Cookies Policy

Penna is committed to providing you with the best online experience while visiting the penna.com website (the "Website"). To achieve this, we utilise our own and standard third party cookies to obtain data about your online behaviour while you are on the Website, and we also track when and how often you visit the Website, where you are located, your IP address, operating system, browser, timestamp, traffic data, and weblogs. We may also obtain information about your general internet usage. Where personal information is collected by Adecco, such collection is covered by our Privacy Policy, available at http://penna.com/media/2269/penna-privacy-policy.pdf

What we track

We do not use any intrusive cookies on the Website. We use industry standard third-party cookies such as Google Analytics, Visual Web Optimiser and Marketo to track your behaviour online and gain statistical information in the following ways:

- We track the number of visits to the Website, where each visitor came from (i.e. the website you visited prior to coming to the Website) and where each visitor goes to from the Website (i.e. the website you visit after leaving ours).
- A cookie is stored on your device (until you clear it) which is linked to your IP address. Cookies are small text files that your web browser stores on your device. This allows us to track whether you return to the Website.

How to manage cookies

Unless you have adjusted your browser settings so that it will refuse cookies, our systems will issue cookies each time you access the Website.

You may refuse to accept cookies by activating the setting on your browser which allows you to refuse the storing of cookies. This will remove all details from the cookie. However, if you select this setting you may be unable to access certain parts of the Website or use certain functionality. You can find valuable information on how to delete and reject cookies at the following link: http://www.attacat.co.uk/resources/cookies/how-to-ban

Third-party cookies

Throughout your journey on the Website you may also notice content from third parties. We may also offer you the opportunity to further engage with us and share information with others using social networks such as Facebook, LinkedIn and Twitter. This content is added so we can keep you up to date with carefully selected information that you may find relevant or of interest, however this can result in these third-party providers storing additional cookies on your device that we have no control over. Consequently, we suggest you check the websites of any such third parties and their privacy policies for more information about their cookies and how you can manage them.

Cookies used on penna.com

The Website may contain links to third party websites. If you follow a link to any of these third party websites please note that these websites have their own privacy and cookie polices and that we do not accept any responsibility or liability for these policies. Please check these policies before you submit any personal data to these third party websites.

Below is an example of the cookies used by penna.com including details on its purpose and other information you may find useful. Please note however that if you choose to access third party sites through penna.com that the cookie listed below may not be indicative.

Marketo munchkin tracking code

- Type
- custom JavaScript tracking code
- Purpose
- Tracks all individuals who visit our websites so we can react to their visits with automated marketing campaigns. Anonymous visitors are tracked, without this code, we will not be able to track visits or other activity on our websites.
- Link to personal data?
- No
- Type of cookie
- Third-party cookie
- Third party cookies?
- Marketo
- Third party policy
- link
- What data is held?
- The first time someone visits a page on our website that has the Munchkin Tracking Code, Marketo creates an anonymous activity and uses a browser cookie to track it. Once it's identified, it becomes a person and the history associated with their browser cookie is merged in. IP addresses, web activity, form fillouts and link clicks.

CurrentPage

- Type
- Non-Tracking
- Purpose
- it will store the numeric value of current page i.e. 1,2
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

_timerCookie

- Type
- Non-Tracking
- Purpose
- it is used for ssp session login duration
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

ai_session, ai_user, ai_authUser

- Type
- Non-Tracking
- Purpose
- Application insight for data analytics.
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

ASP.NET_SessionId

- Type
- Non-Tracking

- Purpose
- creates a new client request to post the downloaded document to the proxy.
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

AuthId

- Purpose
- Authentication id for set user session

browserIncompatibleWarning

- Type
- Non-Tracking
- Purpose
- If the cookie does not exist in the browser then this warning is shown using this cookie
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

Cookie-BranchLocatorRootItem

- Type
- Non-Tracking
- Purpose
- it stores the root item of branch locator in sitecore.
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

currLang

- Type
- Non-Tracking
- Purpose
- it will get the cookie value of current language
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

ieRedirect

- Type
- Non-Tracking
- Purpose
- If SSP redirect did not occur (as in IE10), set new cookie to redirect server side)
- Link to personal data?
- NO
- Third party cookies?
- No

itiAutoCountry

- Type
- Tracking

- Purpose
- it loads auto country
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

JobsBrowsebyCategoryURL

- Type
- Non-Tracking
- Purpose
- This cookie contains Job search url of pagination item (URL in browser will not effect by click on Next/Previous pagination)
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

JobsBrowsebyCategoryURL=; Path=/; Expires=Thu, 01 Jan 1970 00:00:01 GMT, JobsBrowsebyCategoryURL, SearchResultPage, adeccouniqueid, ShowSavedJobNotification, SavedNotification, ShortListedJobs, Saved, Locale

- Purpose
- Details below of individuals.

Locale

- Purpose
- it keeps track of the language by means of a cookie, so the language is preserved no matter of the user is logged in or not. It also works for recurring users.

modis.us#lang

- Type
- Tracking
- Purpose
- it is used for country and language
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

OneTimePremium; PremiumPages

- Purpose
- it creates one time cookie for premium pages

PortalCookieStorage

- Type
- Non-Tracking
- Purpose
- setting configuration from sitecore , Provides a class that stores portlets in a browser cookie
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

PremiumPages, OneTimePremium, premiumContentCookies, premiumCookies

- Type
- Non-Tracking
- Purpose

- used for premium pages
- Link to personal data?
- NO
- Type of cookie
- persistent/ 1 Day
- Third party cookies?
- No

rsCookie

- Type
- Tracking
- Purpose
- Recent search cookie
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

SearchPage, SearchResultPage

- Type
- Non-Tracking
- Purpose
- it shows the result page of searched job+ url+path
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

setCookie

- Type
- Non-Tracking
- Purpose
- The setcookie() function defines a cookie to be sent along with the rest of the HTTP headers.
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

slCookie

- Type
- Non-Tracking
- Purpose
- shortlisted cookie
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

userstatus

- Type
- Tracking
- Purpose
- it is used identify the status of user eg. Employer.
- Link to personal data?

- NO
- Type of cookie
- session
- Third party cookies?
- No

IsJobPage

- Type
- Non-Tracking
- Purpose
- to note down whether the user came from job page, expiredpage, thankyou page
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

IsNewProfile

- Type
- Non-Tracking
- Purpose
- If this is a new profile (but existing Candidate account), redirect to SSP Import Profile page
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

IsNewlyLoggedIn

- Type
- Non-Tracking
- Purpose
- Set "Newly Logged In" cookie to false to prevent redirect when navigating back to homepage
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

SearchResultPage

- Type
- Non-Tracking
- Purpose
- it shows the result page of searched job+ url+path
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

adeccouniqueid

- Type
- Non-Tracking
- Purpose
- Adecco specified unique id for ssp login
- Link to personal data?
- NO
- Type of cookie

- session
- Third party cookies?
- No

ShowSavedJobNotification

- Type
- Tracking
- Purpose
- it will show the saved job notification in ssp
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

SavedNotification

- Type
- Tracking
- Purpose
- it is used for saving the notification
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

ShortListedJobs,

- Type
- Tracking
- Purpose
- for shortlisting of jobs
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

CandidateCookieValue

- Type
- Non-Tracking
- Purpose
- It is for candidate page value in the browser
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

ManageShortListCookie

- Type
- Non-Tracking
- Purpose
- It will manage the shortlist cookie, in programs it is defined as a function
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?

- No

siteNameForRegister
- Type
- Non-Tracking
- Purpose
- it is used for identify site name.
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

EmployerCookieValue
- Type
- Non-Tracking
- Purpose
- it will store value of cookie as a employer
- Link to personal data?
- NO
- Type of cookie
- persistent/7 Days
- Third party cookies?
- No

DynamicCookieName
- Type
- Non-Tracking
- Purpose
- it is used for showing the status of cookie value
- Link to personal data?
- NO
- Type of cookie
- persistent/7 Days
- Third party cookies?
- No

SetEmployerCookie
- Type
- Non-Tracking
- Purpose
- it will the set value of employee cookie in the browser
- Link to personal data?
- NO
- Type of cookie
- persistent/7 Days
- Third party cookies?
- No

SetCandidateCookie
- Type
- Non-Tracking
- Purpose
- it will the set value of candidate cookie in the browser
- Link to personal data?
- NO
- Type of cookie
- persistent/7 Days
- Third party cookies?
- No

CurrentControl

- Type
- Non-Tracking
- Purpose
- Distinguish different controls (savedjobs/matchedjobs/findjobs/jobresults) using CurrentControl cookie value
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

PageList

- Type
- Non-Tracking
- Purpose
- it is used for listing of pages if current page is 1 then page list is 0
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

SortOrder

- Type
- Non-Tracking
- Purpose
- it is used for sorting the order of page starting with 0
- Link to personal data?
- NO
- Type of cookie
- session
- Third party cookies?
- No

_ga

- Type
- Tracking
- Purpose
- This cookie is used to distinguishes unique users by assigning a randomly generated number as a client identifier.
- Link to personal data?
- NO
- Type of cookie
- persistent/2years
- Third party cookies?
- yes

_gat

- Type
- Tracking
- Purpose
- This cookie name is associated with Google Universal Analytics, according to documentation it is used to throttle the request rate - limiting the collection of data on high traffic sites. It expires after 10 minutes.
- Link to personal data?
- NO
- Type of cookie
- persistent/10 minutes
- Third party cookies?
- yes

Changes to this Policy

The terms of this Policy may change from time to time. We shall publish any material changes to this Policy via appropriate notices either on this website or by contacting you using other communication channels.

Contact

Questions, comments and requests regarding this Policy are welcomed and should be addressed to privacy@penna.com