your account, platform activity, opportunities, applications, credentialing, scheduling, support, transactions, or other service-related matters. Where permitted by law and subject to your consent where required, we may also send promotional or marketing text messages.

Message frequency may vary. Message and data rates may apply. Consent to receive marketing text messages is not a condition of purchasing any goods or services. You may opt out of marketing text messages at any time by replying STOP to a text message we send you, and you may request assistance by replying HELP where that functionality is available or by contacting us using the information below. If you opt out, we may still send you non-marketing messages, such as messages about your account, ongoing transactions, applications, opportunities, or our continuing business relationship with you.

You are responsible for providing an accurate and current mobile phone number and for updating your contact information if your number changes. Carriers are not liable for delayed or undelivered messages. We reserve the right to modify or discontinue text messaging or calling programs at any time.

Data Retention

We retain information for as long as reasonably necessary to provide our services, maintain accounts, comply with legal obligations, resolve disputes, enforce agreements, prevent fraud, maintain business records, and fulfill the purposes described in this Privacy Policy, unless a longer retention period is required or permitted by law.

Your Choices and Rights

Depending on where you live and the laws that apply to you, you may have certain rights regarding your personal information, which may include the right to request access, correction, deletion, portability, restriction, or objection to certain processing, and the right to opt out of certain disclosures or uses of personal information.

To exercise privacy rights, you may contact us using the contact information listed below. We may need to verify your identity before responding to a request. We will respond to requests as required by applicable law.

U.S. State Privacy Rights

Certain U.S. state privacy laws may provide residents of those states with additional rights regarding personal information. These rights may include the right to know what personal information we collect, use, or disclose; the right to access or obtain a copy of personal information; the right to correct inaccurate personal information; the right to delete personal information; the right to opt out of certain targeted advertising, sales of personal information, or profiling; and the right not to be discriminated against for exercising privacy rights.

APContractor.com, LLC does not intend to sell personal information in the traditional sense. If any use of cookies, advertising technologies, analytics tools, or similar technologies is considered a “sale,” “sharing,” or use for “targeted advertising” under applicable law, users may have the right to opt out of that activity.

Children’s Privacy

CRNACChoice is not intended for children under 13 years of age, and we do not knowingly collect personal information from children under 13.

International Users

CRNACChoice is operated by a United States company and is intended primarily for users located in the United States. If you access CRNACChoice from outside the United States, you understand that your information may be processed and stored in the United States, where privacy laws may differ from those in your jurisdiction.

Third-Party Links and Services

CRNACChoice may contain links to third-party websites, services, employers, facilities, staffing partners, payment processors, or other third parties. This Privacy Policy does not apply to third-party websites or services. We are not responsible for the privacy practices of third parties, and we encourage users to review the privacy policies of any third-party services they use.

Changes to This Privacy Policy

We may update this Privacy Policy from time to time. If we make changes, we will update the effective date above and post the revised Privacy Policy on CRNACChoice. Changes are effective when posted unless otherwise stated.

Contact Us

If you have questions about this Privacy Policy or wish to exercise privacy rights, please contact:

APContractor.com, LLC

Attn: Privacy

customerservice@crnchoice.com