

Cookie Policy **AIHR**

Our [Privacy Policy](#) 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.

Please visit our cookies page for [a full list of the cookies we deploy on our website](#) and the categories they fall into.

Your choices

You 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
Cookie policy last updated in January 2020

Cookies

www.aihr.com, www.analyticsinhr.com, and www.digitalhrtech.com

Necessary (13)

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
_cfduid	acquire.io	Used by the content network, Cloudflare, to identify trusted web traffic	1 year
_cfduid	hsadspixel.net	Used by the content network, Cloudflare, to identify trusted web traffic	1 year
_cfduid	hs-analytics.net	Used by the content network, Cloudflare, to identify trusted web traffic	1 year
_cfduid	hsforms.com	Used by the content network, Cloudflare, to identify trusted web traffic	1 year
_cfduid	hsforms.net	Used by the content network, Cloudflare, to identify trusted web traffic	1 year
_cfduid	hs-scripts.com	Used by the content network, Cloudflare, to identify trusted web traffic	1 year
_cfduid	hubapi.com	Used by the content network, Cloudflare, to identify trusted web traffic	1 year
_cfduid	proofapi.com	Used by the content network, Cloudflare, to identify trusted web traffic	1 year

_cfduid	usemessages.com	Used by the content network, Cloudflare, to identify trusted web traffic	1 year
_cfduid	useproof.com	Used by the content network, Cloudflare, to identify trusted web traffic	1 year
phpsessid	aihr.com	Preserves user session state across page requests	Session
wc_cart_hash_#	aihr.com	Pending	Persistent
wc_fragments_#	aihr.com	Pending	Session

Preferences (1)

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
lang	Linkedin.com	Set by LinkedIn when a webpage contains embedded "follow us" panel.	Session

Statistics (10)

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

Name	Provider	Purpose	Expiry
_ga	aihr.com	Registers a unique ID that is used to generate statistical data on how the visitor uses the website.	2 years

_gat	aihr.com	Used by Google Analytics to throttle request rate.	1 day
_gid	aihr.com	Registers a unique ID that is used to generate statistical data on how the visitor uses the website.	1 day
_hjid	aihr.com	Sets a unique ID for the session. This allows the website to obtain data on visitor behaviour for statistical purposes.	1 years
_hjid	aihr.com	Sets a unique ID for the session. This allows the website to obtain data on visitor behaviour for statistical purposes.	persistent
collect	google-analytics.com	Used to send data to Google Analytics about the visitor's device and behaviour. Track the visitor across devices and marketing channels.	Session
hjViewportId	aihr.com	Sets a unique ID for the session. This allows the website to obtain data on visitor behaviour for statistical purposes.	Session
tk_ai	aihr.com	Registers data on visitor's website behaviour. This is used for internal analysis and website optimization.	session
tl_#_#-#	aihr.com	Pending	29 days
visitorId	cdn.useproof.com	Registers statistical data on visitor's website behaviour. Used for internal analytics by the website operator .	Persistent

Marketing (31)

Marketing cookies are used to track visitors across websites. The intention is to display ads that are relevant and engaging for the individual user and thereby more valuable for publishers and third party advertisers.

Name	Provider	Purpose	Expiry
_ab12#	aihr.com	Pending	1 year
_cfduid	hubspot.com	Used by the content network, Cloudflare, to identify trusted web traffic.	1 year
_hssrc	aihr.com	Collects statistical data related to the user's web site visits, such as the number of visits, average time spent on the website and what pages have been loaded. The purpose is to segment the website's users according to factors such as demographics and geographical location, in order to enable media and marketing agencies to structure and understand their target groups to enable customised online advertising .	Session
_ptq.gif	hubspot.com	Sends data to the marketing platform Hubspot about the visitor's device and behaviour. Tracks the visitor across devices and marketing channels.	Session
_fbp	aihr.com	Used by Facebook to deliver a series of advertisements products such as real time bidding from third party advertisers	3 months
_gaexp	aihr.com	The cookie is used by Google Analytics to determine if the visitor is involved in their marketing	88 days

		experiments	
_hjIncludedInSample	aihr.com	Determines if the user's navigation should be registered in a certain statistical place holder	Session
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 behaviour across websites	Session
bcookie	linkedin.com	Used by the social network service, LinkedIn, for tracking the use of embedded services	2 years
bscookie	linkedin.com	Used by the social network service, LinkedIn, for tracking the use of embedded services	2 years
_hssrc	aihr.com	Collects statistical data related to the user's web site visits, such as the number of visits, average time spent on the website and what pages have been loaded. The purpose is to segment the website's users according to factors such as demo graphics and geographical location, in order to enable media and marketing agencies to structure and understand their target groups to enable customised online advertising .	Session
embed/v3/ timings.gif	forms.hsforms.com	Collects data on visitor's preferences and behaviour on the website - this information is used make content and advertisements more relevant to the specific visitor	Session
fr	facebook.com	Used by Facebook to deliver a series of advertisements products	3 months

		such as real time bidding from third party advertisers	
GPS	youtube.com	Registers a unique ID on mobile devices to enable tracking based on geographical GPS location	1 day
hubspotutk	aihr.com	Keeps track of a visitor's identity. This cookie is passed to the marketing platform of Hubspot on form submission and used when de-duplicating contacts	1 year
IDE	doubleclick.net	Used by Google DoubleClick to register and report the website user's actions after viewing or clicking one of the advertiser's ads with the purpose of measuring the efficiency of an ad and to present targeted ads to the user	1 year
lang	ads.linkedin.com	Remembers the user's selected language version of a website	Session
lidc	linkedin.com	Used by the social networking service, LinkedIn, for tracking the use of embedded services	1 day
pagead/1p-user-list/#	google.com	Pending	Session
PREF	youtube.com	Registers a unique ID that is used by Google to keep statistics of how the visitor uses YouTube videos across different websites	8 months
test_cookie	doubleclick.net	Used to check if the user's browser support cookies	1 day
tr	facebook.com	Used by Facebook to deliver a series of advertisements products such as real time bidding from third party advertisers	Session

tve_leads_unique	aihr.com	The cookie is used to manage the mailing list, if the visitor has subscribed to any newsletter or blog posts	29 days
UserMatchHistory	linkedin.com	Used to track visitors on multiple websites, in order to present relevant advertisement based on the visitor's preferences	29 days
visitor_info1_live	youtube.com	Tries to estimate the user's bandwidth on pages with integrated YouTube videos	179 days
YSC	youtube.com	Register a unique ID to keep statistics of what videos from YouTube the user has seen	Session
yt-remote-cast-installed	youtube.com	Stores the user's video player preferences using embedded YouTube video	Session
yt-remote-connected-devices	youtube.com	Stores the user's video player preferences using embedded YouTube video	Persistent
yt-remote-device-id	youtube.com	Stores the user's video player preferences using embedded YouTube video	Persistent
yt-remote-fast-check-period	youtube.com	Stores the user's video player preferences using embedded YouTube video	Session
yt-remote-session-app	youtube.com	Stores the user's video player preferences using embedded YouTube video	Session
yt-remote-session-name	youtube.com	Stores the user's video player preferences using embedded YouTube video	Session

Unclassified (9)

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

Name	Provider	Purpose	Expiry
_cached_https://app.acquire.io/assets/sound/call.ogg	aihr.com	Pending	Persistent
_cached_https://app.acquire.io/assets/sound/new_chat.ogg	aihr.com	Pending	Persistent
_cached_https://app.acquire.io/assets/sound/new_message.ogg	aihr.com	Pending	Persistent
_cached_https://app.acquire.io/assets/sound/trigger.ogg	aihr.com	Pending	Persistent
_hjTLDTest	aihr.com	Pending	Session
_tag_frontend_788de_vid	aihr.com	Pending	179 days
_tag_frontend_788de_vid	s.acquire.io	Pending	179 days
visitorTrail	cdn.useproof.com	Pending	Persistent
vuex	aihr.com	Pending	Persistent

Your choices

Necessary (1)

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
JSESSIONID	nr-data.net	Preserves users states across page requests	Session

Statistics (4)

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
_ga	aihr.com	Registers a unique ID that is used to generate statistical data on how the visitor uses the website.	2 years
_gat	aihr.com	Used by Google Analytics to throttle request rate.	1 day
_gid	aihr.com	Registers a unique ID that is used to generate statistical data on how the visitor uses the website.	1 day
collect	google-analytics.com	Used to send data to Google Analytics about the visitor's device and behaviour. Track the visitor across devices and marketing channels.	Session

Marketing (11)

Marketing cookies are used to track visitors across websites. The intention is to display ads that are relevant and engaging for the individual user and thereby more valuable for publishers and third party advertisers.

Name	Provider	Purpose	Expiry
_fbp	aihr.com	Used by Facebook to deliver a series of advertisements products such as real time bidding from third party advertisers	3 months
_s	app.link	Collects data on visitor's behaviour and interaction – This is used to optimize the website and make advertisements on the website more relevant	1 year
_session_id	academy.aihr.com	Stores visitor's navigation by registering landing pages – This allows the website to present relevant products and/or measure their advertisement efficiency on other websites	179 days
AA003	atdmt.com	Collects information on visitor behaviour on multiple websites. This information is used on the website, in order to optimize the relevance of advertisement	3 months
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 behaviour across websites	Session
ATN	atdmt.com	Targets ads based on behavioural profiling and geographical location	2 years

fr	facebook.com	Used by Facebook to deliver a series of advertisements products such as real time bidding from third party advertisers	3 months
cx.atdmt.com	atdmt.com	Sets a unique ID for the visitor that allows third party advertisers to target the visitor with relevant advertisements. This pairing service is provided by third party advertisement hubs, which facilitates real-time bidding for advertisers	Session
r/collect	doubleclick.net	This cookie is used to send data to Google Analytics about the visitor's device and behaviour. It tracks the visitor across devices and marketing channels	Session
tr	facebook.com	Used by Facebook to deliver a series of advertisements products such as real time bidding from third party advertisers	Session
usage.gif	usage.trackjs.com	Used to track the visitor's usage of GIFs – This serves for analytical and marketing purposes	Session

Unclassified (9)

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

Name	Provider	Purpose	Expiry
_mkra_stck	academy.aihr.com	Pending	1 day
branch_session	academy.aihr.com	Pending	Session
branch_session_first	academy.aihr.com	Pending	Persistent
CSRF-TOKEN	academy.aihr.com	Pending	179 day
pusherTransport Encrypted	academy.aihr.com	Pending	Persistent
TrackJS	academy.aihr.com	Pending	Persistent

How to control cookies

You can decide which cookies you want to accept through the browser settings use to surf. The default settings of most browsers require the acceptance of cookies, but if you do not wish us to track your cookie information, you can set your browser to reject cookies. There are also various types of software that can act on the cookie, such as web services or browser add-ons.

The 'Help' menu of your internet browser can help you find out how to remove cookies.

Below some quick links to help pages:

Internet Explorer:

<http://windows.microsoft.com/it-it/windows7/block-enable-or-allow-cookie>

Mozilla Firefox:

<https://support.mozilla.org/it/kb/Attivare%20e%20disattivare%20i%20cookie>

Google Chrome: <https://support.google.com/accounts/answer/61416?hl=it>

Apple Safari: <https://support.apple.com/it-it/HT201265>

General: <https://www.aboutcookies.org>

Reject cookies

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