



COOKIE POLICY

What are Cookies, how are they used, and can I stop them?

A cookie is a portion of code installed in the browser and stored in the memory of your computer or device that collect information about the use of our website in order to make it function effectively and to improve our website visitors' experience. Cookies on our website are either session cookies, which are temporary cookies that are erased from your computer or device when you close your browser, or persistent cookies that stay in one of your browser's subfolders after you close your browser. You can erase persistent cookies from your browser history.

Our website uses cookies to save your session and to carry out other activities that are strictly necessary for the operation of our website, for example in relation to the distribution of traffic. The types of cookies that we use on our website are listed below.

What do we collect?

Cookie	Description	Type of Cookie	Duration	Use
_ga	This cookie is installed by Google Analytics. The cookie is used to calculate visitor, session, campaign data and keep track of site usage for the site's analytics report. The cookies store information anonymously and assigns a randomly generated number to identify unique visitors.	Persistent	2 yrs.	Analytics
_gat_UA-6633908-2	This is a pattern type cookie set by Google Analytics, where the pattern element on the name contains the unique identity number of the account or website it relates to. It appears to be a variation of the _gat cookie which is used to limit the amount of data recorded by Google on high traffic volume websites.	Session	1 min.	Performance
_gcl_au	This cookie is used by Google Analytics to understand user interaction with the website.	Persistent	2 mos.	Analytics
_gid	This cookie is installed by Google Analytics. The cookie is used to store information of how visitors use a website and helps in creating an analytics report of how the website is doing. The data collected including the number visitors, the source where they have come from, and the pages visited in an anonymous form.	Persistent	1 day	Analytics
bcookie	This cookie is set by LinkedIn. The purpose of the cookie is to enable LinkedIn functionalities on the page.	Persistent	2 yrs.	Functional
bscookie	This cookie is a browser ID cookie set by Linked share Buttons and ad tags.	Persistent	2 yrs.	Advertisement
JSESSIONID	Used by sites written in JSP. General purpose platform session cookies that are used to maintain users' state across page requests.	Session		Necessary

lang	This cookie is used to store the language preferences of a user to serve up content in that stored language the next time user visit the website.	Session		Preferences
lidc	This cookie is set by LinkedIn and used for routing.	Persistent	1 day	Functional
wp-settings-62	Used to preserve user's wp-admin settings	Persistent	1 yr.	Functional
wp-settings-time-62	Time at which wp-settings-{user} was set	Persistent	1 yr.	Functional
same50916	null	Session	30 min.	Other

What tracking tools does our website use?

In addition, some of the services listed below use cookies to collect statistics in an anonymized and aggregated form and to track your browsing habits.

Google Analytics

Installs persistent cookies to calculate visitor, session, campaign data and to keep track of website usage for the website's analytics report as well as to understand user interaction with the website. These persistent cookies store information anonymously and assign randomly generated numbers to identify unique visitors. Google Analytics also installs session cookies that provide a pattern element on the name, which contains the unique identity number of the account or website it relates to.

To learn more about the use of cookies for Google analytics and to exercise choice regarding such cookies, please visit the [Google Analytics Opt-out Browser Add-on](#).

Google Maps

Installs persistent cookies to calculate visitor, session, campaign data and to keep track of website usage for the website's analytics report as well as to understand user interaction with the website. These persistent cookies store information anonymously and assign randomly generated numbers to identify unique visitors.

LinkedIn

Installs persistent cookies to enable LinkedIn functionalities on the page and for routing directly to the LinkedIn website. LinkedIn also installs session cookies that are used to maintain users' state across page requests and to store the language preferences of a user to serve up content in that stored language the next time the user visits the website.

WordPress

Installs persistent cookies that are used to preserve the users' admin settings. WordPress also uses persistent and session cookies to record the time at which the WordPress settings are set.

What happens when you click the link to a third party platform?

Displaying content from external platforms

This type of services allows you to view content hosted on external platforms directly from the pages of this website and interact with them. This type of service might still collect web traffic data for the pages where the service is installed, even when you take no further action on their website.

YouTube video widget (Google Inc.)

YouTube is a video content visualization service provided by Google Inc. that allows this website to incorporate content of this kind on its pages.

Twitter

There is an identifying share button that takes you directly to Twitter, however, there are no cookies collected from our website for Twitter.

Facebook

There is an identifying share button that takes you directly to Facebook, however, there are no cookies collected from our website for Facebook.

How can I disable cookies?

You can manage preferences for cookies directly from within your own web browser and prevent, for example, third parties from installing cookies. Through your browser preferences, it is also possible to delete cookies installed in the past, including the cookies that may have saved the initial consent for the installation of cookies by this website. Please remember, if you disable the cookies for our website, some of the pages might not display properly and you might not be able to use all of the features we offer or store your preferences.

Here are links to manage the cookies of some of the common web browsers:

[Google Chrome](#)

[Internet Explorer](#)

[Firefox](#)

[Safari](#)

For any other web browser, you can follow the instructions in the help section of your web browser or visit allaboutcookies.org. With regard to cookies installed by third parties, you can manage their preferences by using the means provided in the third party's privacy policy, or by contacting the third party.

To learn more about certain cookies used for interest-based advertising by third parties, including through cross-device tracking, and to exercise certain choices regarding such cookies, please visit the [Digital Advertising Alliance](#), [Network Advertising Initiative](#), [Digital Advertising Alliance-Canada](#), [European Interactive Digital Advertising Alliance](#) or your device settings if you have the DAA or other mobile app.

Owner and Data Controller

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