

COOKIE POLICY

What are cookies?

When you access our site for the first time, we will place a 'cookie' on your computer or other device (jointly: 'computer'). Cookies are small text files containing a string of alphanumeric characters that are commonly used on the internet by many websites to store information on their users' computers to find out more about how users use a website. This Cookie Policy provides more information about cookies and similar technologies, including why they are used, what data they collect and how you can change your cookie settings.

Some of our business partners also use cookies on our site. We have no access to or control over these cookies. This Cookie Policy covers the use of cookies by us only and does not cover the use of cookies by third party business partners.

What other technologies are used on this website?

"Web Beacons": Our web pages contain electronic image requests (called a "single-pixel gif" or "web beacon" request) that allow us to count page views and to access cookies. Any electronic image viewed as part of a web page, including an ad banner, can act as a web beacon. Web beacons are typically 1-by-1 pixel files, but their presence can usually be seen within a browser by clicking on "View" and then on "Source." We also include web beacons in HTML-formatted newsletters that we send to you in order to count how many newsletters have been read by you, and which links or content you have clicked on in our newsletters.

What information do cookies and other technologies collect?

Cookies and other technologies collect data about your use of the website. This information may include data you have provided to us, for example, your email address or when you access our website, we may automatically record certain information from your system by using different types of tracking technology (see above). This "automatically collected" information may include Internet Protocol address ("IP Address"), a unique user ID, version of software installed, system type, screen resolutions, color capabilities, plug-ins, language settings, cookie preferences, search engine keywords, JavaScript enablement, and information about your website activity, both on our website and third-party websites, including how you arrived at our website, which pages you visit, where you scroll on the page, what information you click on, the links you have followed, the country from which you are accessing the website, which website you go to when you leave our website and your activity on other third-party websites the dates and times that you visit our website, paths taken, and time spent on sites and pages.

With this information, we allocate you to a particular profile (please see below further details about what purposes cookies are used for). If you register for our website and join Invesco Talent Network, this information is also linked to your registration and any offline information we have about you. If you do not register for our website, this information is linked to a unique cookie ID number which is provided to you when you visit our website or to your IP address.

What purposes are cookies and similar technologies used for?

By consenting to the use of cookies and similar technologies on our website, you allow us or third parties to place cookies or other similar technologies on your computer and use them for the following purposes:

- track and record the aggregate number of visitors to the website and the sections of the site visited by visitors to compile statistical reports on website activity of visitors;
- record your visit to our website and analyse your use of the website, including the pages you have visited and the links you have followed to collect information that will help us understand visitors' browsing habits on our website. We use this information to make our website more relevant to your interests, and identify and inform you about career opportunities, job fairs, career events, publications, newsletters or anything else that we think are most interesting to your profile.
- improve the functionality of our website by temporarily storing any information which you may enter in tools, remember information about you when you visit our site, and we may need to do this to provide some of our services;
- facilitate authentication, site security/integrity and application usage, and
- for trouble shooting, administrative and reporting purposes.

Some of the cookies we use are essential to operate our website. We call these cookies "strictly necessary" cookies and we do not need to obtain your consent to place such cookies on your computer.

What types of cookies do we use?

We use two types of cookies:

Session cookies: These are temporary and are deleted as soon as you close your browser.

Persistent cookies: These are stored on your computer and remain after you close your browser and may be used by your browser on subsequent visits to our Website until they expire or you remove them. Persistent cookies store your personal preferences such as your language preferences on multi-lingual sites to make subsequent visits easier. They also remember questions we have asked you previously, such as a request to complete an online survey.

We use **strictly necessary** cookies (that are essential to operate our website), **performance** cookies (that are used to improve how the website works), **functionality** cookies (that are used to remember your choices and provide more enhanced, personal features) and **targeting and advertising** cookies (that are used to deliver advertising that are relevant to your interests).

You can find more information about the individual cookies employed on our website, when they expire and the purposes for which they are used, in the table below:

SMASHFLY RECRUIT

Identifier	Description	Required	Source
.ASPNet.Cookies	User authentication provided by Microsoft OWIN middleware to support Single-Sign-On and Identity federation.	Yes	SmashFly
_biz_flagsA _biz_nA _biz_pendingA _biz_uid	Usage data monitored by Marketo's Bizible platform, delivered by Pendo.io.	No	Bizible (via Pendo)
_ga _gat _gid	Usage data monitored by Google Analytics.	No	Google
_pendo_accountId _pendo_meta _pendo_visitorId	Usage data monitored by Pendo.io.	No	Pendo
TS{numeric}	User interface "last used" caching for UI elements.	Yes	SmashFly
AdminManager	Microsoft ASP.NET session persistence.	Yes	SmashFly
SmashFlySS	Anti-Forgery ticket validation for Microsoft ASP.NET session persistence.	Yes	SmashFly

SMASHFLY CAREER MARKETING SITES (CLASSIC)

Identifier	Description	Required	Source
ARRAffinity	Microsoft Azure Request Routing Affinity, which ensures session-based traffic repeats to the same backend systems to enhance caching & performance.	No	Microsoft (via SmashFly)
_ga _gat _gid	Usage data monitored by Google Analytics.	No	Google (via SmashFly)

SMASHFLY CAREER MARKETING SITES (DNN)

Cookie name	Maximum retention period	Placed by	Purpose	HttpOnly	Secure
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.ASPXANONYMOUS	~70 Days	DNN Platform	This cookie is used by sites using the .NET technology platform from Microsoft. It enables the site to maintain an anonymous user-id to track unique users within a session without them logging in or otherwise identifying themselves.	Y	N
Analytics	1 hour	DNN Platform	This cookie is used by DNN for analyzing visitor usage, such as pages visited and number of views.	Y	N
Analytics_VisitorId	1 year	DNN Platform	This cookie is used by DNN for analyzing visitor usage, such as pages visited and number of views.	Y	N
.DOTNETNUKE	session	DNN Platform	Issued by DNN, necessary for site functionality, including forms authentication, created when a user logs in.	Y	N
__RequestVerificationToken	session	DNN Platform	Anti-forgery cookie set by web applications built using ASP.NET MVC technologies. It is designed to stop unauthorized posting of content to a website, known as Cross-Site Request Forgery. It holds no information about the user and is destroyed on closing the browser.	Y	N
authentication	session	DNN Platform	A DNN forms authentication cookie (created when a user logs in).	Y	N
dnn_IsMobile	session	DNN Platform	A DNN cookie used by the CMS to determine if the Visitor is browsing from a Mobile Device.	Y	N
language	session	DNN Platform	A DNN cookie is created called "language" to store the current language - in a monolingual install this is simply the browser default language, but if the site supports multiple languages then this may be different based on the language selected by clicking in the languages skin object.	Y	N
LastPageId	session	DNN Platform	A DNN cookie used by the CMS to store the TabID of the last visited page.	Y	N

SMASHFLY CAREER SITES USING PERSONALIZATION

Cookie name	Maximum retention period	Placed by	Purpose	HttpOnly	Secure
sf_prsn_tracking_consent	1 year	Cookie consent module	Used to determine whether the customer has authorized us to collect cookie info on them.	N	N
sf_prsn	1 year	Job List Widget/ Job Details Page	Stores information related to users job search/view history to create personalized results. If LinkedIn is used, data from the	N	N

			visitor's profile will also be stored here to feed personalization.		
sf_linkedinset	length of token issued from LinkedIn	LinkedInWidget	Determines whether user has connected their LinkedIn account into our personalization engine and the tokenInfo used to retrieve data from LinkedIn API.	N	N
SF_GCJS_UID	1 year	Google Cloud Job Discovery widget	The user id to send to Google Cloud Job Discovery service to personalize the job search result set.	Y	N
SF_GCJS_SID	Session	Google Cloud Job Discovery widget	The session id to send to Google Cloud Job Discovery service to personalize the job search result set.	Y	N

SMASHFLY APPLYTRACKING (TALENT FORMS)

Identifier	Description	Required	Source
TS{numeric}	User interface "last used" caching for UI elements.	No	SmashFly
ASP.NET_SessionId	Microsoft ASP.NET session persistence.	Yes	SmashFly
track2_{numeric}	Correlation to distinct job posting sources.	No	SmashFly

VENDOR COOKIE SOURCES

Each cookie provider details its own policies on cookie lifetimes, purpose of individual cookies and segments, and effects on user privacy. Links to each cookie provider are cited below:

Bizible

<https://www.bizible.com/cookie-declaration>

DNN Software

<https://www.dnnsoftware.com/wiki/dotnetnuke-cookie-usage>

Pendo

<https://www.pendo.io/cookiepolicy/>

SmashFly privacy policy (including its use of cookies):

<https://www.smashfly.com/privacy-policy/>

Third party cookies

We work with third parties who, on our behalf, research the use of our website and activities on it. In doing so they may place a cookie on your computer (as shown above). However, it would not contain any personal data in a format that can be read by anyone else.

We also work with third parties to evaluate the effectiveness of our advertising and promotions on third party websites. Again, the cookie would not contain any personal data in a format that can be read by anyone else.

Please note that third parties (including, for example, providers of external services like web traffic analysis services) may also use cookies, over which we have no control. These cookies are likely to be analytical/performance cookies or targeting cookies and those third parties use such cookies under their own privacy and/or cookie policies.

Managing your cookie settings

You can refuse, accept or remove cookies at any time by using the settings on your internet browser. You can configure your internet browser to warn you each time a new cookie is about to be stored on your computer so that you can decide whether to accept or reject it. Please refer to your internet browser's help section for further information. Please note that some parts of our website may not function properly if you reject cookies.

Based on your browser, follow these instructions to manage your cookie settings:

- Google Chrome - (<https://support.google.com/chrome/answer/95647>)
- Apple Safari - (<https://support.apple.com/kb/ph21411>)
- Mozilla Firefox - (<https://support.mozilla.org/en-US/kb/enable-and-disable-cookies-website-preferences>)
- Internet Explorer - (<https://support.microsoft.com/en-gb/help/17442/windows-internet-explorer-delete-manage-cookies>)
- Microsoft Edge - (<https://privacy.microsoft.com/en-us/windows-10-microsoft-edge-and-privacy>)
- Opera - (<https://www.opera.com/help/tutorials/security/privacy/>)

You can find further information about cookies and how to manage your cookie settings on www.allaboutcookies.org or <http://www.youronlinechoices.eu/>

Google Analytics

This website uses Google Analytics, a web analytics service provided by Google Inc. (Google). Google Analytics uses cookies to help analyse how the website is used by you. The information generated by the cookie about your use of the website is transmitted to and stored by Google on a server in the United States. Google will use this information on behalf of the operator of this website for the purpose of evaluating your use of the website, compiling website activity reports and providing other services to us relating to the use of this website. The IP address transmitted by your browser within the scope of Google Analytics will not be associated with any other data held by Google.

You can prevent the storage of cookies by selecting the appropriate settings of your browser software as described above; however, please note that if you do this, you may not be able to use the full functionality of this website.

You can also prevent the data (including your IP address) generated by the cookie relating to your use of this website from being collected and processed by Google by downloading and installing the browser plug-in available under the following link: <https://tools.google.com/dlpage/gaoptout>.

This website uses Google Analytics with the extension "_anonymizeIp()". This means that only truncated IP addresses will be further processed so as to prevent them from being linked to a specific user.

The use of Google Analytics is made in line with the requirements agreed between the German data protection authorities and Google. Third-party provider information: Google Dublin, Google Ireland Ltd., Gordon House, Barrow Street, Dublin 4, Ireland, Fax: +353 (1) 436 1001.

Terms of Service: <http://www.google.com/analytics/terms/gb.html>, Overview - Safeguarding your data: <http://www.google.com/intl/en/analytics/learn/privacy.html> and Privacy Policy: <http://www.google.com/intl/en/policies/privacy/>.

Google Analytics cookie usage on websites:

<https://developers.google.com/analytics/devguides/collection/gtagjs/cookie-usage>

Revisions to this Cookie Policy

This Cookie Policy was last updated on 1 January 2018. We reserve the right to revise this Cookie Policy at any time by posting a revised version of it online.

How can you contact us?

If you have any questions about this Cookie Policy, please contact us via email at legal@smashfly.com or at emea.privacy@invesco.com.

For more information about how we use your personal data, please see our [Invesco Talent Network Privacy Notice](#).