

# Cookie Policy for the VONQ.com

Updated: 28 May 2019

VONQ UK Ltd. (“**VONQ**”, “**us**” or “**we**”) is committed to being transparent about the Cookie technologies that are used. This Cookie Policy explains how and why cookies and comparable tracking techniques such as pixels (collectively “**Cookies**”) may be stored on and accessed from your device when you use or visit vonq.com (“**Website**”). This Cookie Policy should be read together with our Privacy Policy which can be found here: <https://www.vonq.com/nl/privacy-policy/>.

## About Cookies

A Cookie is a simple small file that is sent with pages from this Website and stored by your browser on the hard disk of your device, so that you can be recognised. These do not damage your computer and do not contain harmful software. We place and store cookies for different reasons, such as to see how visitors use our Website.

### 1. Functional cookies – Cookies that ensure the Website works properly

This type of Cookies is used to allow correct functioning of the Website. These are essential to have on the Website. Below is a list of the functional Cookies as placed, their purpose, and how long they are active.

Name	Placed by	Purpose	Duration
CONSENT	Google (.com and .nl)	Shows the Cookie consent bar and stores response.	2 years.
PHPSESSID	VONQ	Identifies a user session, and tracks data for a user while travelling through a series of pages on the site. Preserves user session state across page requests.	When you close your browser.

intercom-session-jrnjmc1	VONQ (Intercom)	Keeps track of sessions and allows for instant messaging.	This session cookie is refreshed on each successful logged-in ping, extending it to 1 week from that moment. The user can access their conversations and have data communicated on logged out pages for 1 week, as long as the session isn't intentionally terminated, as would
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			happen in logout.
lang	VONQ	Remembers the user's selected language version of a website.	Expires after the browsing ends.

## 2. Analytical Cookies – Cookies that allow us to track the use of the Website

We try to measure continuously which parts of the Website are most interesting for our visitors, e.g. by using third party software to analyse the number of visitors of our site and the most popular items. We use Cookies for this purpose.

The data we collect is turned into statistics, allowing us insight into the frequency our webpage is visited, where visitors spend most time, etc. Although not essential and you can block these, they allow us to make the structure, navigation and contents of the Website as user-friendly for you as possible. We do not trace back the statistics and other reports to individuals.

Below is a list of the analytics Cookies, their purpose, and how long they are active.

Name	Placed by	Collected data	Duration
_hjIncludedInSample	VONQ (Hotjar)	This allows VONQ to know if visitors are included in the sample which is used to generate Heatmaps, Funnels, Recordings, etc.	365 days.
BizoID	LinkedIn Ad analytics	This is used to optimize the range of advertising on LinkedIn (LinkedIn insights and ads tags).	6 months.

_ga	Google Analytics	This is used to distinguish users for <a href="#">Google Analytics</a> .	2 years.
li_oatml	LinkedIn	Collects information about how visitors use our site.	Up to 30 days.
liap	LinkedIn	Cookie used for Sign-in with LinkedIn and/or to allow for the LinkedIn follow feature.	Up to 90 days.
lidc sdsc	LinkedIn	Used by LinkedIn for tracking the use of embedded services, such as allowing the	Up to 1 day.

		'Share on LinkedIn' function.	
act c_user csm fr lus presence p xs fbp	Facebook	Provides information about the effectiveness of Facebook. The pixel base code tracks activity on our website, providing a baseline for measuring specific events. By measuring events we have the ability to capture website traffic into audience that we can use for targeting purposes.	Up to 1 year.

### 3. Social Media Cookies – Cookies to share the contents of our Website through social media

You can share the articles and videos you watch on our Website on social media using buttons. Social media Cookies are placed by social media parties when you want to share an article or video, allowing the social media partners to recognize you. These are necessary to display the buttons on our website, however, it is not necessary for you to use them.

As for Cookies placed by social media parties and the data they may collect we refer to the Cookie policies on the websites of these parties: see the links below. You should be aware that these policies may change from time to time. VONQ cannot control this.

- [Facebook](#)
- [LinkedIn](#)

- [Twitter](#)

Additional Cookies are placed:

<b>Name</b>	<b>Placed by</b>	<b>Collected data</b>	<b>Duration</b>
_lipt	LinkedIn	If a visitor is logged in to LinkedIn, LinkedIn can use the website to place cookies on his/her PC that are necessary for sharing messages.	30 days.
bcookie	LinkedIn	For the share buttons and ad tags to be displayed, a browser ID cookie is placed.	1 year.

#### 4. Advertising – Cookies to show advertisements

Some ads (or video clips) use Cookies. We, and third parties, place these advertisements on our Website. These cookies are not necessary, but allow for relevant adverts to show even when you leave the Website. For example, a personalised job posting may be shown to you as a Google Ad.

If these Cookies are not used or you have not provided your consent to us to place them, you will still see advertisements on our Website and when you leave our Website. Some advertisements do not use Cookies. These advertisements may be randomised. These may therefore be less personalised or relevant to you.

Below is a list of the advertisement Cookies as placed, their purpose, and how long they are active.

Name	Placed by	Collected data	Duration
IDE, DSID	DoubleClick.net	The time, date, and venue you saw an advert.	1.5 years
SSID DV HSID NID S SAPISID SIDCC	Google (.nl and .com)	Carries out information about how you use the Website and any advertising that you may have seen before and after visiting the Website.	2 years.
_ga _gatUA-1739667-1 _gatUA-1739667-13 _gcl_au _gid	VONQ	Google Analytics analyses the way you browse the Website. We then apply this knowledge to help you select the job opening that best suits you. And to show you openings that you might be interested in.	Maximum of 10 minutes.

#### 5. Other / unforeseen Cookies

Because of the way the Internet and websites function, we may not always be aware of Cookies placed by third parties through our Website. This will especially be the case if our webpages contain so-called embedded elements; these are texts, documents or video clips hosted by another party and shown on, in or through our Website.

Please let us know if you come across Cookies on this Website that fall in this category and we therefore did not mention above. Or contact the third party directly to ask what Cookies they use, the reason, how long the Cookie lasts and how they safeguard your privacy.

#### 6. Browser settings

If you do not wish any Cookies to be placed on your computer, you can change your browser settings so you will receive a warning before a Cookie is placed on your computer. You can also change the settings so that your browser rejects all Cookies or third-party Cookies only. You can also remove Cookies already placed. Please be aware that these settings have to be changed in each browser and computer you use.

If you do not wish to receive any Cookies we can no longer guarantee that our Website works correctly. Some of the functions of the Website may be disabled or you may even not be able to see some websites at all. Rejecting Cookies or enabling the 'do not track' feature does not mean you will no longer see ads either, only that the advertisements will no longer match your interests and will be repeated more often.

The way settings can be changed is different in each browser. If necessary, please consult the help function of your browser or click on one of the following icons to go to the manual of your browser directly. You can visit [www.youronlinechoices.eu](http://www.youronlinechoices.eu) if you wish to disable Cookies of specific parties only.

- [Chrome](#)
- [Firefox](#)
- [Internet Explorer](#)
- [Safari](#)
- [Opera](#)

#### **Final remarks**

We will have to amend this Cookie policy from time to time, e.g. because our Website or Cookie regulations change. We may change the content of the policy and the Cookies included in the lists at all times and without prior warning. The latest version can be found on this Website.

If you still have questions and/or wish to make a comment, please contact [legal@vonq.com](mailto:legal@vonq.com).