

Last Updated:

1. Acceptance of Terms

Please read these Terms and Conditions (“Terms”) carefully before using www.CRNAChoice.com (the “Site”), which is owned and operated by APContractor.com, LLC (“APContractor.com”, “we”, “us”, or “our”). By accessing or using the Site, you (“User”, “you”, or “your”) accept and agree to be bound by these Terms and all applicable laws and regulations. If you do not agree with any part of these Terms, you must not access or use the Site.

In addition to these Terms, your use of the Site is subject to any additional posted guidelines, rules, or policies applicable to the Site, including our Privacy Policy, available at <https://crnachoice.com/privacy> , which may be modified from time to time. All such guidelines, rules, and policies are incorporated by reference into these Terms.

2. Description of the Site

The Site provides information about CRNAChoice’s CRNA locum tenens staffing services, healthcare workforce solutions, and related resources. The Site and its content are offered for informational purposes only and do not constitute medical, legal, or professional advice. Nothing on the Site should be construed as an offer of employment or a guarantee of placement.

3. Eligibility

By using the Site, you represent and warrant that you are at least eighteen (18) years of age and possess the legal authority to enter into these Terms. If you are using the Site on behalf of an organization, you represent that you have authority to bind that organization to these Terms.

4. Account Registration

Certain features of the Site may require you to create an account. When registering for an account, you agree to provide accurate, current, and complete information and to update such information as necessary to keep it accurate, current and complete. You are solely responsible for safeguarding the password associated with your account and for all activities or actions that occur under your account. You agree to notify us immediately of any unauthorized use of your account or any other breach of security that you become aware of. We will not be liable for any loss or damage arising from your failure to comply with this Section.

We reserve the right to disable any user account at any time, in our sole discretion, for any or no reason, including if, in our opinion, you have violated any provision of these Terms.

5. User Conduct and Acceptable Use

You agree to use the Site only for lawful purposes and in accordance with these Terms. Without limiting the foregoing, you agree not to: (a) use the Site in any way that violates any applicable federal, state, local, or international law or regulation; (b) use the Site to transmit or procure the sending of any advertising or promotional material, including any junk mail, chain letters, spam, or similar solicitation; (c) impersonate or attempt to impersonate APContractor.com, a APContractor.com employee, another user, or any other person or entity; (d) engage in any conduct that restricts or inhibits anyone's use or enjoyment of the Site, or which may harm APContractor.com or users of the Site; (e) attempt to gain unauthorized access to, interfere with, damage, or disrupt any part of the Site, the server on which the Site is stored, or any server, computer, or database connected to the Site; or (f) use any robot, spider, scraper, or other automated means to access the Site for any purpose without our express written permission.

6. Intellectual Property Rights

The Site and its entire contents, features, and functionality, including but not limited to all text, graphics, logos, icons, images, audio clips, video clips, data compilations, software, and the design, selection and arrangement thereof, are owned by APContractor.com, its affiliates, licensors, or other third party providers of such material and are protected by United States copyright, trademark, patent, and other intellectual property or proprietary rights laws.

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7. User-Submitted Content

To the extent that the Site permits you to submit, post, or transmit any content, including resumes, applications, feedback, comments, blog posts, or other materials (collectively, “User Content”), you grant APContractor.com a non-exclusive, royalty-free, fully paid-up license to use, reproduce, modify, publish, adapt, distribute, and display such User Content in connection with the operations of the Site and our business. You represent and warrant that you own or otherwise control all rights to any User Content you submit and that such User Content does not violate any third party’s rights.

8. Privacy

Your use of the Site is also governed by our Privacy Policy, which describes how we collect, use, and disclose information about you. By using the Site, you consent to the collection and use of information as described in

the Privacy Policy. Please review the Privacy Policy at <https://crnachoice.com/privacy>

9. Third-Party Links and Content

The Site may contain links to third-party websites, services, or content, including blog posts, that are not owned or operated by APContractor.com. Such links are provided solely as a convenience and do not constitute an endorsement by us of any third party's products, services, or opinions. We have no control over, and assume no responsibility for, the content, privacy policies, or practices of any third-party websites or services. You acknowledge and agree that APContractor.com shall not be responsible or liable, directly or indirectly, for any damage or loss caused or alleged to be caused by or in connection with the use of or reliance on any content, goods, or services available on the Site through any such third-party websites or services.

10. Disclaimers

The Site and all content, materials, information, and services provided on the Site are provided on an "as is" and "as available" basis, without any warranties of any kind, either express or implied. To the fullest extent permitted by law, APContractor.com disclaims all warranties, express or implied, including but not limited to implied warranties of merchantability, fitness for a particular purpose, title, and non-infringement. APContractor.com does not warrant that the site will be uninterrupted, error-free, secure, or free of viruses or other harmful components. APContractor.com shall not be responsible or liable for the accuracy, usefulness, or availability of any information transmitted or made available via the Site and shall not be responsible or liable for any errors or omissions in that information.

11. Limitation of Liability

TO THE FULLEST EXTENT PERMITTED BY APPLICABLE LAW, IN NO EVENT SHALL APCONTRACTOR.COM, ITS AFFILIATES, OFFICERS, DIRECTORS, EMPLOYEES, AGENTS, SUPPLIERS, OR LICENSORS BE LIABLE FOR ANY INDIRECT, INCIDENTAL, SPECIAL, CONSEQUENTIAL, OR PUNITIVE DAMAGES, INCLUDING, WITHOUT LIMITATION, LOSS OF PROFITS, DATA, USE, GOODWILL, OR OTHER INTANGIBLE LOSSES, ARISING OUT OF OR IN CONNECTION WITH (A) YOUR ACCESS TO OR USE OF, OR INABILITY TO ACCESS OR USE THE SITE; (B) ANY CONDUCT OR CONTENT OF ANY THIRD PARTY ON THE SITE; (C) ANY CONTENT OBTAINED FROM THE SITE; OR (D) UNAUTHORIZED ACCESS, USE, OR ALTERATION OF YOUR TRANSMISSION OR CONTENT, WHETHER BASED ON WARRANTY, CONTRACT, TORT (INCLUDING NEGLIGENCE), OR ANY OTHER LEGAL THEORY, WHETHER OR NOT WE HAVE BEEN INFORMED OF THE POSSIBILITY OF SUCH DAMAGE.

12. Indemnification

You agree to indemnify, defend, and hold APContractor.com and its affiliates, officers, directors, employees, agents, licensors, and suppliers harmless from and against any and all claims, liabilities, damages, losses, costs, expenses, or fees (including reasonable attorney's fees) arising out of or relating to: (a) your use of this Site; (b) your violation of these Terms; (c) your violation of any rights of a third party; or (d) any User Content you submit through the Site.

13. Governing Law and Dispute Resolution

These Terms shall be governed by and construed in accordance with the laws of the State of Georgia, without regard to its conflict of law provisions. Any dispute arising out of or relating to these Terms or your use of the Site shall be resolved exclusively in the state or federal courts located in Fulton County, Georgia, and you consent to the personal jurisdiction of such courts.

14. Waiver and Severability

Our failure to enforce any right or provision of these Terms will not be considered a waiver of that right or provision. The waiver of any such right or provision will be effective only if in writing and signed by a duly authorized representative of APContractor.com. If any provision of these Terms is held by a court of competent jurisdiction to be invalid, illegal, or unenforceable for any reason, such provision shall be eliminated or limited to the minimum extent necessary, and any remaining provisions of these Terms will continue in full force and effect.

15. Entire Agreement

These Terms, together with the Privacy Policy and any other legal notices or policies published by APContractor.com on the Site, constitute the entire agreement between you and APContractor.com regarding your use of the Site and supersede all prior and contemporaneous understandings, agreements, representations, and warranties, both written and oral, regarding the Site.

16. Changes to These Terms

APContractor.com reserves the right, in its sole discretion, to modify or replace these Terms at any time. If a revision is material, we will provide reasonable notice prior to any new terms taking effect, such as by posting a notification on the home page of the Site or updating the “Last Updated” date above. Your continued access to or use of the Site after any revisions become effective constitutes your acceptance of the revised Terms. If you do not agree to the new Terms, you must stop using the Site.

17. Contact Information

If you have any questions or concerns about these Terms, or if you believe your intellectual property rights have been infringed, please contact customerservice@crnchoice.com.