

## THIRD-PARTY COOKIES OF eRECRUITMENT SOLUTIONS SP. Z O.O. PARTNERS

Our Partners mean third-party providers of services or tools used by eRecruitment Solutions sp. z o.o. for analytical and advertising purposes (behavioural advertising, remarketing). With their use, the advertising communication can reach users that have previously visited our website at other websites they visit, including but not limited to those owned by entities collaborating with our partners. Through enabling cookies, users can experience advertisements that are better matched to their interests. Our partners also use cookies to identify users, ensure secure utilisation of certain functionalities, and in the scope necessary to render specific services.

Data controller means the controller of personal data recorded and stored using third-party cookies. The data controller will be eRecruitment Solutions sp. z o.o. or our partner, depending on the type of services rendered by such partner and the entity determining the goals and modes of processing data recorded and stored using specific cookies. More information can be found in our [Privacy Policy](#) or in the policies of our partners, available below in the "Managing Cookie Functions" column.

No.	Partner	Cookie Name, Purpose, and Lifecycle	Managing Cookie Functions
1.	Facebook Ireland Limited	<p>The following files are used for analytical and advertising purposes.</p> <p>dpr – permits controlling the "Share" and "Like" buttons. Lifecycle: end of session.</p> <p>wd – browser window dimensions. Lifecycle: end of session.</p> <p>xs – session number and key. Lifecycle: 3 months.</p> <p>fr – set by Facebook to display relevant ads for the users as well as measure and improve ads. Tracks the user's behaviour on the website. Lifecycle: 3 months.</p> <p>datr – appears when the browser gains access to facebook.com (with the exception of the iframes plugin). Helps identify suspicious logging activity and ensure user safety. For example, it can be used to mark suspicious activity, such as unsuccessful login attempts and attempts to create multiple spam accounts. Lifecycle: 2 years.</p>	<p><a href="https://pl-pl.facebook.com/privacy/explanation">https://pl-pl.facebook.com/privacy/explanation</a></p> <p><a href="https://www.facebook.com/policies/cookies/">https://www.facebook.com/policies/cookies/</a></p>

		<p>c_user – this cookie contains the ID of currently logged user. Lifecycle: depending on the status of the field “Stay logged in”. If the field “Do not log out” is checked, the lifecycle is 90 days. If the “Do not log out” field is not checked, the lifecycle is end of session.</p> <p>__atssc – a persistent cookie generated by the facebook.com plugin. Lifecycle: 2 years.</p> <p>sb – file used by facebook.com, no specific data. Lifecycle: persistent cookie.</p> <p>act, spin, presence – these files are used to report social campaigns, solve problems with campaign configuration, and build aggregate groups of recipients for targeting purposes based on their behaviour trends. Lifecycle: 1 year.</p>	
2.	LinkedIn (linkedin.com and ads.linkedin.com)	<p>The following files are used for analytical and advertising purposes.</p> <p>lang – records the location and language version of the site selected by the user. Lifecycle: end of session.</p> <p>UserMatchHistory – used for user analysis for the purposes of LinkedIn Ads. Lifecycle: 20 weeks.</p> <p>AMCV, bcookie – browser IDs. Lifecycle: 7 days and 14 months.</p> <p>AMCV_{#}@AdobeOrg – used to identify unique users. It is set using JavaScript to store the user's unique id in the AMCV_###@AdobeOrg cookie in the current website domain, where ### represents a random character string. Lifecycle: 6 months.</p> <p>lidc – used for routing. It allows LinkedIn to track user behaviour for the purposes of advertising analyses. Lifecycle: 24 hours.</p>	<p><a href="https://www.linkedin.com/legal/privacy-policy?trk=homepage-basic-footer-privacy-policy">https://www.linkedin.com/legal/privacy-policy?trk=homepage-basic-footer-privacy-policy</a></p> <p><a href="https://www.linkedin.com/legal/cookie-table">https://www.linkedin.com/legal/cookie-table</a></p>

		<p>lissc – used for the purpose of logging in using LinkedIn and/or the tracking function on LinkedIn. Lifecycle: 2 years.</p> <p>VID – this cookie intercepts information about users so as to better understand the way they interact with applications or websites. Lifecycle: 360 days.</p> <p>aam_uuid – Adobe Audience Manager. Lifecycle: 30 days.</p>	
3.	<p>Google Ireland Ltd (google.com, google.pl, Google TagManager, Google Analytics, Google AdWords, DoubleClick, YouTube)</p>	<p>The following files are used for analytical and advertising purposes.</p> <p>dv – this cookie is usually saved in the browser upon first visit. If the cookie has been deleted by the browser operator, a new cookie is set with a different unique ID. In most cases, this cookie is used to determine unique users of the erecruiter.pl website and is updated upon each pageview. Furthermore, the cookie is delivered with a unique ID used by Google Analytics to ensure both the validity and the availability of the cookie as an additional means of security. Lifecycle: 1 year.</p> <p>_ga – it permits eRecruitment Solutions sp. z o.o. to track respective users and the manner they use the website. It is set upon the first visit at the website and updated upon subsequent visits. eRecruitment Solutions sp. z o.o. does not use Google Analytics to collect personal data other than IP address from the users. Lifecycle: 2 years.</p> <p>_utma – Google Analytics: permits recording visits and visitors. Lifecycle: 2 years.</p> <p>_utmb – Google Analytics: used to record new visits at the website. Lifecycle: 30 minutes.</p> <p>_utmc – Google Analytics: in combination with _utmb this cookie makes it possible to establish whether it is a new visit. Lifecycle: end of session.</p>	<p><a href="https://support.google.com/analytics/answer/181881?hl=pl">https://support.google.com/analytics/answer/181881?hl=pl</a></p> <p><a href="https://support.google.com/ads/answer/2662922?hl=en-GB">https://support.google.com/ads/answer/2662922?hl=en-GB</a></p>

		<p>_utmt – Google Analytics: restricting the frequency of requests with respect to Google Analytics. Lifecycle: 10 minutes.</p> <p>_utmz – Google Analytics: sources of visits. This cookie is updated after each site is viewed. Lifecycle: 6 months.</p> <p>_gid – records the unique ID used for generating statistical data regarding the manner of using the website by the user. Lifecycle: 24 hours.</p> <p>APISID, HSID, SAPISID, SID, SSID, NID – Google/YouTube: these cookies permit recording user preferences and other information about the user. Such information includes in particular: preferred language, number of search results displayed on the site, and the decision on enabling or not enabling the Google SafeSearch filter. Lifecycle: 2 years.</p> <p>1P_JAR and SSID – Google AdWords: these cookies contain information on how users use the website as well as user preferences. Google deploys these files to adapt ads to user interests. Lifecycle: 2 years.</p> <p>IDE – cookie recorded by Google DoubleClick. Lifecycle: 2 years.</p> <p>AID, ANID, OTZ – cookies set on the google.com domain and used to display more matching advertisements in other Google services (e.g. YouTube). Lifecycle: AID 2 years. ANID 1 year. OTZ 30 days.</p>	
4.	Oracle (AddThis)	<p>atuvc – a persistent cookie generated by the AddThis social share button plugin. Lifecycle: 2 years.</p>	<p><a href="https://www.oracle.com/legal/privacy/addthis-privacy-policy.html#.UUt85VeJs08">https://www.oracle.com/legal/privacy/addthis-privacy-policy.html#.UUt85VeJs08</a></p>
5.	Salesforce Inc. Pardot	<p>The following cookies are set on the website and permit the functioning of the platform used for marketing automation and lead generation. Lifecycle: from end of session to 10 years.</p>	<p><a href="https://www.pardot.com/legal/permission-based-marketing-policy/">https://www.pardot.com/legal/permission-based-marketing-policy/</a></p> <p><a href="https://www.oracle.com/legal/privacy/addthis-privacy-policy.html#.UUt85VeJs08">https://www.oracle.com/legal/privacy/addthis-privacy-policy.html#.UUt85VeJs08</a></p>

		<p>visitor_id{#} – contains the unique user ID and unique account ID. Lifecycle: 10 years.</p> <p>visitor_id{#}-hash – contains the ID of the visiting account and stores the unique hash. This cookie is a security measure protecting against access to accumulated information. Lifecycle: 10 years.</p> <p>We also use the following cookies for analytical and advertising purposes. They include:</p> <p>pdType OptanonConsent recent_history previewHash OptanonAlertBoxClosed Pac _ga _gid _ga_gid</p>	
6.	Intercom	intercom-session-<id> – file used while working in the eRecruiter system. It permits distinguishing users in the Intercom chat tool. Lifecycle: 1 year.	<a href="https://www.intercom.com/terms-and-policies#cookie-policy">https://www.intercom.com/terms-and-policies#cookie-policy</a>
7.	Webankieta	<p>We occasionally use Webankieta cookies at system.erecruiter.pl websites.</p> <p>PHPSESSID – stores browser session data. Lifecycle: end of session.</p> <p>survey_filled_*id* – collects information on the given survey fillout ID. Lifecycle: 30 days.</p>	<a href="https://www.webankieta.pl/cookies">https://www.webankieta.pl/cookies</a>
8.	Google (Firebase)	<p>The following files are used for the purpose of identifying the users of the eRecruiter mobile app.</p> <p>Google Analytics for Firebase: users identified by:</p> <ul style="list-style-type: none"> <li>ios: if possible, on the basis of Advertising Identifier (IDFA) or Vendor Identifier</li> <li>android: if possible, on the basis of Google Advertising ID or ANDROID_ID</li> </ul> <p>Lifecycles: the IDs do not have a validity date but they can be reset/disabled by the user.</p>	<p><a href="https://support.google.com/googleplay/android-developer/answer/6048248?hl=en">https://support.google.com/googleplay/android-developer/answer/6048248?hl=en</a></p> <p><a href="https://support.google.com/firebase/answer/6318039?hl=en">https://support.google.com/firebase/answer/6318039?hl=en</a></p> <p><a href="https://support.google.com/firebase/answer/6318039?hl=en">https://support.google.com/firebase/answer/6318039?hl=en</a></p>



9.	One Signal	<p>The following files are used for the purpose of identifying the users of the eRecruiter mobile app.</p> <p>The user is identified by Player ID generated on the basis of Google Advertising ID or identifierForVendor. Lifecycles: the IDs do not have a validity date but they can be reset/disabled by the user.</p>	<p><a href="https://documentation.onesignal.com/docs/data-collected-by-the-onesignal-sdk">https://documentation.onesignal.com/docs/data-collected-by-the-onesignal-sdk</a></p>
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