**Terms of Use**

**Introduction**

Welcome to Professional Employment Group of Colorado ("we," "our," "us"). These Terms of Use ("Terms") govern your access to and use of our website [www.pegrecruiting.com] (the "Website"). By accessing or using our Website, you agree to comply with and be bound by these Terms. If you do not agree with these Terms, you must not use our Website.

**Use of the Website**

1. **Eligibility**: You must be at least 16 years old to use our Website. By using our Website, you represent and warrant that you meet this age requirement.

2. **Consent to Communications:**
   2.1 **Electronic Communications:** By using our website and services, you consent to receive communications from us electronically, including emails, SMS/text messages, and other forms of electronic communication. We may communicate with you via email, text messages, or by posting notices on our website.
   2.2 **Consent to Text Messages**: By providing your phone number and opting in, you expressly consent to receive SMS/text messages from Professional Employment Group of Colorado regarding your account, transactions, promotions, and other related communications. These messages may be sent using an automated system. Standard messaging rates may apply depending on your carrier and plan.
   2.3 **Opting Out:** You may opt out of receiving SMS/text messages at any time by replying "STOP" to any text message you receive from us. After opting out, you will no longer receive SMS/text messages from us, except for messages related to your account or transactions. To resume receiving text messages, you may contact us to opt back in.
   2.4 **Accuracy of Contact Information:** You agree to provide accurate, current, and complete contact information. If your contact information changes, you agree to promptly update your account to ensure that you continue to receive our communications.

3. **Account Registration**: Some features of our Website may require you to create an account. You agree to provide accurate, current, and complete information during the registration process and to update such information as necessary to keep it accurate, current, and complete.

4. **Account Security**: You are responsible for maintaining the confidentiality of your account credentials and for all activities that occur under your account. You agree to notify us immediately of any unauthorized use of your account or any other breach of security.

5. **Prohibited Activities**: You agree not to:
   5.1 Use the Website for any unlawful purpose or in violation of any applicable laws or regulations.
   5.2 Engage in any activity that could harm or interfere with the functioning of the Website.
   5.3 Impersonate any person or entity or falsely state or otherwise misrepresent your affiliation with a person or entity.

5.4 Use any automated means to access the Website without our permission.
5.5 Collect or store personal data about other users without their consent.

**Intellectual Property**

1. **Ownership**: All content on the Website, including text, graphics, logos, images, and software, is the property of Professional Employment Gorup of Colorado or its licensors and is protected by intellectual property laws.
2. **License**: We grant you a limited, non-exclusive, non-transferable, and revocable license to access and use the Website for personal, non-commercial purposes. You may not reproduce, distribute, modify, create derivative works of, publicly display, publicly perform, republish, download, store, or transmit any of the material on our Website, except as authorized by these Terms or with our prior written consent.

**User Content**

1. **Responsibility**: You are solely responsible for any content you post, upload, or otherwise make available on the Website ("User Content"). You represent and warrant that you own or have the necessary rights to the User Content and that your User Content does not violate any third party's rights.
2. **License to Us**: By posting User Content, you grant us a worldwide, non-exclusive, royalty-free, transferable, sublicensable license to use, reproduce, modify, distribute, and display the User Content in connection with the Website.

**Disclaimers and Limitation of Liability**

1. **Disclaimer of Warranties**: The Website is provided on an "as is" and "as available" basis without any warranties of any kind, either express or implied. We do not warrant that the Website will be uninterrupted, error-free, or free of viruses or other harmful components.
2. **Limitation of Liability**: To the fullest extent permitted by law, we shall not be liable for any indirect, incidental, special, consequential, or punitive damages, or any loss of profits or revenues, whether incurred directly or indirectly, or any loss of data, use, goodwill, or other intangible losses, resulting from (a) your use of or inability to use the Website; (b) any unauthorized access to or use of our servers and/or any personal information stored therein; (c) any bugs, viruses, trojan horses, or the like that may be transmitted to or through our Website by any third party; or (d) any errors or omissions in any content or for any loss or damage incurred as a result of the use of any content posted, emailed, transmitted, or otherwise made available through the Website.

**Indemnification**

You agree to indemnify, defend, and hold harmless Professional Employment Group of Colorado its affiliates, and their respective officers, directors, employees, agents, licensors, and suppliers from and against any claims, actions, demands, losses, liabilities, and settlements, including without limitation, reasonable legal and accounting fees, arising out of or resulting from your violation of these Terms or your use of the Website.

**Governing Law**

These Terms shall be governed by and construed in accordance with the laws of Greenwood Village, Colorado without regard to its conflict of law principles. Any legal action or proceeding arising under these Terms will be brought exclusively in the federal or state courts located in Greenwood Village, Colorado, and you consent to the jurisdiction of and venue in such courts.

**Changes to These Terms**

We reserve the right to modify these Terms at any time. We will notify you of any changes by posting the new Terms on the Website and updating the "Last Updated" date at the top of these Terms. Your continued use of the Website after any such changes constitutes your acceptance of the new Terms.

**Contact Us**

If you have any questions about these Terms, please contact us on our contact page.