

Cookie Policy AIHR

Academy to Innovate HR (AIHR) – Last updated April 2024

Our [Privacy Statement](#) explains how we collect and use information from and about you when you visit our website, create an account with us, use our platform, or otherwise interact with us. This Cookie policy explains more about how we use cookies and your choices concerning cookies.

What are cookies?

Like most websites, we use cookies and similar technologies to remember things about you so that we can provide you with a better experience.

- Cookies are small data files stored on your browser or device. They may be served by the entity that operates the website you are visiting (“first-party cookies”) or by other companies (“third-party cookies”). For example, we partner with third-party analytics providers, like Google, which set cookies when you visit our websites. This helps us understand how you are using our Services so that we can improve them.
- Pixels are small images on a web page or in an email. Pixels collect information about your browser or device and can set cookies.
- Local storage allows data to be stored locally on your browser or device and includes HTML5 local storage and browser cache.

How we use cookies

We use cookies for a number of reasons, like helping us see which features are most popular, counting visitors to a page, improving our users’ experience, keeping our services secure, and generally providing you with a better experience. The cookies we use generally fall into one of the following categories.

CATEGORY OF COOKIES	WHY WE USE THESE COOKIES
Technical	These cookies are essential for our services to function properly. Like the other cookies we use, technical cookies may be either first-party cookies or third-party cookies.
Preferences	We use these cookies to remember your settings and preferences. For example, we may use these cookies to remember your language preferences.
Security	We use these cookies to help identify and prevent security risks.

Performance	We use these cookies to collect information about how you interact with our services and to help us improve them. For example, we may use these cookies to determine if you have interacted with a certain page.
Analytics	We use these cookies to help us understand and improve our services. For example, we can use these cookies to learn more about which features are the most popular with our users and where we may need to make improvements.
Advertising	We use these cookies to deliver advertisements, to make them more relevant and meaningful to visitors to our website, and to track the efficiency of our advertising campaigns, both on our services and on other websites.

A full list of the cookies we deploy and the categories they fall into is listed in this cookie policy.

Your choices

When you visit our website for the first time you can choose to accept, deny, or set preferences on which cookies you accept to be installed.

You also have a number of options to control or limit how we use cookies and similar technologies, including for advertising.

- Although most browsers and devices accept cookies by default, their settings usually allow you to clear or decline cookies. If you disable cookies, however, some of the features of our services may not function properly.
- To prevent your data from being used by Google Analytics, you can install [Google's opt-out browser add-on](#).
- For information on how our advertising partners allow you to opt out of receiving ads based on your web browsing history, please visit <http://optout.aboutads.info/>. European users may opt out of receiving targeted advertising through the [European Interactive Digital Advertising Alliance](#).
- To opt out of ads on Facebook, LinkedIn, or Google that are targeted to your interests, use your Facebook, LinkedIn, or Google Ads settings.

Contact us

If you have any questions about our use of cookies, please contact us at privacy@aihr.com. This cookie policy pertains to the domain www.aihr.com.

Cookie Categorization

Necessary (33)

Necessary cookies help make a website usable by enabling basic functions like page navigation and access to secure areas of the website. The website cannot function properly without these cookies.

Name	Provider	Purpose	Expiry
###-###-###.ack	cdn.rudderlabs.com	Used to contain user's survey and quiz answers in Local Storage.	Persistent
###-###-###.InProgress			
###-###-###.queue			
###-###-###.reclaimEnd			
###-###-###.reclaimStart			
__stripe_mid	aihr.com	This cookie is necessary for making credit card transactions on the website. The service is provided by Stripe.com which allows online transactions without storing any credit card information.	1 year
__stripe_sid	aihr.com		1 day
_ab	m.stripe.network		Session
_mf	m.stripe.network		Session
AI_buffer	content.powerapps.com		Used in context with the "AI_sentBuffer" in order to limit the number of data-server-updates (Azure). This synergy also allows the website to detect any duplicate data-server-updates.

Name	Provider	Purpose	Expiry
AI_sentBuffer	content.powerapps.com	Used in context with the "AI_buffer" in order to limit the number of data-server-updates (Azure). This synergy also allows the website to detect any duplicate data-server-updates.	Session
ai_session	app.powerbi.com	Preserves users states across page requests.	1 day
ARRAffinity	app.powerbi.com	Used to distribute traffic to the website on several servers in order to optimize response times.	Session
ARRAffinity	appsource.powerbi.com		
ARRAffinity	pbvisuals.powerbi.com		
ARRAffinitySameSite	app.powerbi.com		
ARRAffinitySameSite	appsource.powerbi.com		
ARRAffinitySameSite	pbvisuals.powerbi.com		
AWSALBTG	typeform.com	Registers which server-cluster is serving the visitor. This is used in context with load balancing, in order to optimize user experience.	7 days
AWSALBTGCORS			
CookieConsent	aihr.com	Stores the user's cookie consent state for the current domain	1 year
cookietest	app.powerbi.com	This cookie is used to determine if the visitor has accepted the cookie consent box.	Session
deviceInfo1	bing.com	Determines the device used to access the website. This allows the website to be formatted accordingly.	Persistent

Name	Provider	Purpose	Expiry
docs/common/netcheck.gif	gstatic.com	Necessary for the general functionality of the website.	Session
JSESSIONID	linkedin.com	Preserves users states across page requests.	Session
manifests.artifacts	content.powerapps.com	Used by Microsoft Power BI platform to display graphics on the website.	Persistent
manifests.extensions			
manifests.products			
manifests.tabs			
rc::a	gstatic.com	This cookie is used to distinguish between humans and bots. This is beneficial for the website, in order to make valid reports on the use of their website.	Persistent
rc::c	gstatic.com	This cookie is used to distinguish between humans and bots.	Session
sc_anonymous_id	soundcloud.com	Used in context with the 3D-view-function on the website.	10 years
test_rudder_cookie	typeform.com	This cookie determines whether the browser accepts cookies.	1 year

Preferences (15)

Preference cookies enable a website to remember information that changes the way the website behaves or looks, like your preferred language or the region that you are in.

Name	Provider	Purpose	Expiry
_\$Maps_centerLatitude_expiration	bing.com	Used in context with the website's map integration. The cookie stores user interaction with the map in order to optimize its functionality.	Persistent

_\$Maps_centerLongitude_expiration			
_\$Maps_deviceInfo1_expiration			
_\$Maps_zoom_expiration			
_EDGE_V	bing.com	This cookie is used in context with the Bing-Map integration on the website. The cookie is necessary for some map-features.	1 year
1	m.stripe.network	This cookie is used in conjunction with the payment window - The cookie is necessary for making secure transactions on the website.	Session
centerLatitude	bing.com	Used in context with the website's map integration. The cookie stores user interaction with the map in order to optimize its functionality.	Persistent
centerLongitude			
lang	linkedin.com	Necessary for maintaining language-settings across subpages on the website.	Session
li_alerts	linkedin.com	Used to determine when and where certain pop-ups on the website should be presented for the user and remember whether the user has closed these, to keep them from showing multiple times.	1 year
messagesUtk	aihr.com	Stores a unique ID string for each chat-box session. This allows the website-support to see previous issues and reconnect with the previous supporter.	180 days
tableau_locale	public.tableau.com	The cookie determines the preferred language and country-setting of the visitor - This allows the website to show content most relevant to that region and language.	Session
tableau_public_negotiated_locale	public.tableau.com	Used in context with the language setting on the website. Facilitates the translation into the preferred language of the visitor.	Session

tf_respondent_cc	typeform.com	Used to implement forms on the website.	6 months
zoom	bing.com	Used in context with the website's map integration. The cookie stores user interaction with the map in order to optimize its functionality.	Persistent

Statistics (33)

Statistic cookies help website owners to understand how visitors interact with websites by collecting and reporting information anonymously.

Name	Provider	Purpose	Expiry
_hssc	aihr.com	Identifies if the cookie data needs to be updated in the visitor's browser.	1 day
_hssrc	aihr.com	Used to recognize the visitor's browser upon reentry on the website.	Session
_hstc	aihr.com	Sets a unique ID for the session. This allows the website to obtain data on visitor behavior for statistical purposes.	180 days
_cb	players.brightcove.net	Collects data such as visitors' IP address, geographical location and website navigation - This information is used for internal optimization and statistics for the website's operator.	13 months
_cb	players.brightcove.net		Persistent
_cbt	brightcove.net		Session
_cbt	players.brightcove.net		Session
_cb_expires	players.brightcove.net	This cookie is used in context with HTML local storage, this sets an expiry date/time for the _cb tracker, which makes it function like a cookie.	Persistent
_chartbeat2	players.brightcove.net	Collects data on the user's visits to the website, such as which pages have been read.	13 months

_clck	aihr.com	Collects data on the user's navigation and behavior on the website. This is used to compile statistical reports and heatmaps for the website owner.	1 year
_clsk	aihr.com	Registers statistical data on users' behavior on the website. Used for internal analytics by the website operator.	1 day
_cltk	clarity.ms		Session
_conv_r	aihr.com	This cookie is used as a referral-cookie that stores the visitor's profile – the cookie is overwritten when the visitor re-enters the website and new information on the visitor is collected and stored.	Session
_conv_s	aihr.com	This cookie contains an ID string on the current session. This contains non-personal information on what subpages the visitor enters – this information is used to optimize the visitor's experience.	1 day
_conv_v	aihr.com	This cookie is used to identify the frequency of visits and how long the visitor is on the website. The cookie is also used to determine how many and which subpages the visitor visits on a website – this information can be used by the website to optimize the domain and its subpages.	6 months
_webpushrSessionLog	cdn.webpushr.com	Used in context with the website's pop-up questionnaires and messaging. The data is used for statistical or marketing purposes.	Session

ai_user	app.powerbi.com	Used by Microsoft Application Insights software to collect statistical usage and telemetry information. The cookie stores a unique identifier to recognize users on returning visits over time.	1 year
browser_id	slideshare.net	Used to recognise the visitor's browser upon reentry on the website.	5 years
c.gif	c.clarity.ms	Collects data on the user's navigation and behavior on the website. This is used to compile statistical reports and heatmaps for the website owner.	Session
conv_variations	cdn-4.convertexperiments.com	This cookie is used by the website's operator in context with multi-variate testing. This is a tool used to combine or change content on the website. This allows the website to find the best variation/edition of the site.	Persistent
dd_cookie_test_#	typeform.com	Registers data on visitors' website-behavior. This is used for internal analysis and website optimization.	1 day
hubspotutk	aihr.com	Sets a unique ID for the session. This allows the website to obtain data on visitor behavior for statistical purposes.	180 days
ping	chartbeat.net	Collects data such as visitors' IP address, geographical location and website navigation - This information is used for internal optimization and statistics for the website's operator.	Session
rl_anonymous_id	cdn.rudderlabs.com	Registers statistical data on users' behavior on the website. Used for internal analytics by the website operator.	Persistent
rl_group_id	cdn.rudderlabs.com		Persistent
rl_group_trait	cdn.rudderlabs.com		Persistent

rl_trait	cdn.rudderlabs.com		Persistent
rl_user_id	cdn.rudderlabs.com		Persistent
td	googletagmanager.com		Session
rl_session	cdn.rudderlabs.com	Collects data on the user's visits to the website, such as the number of visits, average time spent on the website and what pages have been loaded with the purpose of generating reports for optimizing the website content.	Persistent
tracking_session_id	typeform.com	Determines when the visitor last visited the different subpages on the website, as well as sets a timestamp for when the session started.	1 day
Vuid	vimeo.com	Collects data on the user's visits to the website, such as which pages have been read.	2 years
WFESessionId	app.powerbi.com	Stores data on the time spent on the website and its sub-pages, during the current session.	Session

Marketing (78)

Marketing cookies are used to track visitors across websites. The intention is to display relevant and engaging advertisements for the individual user making them more valuable for publishers and (third-party) advertisers.

Name	Provider	Purpose	Expiry
__Host-GAPS	accounts.google.com	Collects data on the user's visits to the website, such as the number of visits, average time spent on the website and what pages have been loaded with the purpose of generating reports for optimizing the website content.	2 years

__ptq.gif	hubspot.com	Sends data to the marketing platform Hubspot about the visitor's device and behavior. Tracks the visitor across devices and marketing channels.	Session
__tea_cache_first_#	sf16-website-l ogin.neutral.tt wstatic.com	Used by the social networking service, TikTok, for tracking the use of embedded services.	Persistent
__tea_sdk_ab_version_#	sf16-website-l ogin.neutral.tt wstatic.com	Collects data on visitors' preferences and behavior on the website - This information is used to make content and advertisement more relevant to the specific visitor.	Persistent
__tea_session_id_#	sf16-website-l ogin.neutral.tt wstatic.com	Used by the social networking service, TikTok, for tracking the use of embedded services.	Session
__tld_	typeform.com	Used to track visitors on multiple websites, in order to present relevant advertisements based on the visitor's preferences.	Session
__tt_embed__mounting	tiktok.com	Registers data on the performance of the website's embedded video-content.	Session
__tt_embed__storage_tes t	tiktok.com	Registers data on the performance of the website's embedded video-content.	Session
_cb_svref	players.brightc ove.net	This cookie is used to collect information on a visitor. This information will become an ID string with information on a specific visitor - ID information strings can be used to target groups with similar preferences, or can be used by third-party domains or ad-exchanges.	1 day
_chartbeat2	players.brightc ove.net	Used by the web analytics company Chartbeat to register whether the user has visited the website before.	Persistent
_chartbeat2_expires			

_conv_sptest	aihr.com	This cookie is used by the website's operator in context with multi-variate testing. This is a tool used to combine or change content on the website. This allows the website to find the best variation/edition of the site.	Session
_EDGE_S	bing.com	Collects information on user behavior on multiple websites. This information is used in order to optimize the relevance of advertisement on the website.	Session
_fbp	aihr.com	Used by Facebook to deliver a series of advertisement products such as real time bidding from third party advertisers.	3 months
_ga	aihr.com	Used to send data to Google Analytics about the visitor's device and behavior. Tracks the visitor across devices and marketing channels.	2 years
ga#			
_gcl_au	aihr.com	Used by Google AdSense for experimenting with advertisement efficiency across websites using their services.	3 months
_SS	bing.com	Collects information on visitor behavior on multiple websites - This information is used on the website in order to optimize the relevance of advertisement. The cookie also allows the website to determine how the visitor accessed the website.	Session
_uetclid	aihr.com	Collects data on visitor behavior from multiple websites, in order to present more relevant advertisements - This also allows the website to limit the number of times that they are shown the same advertisement.	1 day
_uetclid	bing.com	Used to track visitors on multiple websites, in order to present relevant advertisements based on the visitor's preferences.	Persistent

_uetsid_exp	bing.com	Contains the expiry-date for the cookie with corresponding name.	Persistent
_uetvid	aihr.com	Used to track visitors on multiple websites, in order to present relevant advertisements based on the visitor's preferences.	1 year
_uetvid	bing.com		Persistent
_uetvid_exp	bing.com	Contains the expiry-date for the cookie with corresponding name.	Persistent
_v_chartbeat3	players.brightcove.net	Contains data on user navigation, interaction and time spent on the website and its sub-pages. This data is used to optimize the relevance of advertisements and for statistical purposes.	13 months
_v_chartbeat3	players.brightcove.net		Persistent
_v_chartbeat3_expires	players.brightcove.net		Persistent
ads/ga-audiences	google.com	Used by Google AdWords to re-engage visitors that are likely to convert to customers based on the visitor's online behavior across websites.	Session
attribution_user_id	typeform.com	Used in context with the website's pop-up questionnaires and messaging. The data is used for statistical or marketing purposes.	1 year
brave_page_visited	aihr.com	Collects data related to the user's visits to the website, such as the number of visits, average time spent on the website and what pages have been loaded, with the purpose of displaying targeted ads.	Persistent
conv_rand	cdn-4.convertexperiments.com	This cookie is used by the website's operator in context with multi-variate testing. This is a tool used to combine or change content on the website. This allows the website to find the best variation/edition of the site.	Persistent

Csi	gstatic.com	Collects data on visitors' preferences and behavior on the website - This information is used make content and advertisement more relevant to the specific visitor.	Session
GFE_RTT	docs.google.com	Used to implement the content through Google Docs.	1 day
HUBLYTICS_EVENTS_53	static.hsappstatic.net	Collects data on visitor behavior from multiple websites, in order to present more relevant advertisement - This also allows the website to limit the number of times that they are shown the same advertisement.	Persistent
HYBRID_SLARDAR_WEBtiktok_pns_web_runtime	sf16-website-login.neutral.ttwstatic.com	Used by the social networking service, TikTok, for tracking the use of embedded services.	Persistent
iU5q-!O9@\$	youtube.com	Registers a unique ID to keep statistics of what videos from YouTube the user has seen.	Session
LAST_RESULT_ENTRY_KEY	youtube.com	Used to track user's interaction with embedded content.	Session
lastExternalReferrer	connect.facebook.net	Detects how the user reached the website by registering their last URL-address.	Persistent
lastExternalReferrerTime			
li_adslid	snap.licdn.com	Collects data on user behavior and interaction in order to optimize the website and make advertisement on the website more relevant.	Persistent
msToken	tiktok.com	Collects visitor data related to the user's visits to the website, such as the number of visits, average time spent on the website and what pages have been loaded, with the purpose of displaying targeted ads.	10 days

MUIDB	bing.com	Registers data on visitors from multiple visits and on multiple websites. This information is used to measure the efficiency of advertisement on websites.	1 year
nextId	youtube.com	Used to track user's interaction with embedded content.	Session
prism_#	aihr.com	Collects information on user preferences and/or interaction with web-campaign content - This is used on CRM-campaign-platform used by website owners for promoting events or products.	30 days
PUMBAA_FREQ	sf16-website-login.neutral.ttwstatic.com	Used by the social networking service, TikTok, for tracking the use of embedded services.	Persistent
remote_sid	youtube.com	Necessary for the implementation and functionality of YouTube video-content on the website.	Session
requests	youtube.com	Used to track user's interaction with embedded content.	Session
rl_page_init_referrer	cdn.rudderlabs.com	Registers how the user has reached the website to enable pay-out of referral commission fees to partners.	Persistent
rl_page_init_referring_domain			
sbjs_current	aihr.com	Collects data on user behavior and interaction in order to optimize the website and make advertisements on the website more relevant.	Session
sbjs_current_add			Session
sbjs_first			Session
sbjs_first_add			Session
sbjs_migrations			Session
sbjs_session			1 day
sbjs_uata			Session

ServiceWorkerLogsData base#SWHealthLog	youtube.com	Necessary for the implementation and functionality of YouTube video-content on the website.	Persistent
SLARDARtiktok_web_embed	sf16-website-login.neutral.ttstatic.com	Used by the social networking service, TikTok, for tracking the use of embedded services.	Persistent
SLARDARwebmssdk			
SRCHD	bing.com	Collects data on user behavior and interaction in order to optimize the website and make advertisement on the website more relevant.	1 year
SRCHHPGUSR			
SRCHUID			
SRCHUSR			
TESTCOOKIESENABLED	youtube.com	Used to track user's interaction with embedded content.	1 day
Ttwid	tiktok.com	Used by the social networking service, TikTok, for tracking the use of embedded services.	1 year
v2/tracker	brightcove.com	Used in context with video-advertisement. The cookie limits the number of times a user is shown the same advertisement. The cookie is also used to ensure relevance of the video-advertisement to the specific user.	Session
WIDGET::local::assignments	widget.sndcdn.com	Used by audio-platform SoundCloud to implement, measure and improve their embedded content/service on the website - The collection of data also includes visitors' interaction with embedded content/service. This can be used for statistics or marketing purposes.	Persistent
Xmsi	sf16-website-login.neutral.ttstatic.com	Used by the social networking service, TikTok, for tracking the use of embedded services.	Persistent

yt.innertube::nextId	youtube.com	Registers a unique ID to keep statistics of what videos from YouTube the user has seen.	Persistent
ytidb::LAST_RESULT_EN TRY_KEY		Used to track user's interaction with embedded content.	Persistent
YtldbMeta#databases			
yt-remote-cast-available		Stores the user's video player preferences using embedded YouTube video	Session
yt-remote-cast-installed			Session
yt-remote-connected-de vices			Persistent
yt-remote-device-id			Persistent
yt-remote-fast-check-pe riod			Session
yt-remote-session-app			Session
yt-remote-session-name			Session

Unclassified (60)

Unclassified cookies are cookies that are in the process of classification, together with the providers of individual cookies.

Name	Provider	Purpose	Expiry
_cf_bm	hubspot.com	Unclassified	1 day
_cf_bm	vimeo.com	Unclassified	1 day
_cfuvid	hsforms.com	Unclassified	Session
_cfuvid	hubspot.com	Unclassified	Session
_cfuvid	vimeo.com	Unclassified	Session
bcookie	linkedin.com	Unclassified	1 year
bscookie	linkedin.com	Unclassified	1 year
hs-beacon-#-#-#-#-#-shown-anim ation	beacon-v2.helpscout.net	Unclassified	Persistent
id	m.stripe.network	Unclassified	Session
JSESSIONID	nr-data.net	Unclassified	Session
li_gc	linkedin.com	Unclassified	180 days
m	m.stripe.com	Unclassified	400 days
lidc	linkedin.com	Unclassified	1 day
AnalyticsSyncHistory	linkedin.com	Unclassified	30 days
CLID	clarity.ms	Unclassified	1 year
number(#)	widget.sndcdn.com	Unclassified	Session

#-#	youtube.com	Unclassified	Session
#-visitorId	typeform.com	Unclassified	Persistent
_tea_cache_tokens_#	sf16-website-login.neutral.ttwstatic.com	Unclassified	Persistent
ANONCHK	c.clarity.ms	Unclassified	1 day
COMPASS	docs.google.com	Unclassified	1 day
li_sugr	linkedin.com	Unclassified	3 months
LogsDatabaseV2:V# LogsRequestsStore	youtube.com	Unclassified	Persistent
MR	bing.com	Unclassified	7 days
MR	c.clarity.ms	Unclassified	7 days
MSPTC	bing.com	Unclassified	1 year
MUID	bing.com	Unclassified	1 year
MUID	clarity.ms	Unclassified	1 year
NID	google.com	Unclassified	6 months
prism_#	prism.app-us1.com	Unclassified	30 days
ritz-e-f	docs.google.com	Unclassified	Persistent
ritz-e-n	docs.google.com	Unclassified	Persistent
ritz-e-v	docs.google.com	Unclassified	Persistent
SM	c.clarity.ms	Unclassified	Session
SRM_B	bing.com	Unclassified	1 year
UserMatchHistory	linkedin.com	Unclassified	30 days
VISITOR_INFO1_LIVE	youtube.com	Unclassified	180 days
VISITOR_PRIVACY_METADATA	youtube.com	Unclassified	180 days
YSC	youtube.com	Unclassified	Session
_webpushr	cdn.webpushr.com	Unclassified	Persistent
ERuHJSF	aihr.com	Unclassified	1 day
GeocoderCache#objects	app.powerbi.com	Unclassified	Persistent
hid	prod-public-uswest-a.online.tableau.com	Unclassified	Session
msToken	sf16-website-login.neutral.ttwstatic.com	Unclassified	Session
qA-EwXzLFW_hQFun	aihr.com	Unclassified	1 day
tab.viz.session.002201AC8AAA4E3CBE9649627131A2A2-0:0	public.tableau.com	Unclassified	Persistent
tab.viz.session.04C04B741FD944659DFE6249EB3C6906-0:0	public.tableau.com	Unclassified	Persistent
tab.viz.session.236C469F62C44D4398DC30161F7AF330-0:0	public.tableau.com	Unclassified	Persistent
tab.viz.session.401C3E3B96034B618C94F8BA417781D2-0:0	public.tableau.com	Unclassified	Persistent
tab.viz.session.83D6728C49EB47F1903C6514AEF2D375-0:0	public.tableau.com	Unclassified	Persistent

tab.viz.session.BFD86770CFF4419CA968FE5C78735C46-0:0	public.tableau.com	Unclassified	Persistent
tab.viz.session.management.roots	public.tableau.com	Unclassified	Persistent
tempEmail	aihr.com	Unclassified	Persistent
tempFirstName	aihr.com	Unclassified	Persistent
tempJob	aihr.com	Unclassified	Persistent
tempLastName	aihr.com	Unclassified	Persistent
tempSpecialization	aihr.com	Unclassified	Persistent
TrMxIDKUNa	aihr.com	Unclassified	1 day
uPwY_Vc	aihr.com	Unclassified	1 day
xmst	sf16-website-login.neutral.ttwstatic.com	Unclassified	Persistent

Reject cookies

If you choose to disable cookies, please note that this may impact your user experience on our site and restrict you from utilizing certain site functionality.