

CLARIO.

LEGAL AND PRIVACY TERMS

Privacy Preferences

We use Essential and Non-Essential Cookies on our website. Essential Cookies guarantee functions without which you would not be able to use this website as intended. Non-Essential Cookies are used to improve the performance of a website and offer the user improved, more personalized features as outlined in the Preferences, Statistics and Marketing sections below.

By selecting "**I Accept**," closing this banner, scrolling this page, clicking a link or continuing to use our website, you are consenting to our use of all Essential Cookies and any Non-Essential Cookies selected. You can learn more about Cookies and manage your Non-Essential Cookie preferences in the settings below. At any time you can update your Cookie preferences by visiting the Cookie Policy on our [Legal and Privacy Terms page](#) on our website.

Attention California residents: You can find Clario's California Consumer Privacy Act Policy, as required by the California Consumer Privacy Act, by [clicking here](#).

About Cookies

Cookies are files with a small amount of data, which may include an anonymous unique identifier for each visitor. The website is then able to recognize repeat users and track usage patterns to better serve visitors when they return to that website. The cookie does not extract personal data, and most browsers provide a simple procedure that enables users to control whether or not they want to receive cookies or notifies them when a website is about to deposit a cookie file. You can instruct your browser to refuse all cookies or to indicate when a cookie is being sent. However, if you do not accept cookies, you may not be able to use some portions of our site.

We use Essential Cookies and Non-Essential Cookies. Essential Cookies guarantee functions without which you would not be able to use this website as intended. Non-Essential Cookies may collect information about the way our website is used or to store information already entered (such as user name, language or current location). Non-Essential Cookies are used to improve the performance of a website and offer the user improved, more personalized features.

Third-Party Cookies

We use certain third-party services on our website to organize, monitor and analyze log data. Third-party services include the following:

Google Analytics: To ensure that the website content remains up-to-date, user-oriented and comprehensive, we use Google Analytics, a web-analysis tool from Google, Inc. ("Google") that enables us to optimize our products and services for you. Google Analytics uses cookies that track your preferences during your visit to our website. This allows us to simplify navigation, for example, helping us to make the website more user-friendly. The information that is generated in this process (including the IP address) is anonymized, i.e., your log data is not identifiable. An evaluation, for our reporting purposes, is carried out after the anonymization process.

Furthermore, you can prevent Google's acquisition and processing of the information that is generated by the cookie and concerns your activity on our website (including your IP address), by downloading and installing a browser plug-in. In this process, your IP address is in a first step reduced to countries in the European Union or other countries in the European Economic Area. Click [here](#) to view the information in English and [here](#) for German text. Further information about Google's terms of use and privacy options are available here in English: <https://policies.google.com/privacy?hl=en> and in German: <http://www.google.com/analytics/terms/de.html>.

We also use social media buttons, or plugins, on our website that allow you to connect with your social network in various ways. For these to work, the following social media sites including Facebook, Twitter and LinkedIn will set cookies through our website, which may be used to enhance your profile on their site or contribute to the data they hold for various purposes outlined in their respective privacy policies. For additional information about these social media sites and the data they may collect, please see their corresponding privacy policies provided below:

- Facebook - <https://www.facebook.com/policy.php>
- Twitter - <https://twitter.com/en/privacy>
- LinkedIn - <https://www.linkedin.com/legal/privacy-policy>

More Information: If there are certain cookies you are unsure of whether you need or not, it's safer to leave cookies enabled in case it does interact with one of the features you use on our website. However, if you are still looking for more information, you may contact us at privacy@ert.com.

Please note, at any time you can change or withdraw your consent from the cookie declaration by visiting our Legal and Privacy Terms page on our website.

Learn more about who we are and how we process personal data by visiting our Privacy and Integrity Policy.

Your consent applies to the following domains: www.clario.com

Cookie declaration last updated on 8/24/21 by [Cookiebot](#):

Essential Cookies (6)

Essential Cookies enable core functionality such as security, network management and accessibility. You may disable these by changing your browser settings, but this may affect how the website functions.

Name	Provider	Purpose	Expiry	Type
__cf_bm [x3]	Marketo Glassdoor go.clario.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.	1 day	HTTP Cookie
BIGipServer#	www.clario.com	Used to distribute traffic to the website on several servers in order to optimise response times.	Session	HTTP Cookie
CookieConsent	Cookiebot	Stores the user's cookie consent state for the current domain.	1 year	HTTP Cookie
li_gc	LinkedIn	Stores the user's cookie consent state for the current domain.	2 years	HTTP Cookie

Preferences (Non-Essential) (5)

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

Name	Provider	Purpose	Expiry	Type
lang [x3]	Twitter LinkedIn	Remembers the user's selected language version of a website.	Session	HTTP Cookie
player	Vimeo	Saves the user's preferences when playing embedded videos from Vimeo.	1 year	HTTP Cookie
sync_active	Vimeo	Contains data on visitor's video-content preferences. This allows the website to remember parameters such as preferred volume or video quality. The service is provided by Vimeo.com.	Persistent	HTML Local Storage

Statistics (Non-Essential) (17)

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

Name	Provider	Purpose	Expiry	Type
_ga	Google	Registers a unique ID that is used to generate statistical data on how the visitor uses the website.	2 years	HTTP Cookie
_gat	Google	Used by Google Analytics to throttle request rate.	1 day	HTTP Cookie
_gid	Google	Registers a unique ID that is used to generate statistical data on how the visitor uses the website.	1 day	HTTP Cookie
_hjAbsoluteSessionInProgress	Hotjar	This cookie is used to count how many times a website has been visited by different visitors. This is done by assigning the visitor an ID, so the visitor does not get registered twice.	1 day	HTTP Cookie
_hjFirstSeen	Hotjar	This cookie is used to determine if the visitor has visited the website before or if it is a new visitor on the website.	1 day	HTTP Cookie
_hjid	Hotjar	Sets a unique ID for the session. This allows the website to obtain data on visitor behavior for statistical purposes.	1 year	HTML Local Storage
_hjIncludedInPageviewSample	Hotjar	Determines if the user's navigation should be registered in a certain statistical place holder.	1 day	HTTP Cookie
_hjIncludedInSessionSample	Hotjar	Registers data on visitor website-behavior. This is used for internal analysis and website optimization.	1 day	HTTP Cookie
_hjRecordingLastActivity	Hotjar	Used in context with the website's user feedback functionality. Determines whether the user has been shown feedback messages.	Session	HTML Local Storage
_hjtLDTest	Hotjar	Detects the SEO-ranking for the current website. This service is part of a third-party statistics and analysis service.	Session	HTTP Cookie

AnalyticsSyncHistory	LinkedIn	Used in connection with data-synchronization with third-party analysis service.	29 days	HTTP Cookie
collect	Google	Used to send data to Google Analytics about the visitor's device and behavior. Tracks the visitor across devices and marketing channels.	Session	Pixel Tracker
hjViewportId	Hotjar	Sets a unique ID for the session. This allows the website to obtain data on visitor behavior for statistical purposes.	Session	HTML Local Storage
loglevel	Wistia	Collects data on visitor interaction with the website's video-content. This data is used to make the website's video content more relevant towards the visitor.	Persistent	HTML Local Storage
undefined	Wistia	Collects data on visitor interaction with the website's video-content. This data is used to make the website's video content more relevant towards the visitor.	Persistent	HTML Local Storage
vuid	Vimeo	Collects data on the user's visits to the website, such as which pages have been read.	2 years	HTTP Cookie
wistia	Wistia	Used by the website to track the visitor's use of video-content. The cookie roots from Wistia, which provides video-software to websites.	Persistent	HTML Local Storage

Marketing (Non-Essential) (9)

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	Type
_fbp	Facebook	Used by Facebook to deliver a series of advertisement products such as real-time bidding from third-party advertisers.	3 months	HTTP Cookie
_hjRecordingEnabled	Hotjar	This cookie is used to identify the visitor and optimize ad relevance by collecting visitor data from multiple websites. This exchange of visitor data is normally provided by a third-party data-center or ad exchange.	Session	HTML Local Storage
_mkto_trk	Marketo	Contains data on visitor behavior and website interaction. This is used in context with the email marketing service Marketo.com, which allows the website to target visitors via email.	2 years	HTTP Cookie
ads/ga-audiences	Google	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	Pixel Tracker
bcookie	LinkedIn	Used by the social networking service, LinkedIn, for tracking the use of embedded services.	2 years	HTTP Cookie
bscookie	LinkedIn	Used by the social networking service, LinkedIn, for tracking the use of embedded services.	2 years	HTTP Cookie
lidc	LinkedIn	Used by the social networking service, LinkedIn, for tracking the use of embedded services.	1 day	HTTP Cookie
tr	Facebook	Used by Facebook to deliver a series of advertisement products such as real-time bidding from third-party advertisers.	Session	Pixel Tracker
UserMatchHistory	LinkedIn	Used to track visitors on multiple websites, in order to present relevant advertisements based on the visitor's preferences.	29 days	HTTP Cookie

Unclassified (9)

Unclassified Cookies are cookies that we are in the process of classifying, together with the providers of individual Cookies.

Name	Provider	Purpose	Expiry	Type
gaLiveChatInvite-Shown	Livehelpnow	Pending	1 day	HTTP Cookie
lhnAutoInviteShown	Livehelpnow	Pending	1 day	HTTP Cookie
lhnContact	Livehelpnow	Pending	2 years	HTTP Cookie
lhnJWT	Livehelpnow	Pending	1 day	HTTP Cookie
lhnRefresh	Livehelpnow	Pending	6 days	HTTP Cookie
lhnStorageType	Livehelpnow	Pending	1 day	HTTP Cookie
text-recruit-mobile-width	app.textrecruit.com	Pending	Persistent	HTML Local Storage
trUid	app.textrecruit.com	Pending	Persistent	HTML Local Storage
wistia-video-progress-#	Wistia	Pending	Persistent	HTML Local Storage