

Cookie Notice

JobCloud uses cookies and other similar tracking technologies, including third-party technologies on JobCloud's websites, apps, email communications and other online services. They are used to enable, enhance, personalize, and analyse the use of our services and for purposes of personalized advertising. This Cookie Notice explains what these technologies are and why and how we use them, as well as your rights to control our use of them. Please also refer to our [Privacy Policy](#) to learn how we process personal data relating to you.

Tracking technologies we use

Our websites may use cookies, web beacons, pixel, plug-ins, analytics tools and other similar technologies, including third-party technologies (collectively referred to as "Tracking Technologies") which allow us and third parties to track your use of our website.

“Cookies” are small text files that are placed and stored on your browser or your device when you visit our websites or use our apps. Our websites may place session and persistent cookies on your device. “Session cookies” are cookies that typically last for as long as you are using your browser or browser session. When you end your browser session, the cookie expires. Session cookies are used, for example, to store your login information during your visit to the website.

“Persistent” cookies will last after you close your browser. This allows, for example, for quicker and often more convenient access to our website. Permanent cookies are used for automatic login, for example, if expressly requested by the user during the registration process.

Our websites may place first-party cookies and allow third-parties to place cookies on your device. “First-party” cookies are cookies set by JobCloud. In addition, our websites use external services, which also set their own cookies, known as “third-party” cookies. All third parties who process usage data on our behalf are contractually committed to measures to ensure the security and confidentiality of the data processed.

“Pixel tags” (also called beacons) are small blocks of code placed on webpages, apps, emails or ads that enable us to identify users when providing our services and track interactions with our platforms and apps.

“Software Development Kits” (also called "SDKs") are blocks of code that function like cookies and pixel tags, except for mobile apps. SDKs allow to collect information about the device and network you use to access our applications and about your interaction with our applications.

“Local storage” refers to files that are created by apps or websites and stored on your device or browser. Such files function similarly to cookies.

“Software Development Kits” ("SDKs") collect information about app usage. By seeing how an app is used with the information gathered through SDKs, an app can be analysed accordingly and improved.

Log files When you visit our platforms, general access data is stored in a log file for statistical purposes. Such log information includes the following items: IP address, date and time of access, name of the file retrieved access status (OK, partial content, document not found, etc.), page from which access occurred, top level domain (*.ch etc.), web browser used, operating system used, platform used (desktop or mobile). JobCloud processes such data in anonymized form, for example, to determine which days have an especially high number of visits. No personalized evaluation of the log files is made.

Google Consent Mode Advanced JobCloud uses Google Consent Mode to estimate the performance of our marketing campaigns and user behaviour. Google Consent Mode will send cookie-less pings to the Google servers regardless of the cookie consent preferences. Cookie-less pings, as part of regular HTTP/browser communication, may include the following information: IP address, screen size and resolution, browser info, your location (country), preferred language setting, websites/subpages visited, interactions with website elements (clicks, scrolls, mouse movements), date and time of access to the website and its sub-pages.

How do we use tracking technologies?

1. STRICTLY NECESSARY IMPLEMENTATION

Strictly necessary cookies are required to browse our websites and use the functionalities of the websites. The cookies we use that are necessary for the functionality and performance of our website, allow our website to operate more efficiently and safely and facilitate your use of the features and services offered. E.g. such cookies allow core website functionality such as user login and account management. In cases in which personal

information of EU users is included in certain cookies that we process, the processing is performed in accordance with art. 6 para. 1 lit. f GDPR to pursue our legitimate interest in ensuring the functionality of the website.

Tealium iQ Tag Manager

The cookies explained in the sections "Functional Cookies" and "Marketing Cookies" are managed in Tealium iQ via the Tealium Consent Management functionality. Through this application, we enable website visitors to manage the cookies they use and manage which tags, scripts and pixels should be activated. A record is kept of which category the user has given permission to (opt-in management). We use this to manage your consents to data processing via our website, in particular the setting of cookies, as well as your right to revoke consent already given. The purpose of the data processing is to obtain and document the necessary consents for data processing and thus to comply with legal obligations.

Processing Company: Tealium Inc., 9605 Scranton Rd. Ste. 600, San Diego, CA 92121, United States of America

Data Purposes: Cookie consent management

Technologies Used: Cookies that are placed in the browser

Data Collected by or through the use of this service: Date and time of user when giving consent (implicit or explicit), URL of visited landing page, anonymized IP address and user agent, opt-in and opt-out data

Legal Basis for EU users: Art. 6 para. 1 lit. f GDPR

Location of Processing: European Union

Transfer to Third Countries: This service forwards the collected data to the European Union and the United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Tealium Inc.

Click here to read the privacy policy of the data processor: <https://tealium.com/privacy-notice>

name	tool	storage
CONSENTMGR	Tealium	1 year

JobCloud Pixels for Programmatic Advertising Product

JobCloud places pixels on its websites for measuring of the number of clicks of job applicants on the advertisements, elimination of bot clicks or multiple clicks by the same job applicant, and assignment of the applicants to the job ads. The pixels are placed on the job ads on JobCloud's and external platforms and on the job application forms on behalf of business customers using Programmatic Advertising Products.

Processing Company: JobCloud AG, Albisriederstrasse 253, 8047 Zurich, Switzerland

Data Purposes: Clicks measurement, optimization, analytics

Technologies Used: Pixels that are placed in the browser

Data Collected by or through the use of this service: IP address (anonymized after 30 days), behavioural data (on the Customer's website: number and length of visits, limited to the pages specified by the Customer and related to the apply form, devices and browsers used, last page visited)

Legal Basis for EU users: Data processing agreement with the customer of JobCloud.

Location of Processing: Switzerland

Transfer to Third Countries: This service does not transfer the collected data to third countries.

Data Recipients of the data collected: JobCloud AG

Click here to read the privacy policy of JobCloud AG: <https://www.jobcloud.ch/c/en/privacy-policy/>

name	tool	storage
jc_85080926-18bd-4833-ab96-e2f2911823d6_other_details	JobCloud	30 days
jc_85080926-18bd-4833-ab96-e2f2911823d6_other_details	JobCloud	30 days

Other technical necessary cookies for the functionality and error-free performance of our website

JobCloud AG

Processing Company: JobCloud AG, Albisriederstrasse 253, 8047 Zurich, Switzerland

Data Purposes: Functionality and error-free provision of the website

Technologies Used: Cookies that are placed in the browser

Data Collected by or through the use of this service: Session-ID

Legal Basis for EU users: Art. 6 para. 1 lit. f GDPR

Location of Processing: Switzerland

Transfer to Third Countries: This service forwards the collected data to the European Union.

Data Recipients of the data collected: JobCloud AG

Click here to read the privacy policy of JobCloud AG: <https://www.jobcloud.ch/c/en/privacy-policy/>

name	tool	storage
session_id	JobCloud	180 days
refresh-token	JobCloud	14 days
access_token	JobCloud	1 hour
cookie_disclaimer_dismissed	JobCloud	2 years

Functional Software, Inc. d/b/a Sentry

Processing Company: Functional Software, Inc. d/b/a Sentry, 45 Fremont Street, 8th Floor, San Francisco, CA 94105, United States of America

Data Purposes: Functionality and error-free provision of the website

Technologies Used: Cookies that are placed in the browser

Data Collected by or through the use of this service: UU-ID, Session ID

Legal Basis for EU users: Art. 6 para. 1 lit. f GDPR

Location of Processing: European Union, USA

Transfer to Third Countries: This service forwards the collected data to the European Union and United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Functional Software Inc.

Click here to read the privacy policy of Functional Software, Inc.: <https://sentry.io/privacy/>

name	tool	storage
Sentry-sc	Sentry	1 year
gsID	Sentry	Duration of the session
session	Sentry	Duration of the session

2. FUNCTIONAL AND ANALYTICAL PURPOSES

The use of functional cookies is necessary for our website to work as well as possible for you. The information collected by analytical cookies tells us, for example, how visitors use our website and which pages are visited most frequently. Analysing how users use the website lets us provide higher quality, more relevant search results, as well as an optimized web experience. A website should be structured in such a way that you, as a visitor, feel comfortable on the site and can easily find your way around. Thanks to the analysis tools, we can make our website more attractive and we receive feedback about the quality of our site.

JobCloud functional cookies

name	tool	storage
optimize_experiments	JobCloud	1 month
recent-searches	JobCloud	36 months
ab_experiments	JobCloud	1 month

Microsoft Clarity

We use Clarity on our website to analyse visitor behaviour. We receive reports and visuals from Clarity that show us where and how users are moving around our site and what elements they interact with. Personally identifiable information is anonymised and never reaches Clarity's server. This means that you as a website user are not personally identified, and we still learn a lot about your interaction with our sites.

Processing Company: Microsoft Ireland Operations Limited, One Microsoft Place, South County Business Park, Leopardstown, Dublin 18 D18 P521, Ireland

Data Purposes: Analytics

Technologies Used: Cookie and tracking code that are placed in the browser

Data Collected by or through the use of this service: IP address, screen size and resolution, browser info, your location (country), preferred language setting, websites/subpages visited, interactions with website elements (clicks, scrolls, mouse movements), date and time of access to the website and its sub-pages

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: The personal data collected by Microsoft may be stored and processed in the EU, in the United States, and in any other jurisdiction in which Microsoft or its affiliates, subsidiaries, or service providers maintain facilities. Typically, the primary storage location is in the customer's region or in the United States, with a data backup in a data center in another region.

Transfer to Third Countries: This service forwards the collected data to the European Union and the United States of America but may forward the collected data to a different country. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Microsoft Ireland Operations Limited; Microsoft Corporation, One Microsoft Way, Redmond, Washington 98052, USA

Click here to read the privacy policy of the data processor: <https://privacy.microsoft.com/privacystatement>

name	tool	storage
_clck	Clarity	1 year
_clsk	Clarity	1 day
CLID	Clarity	1 year
ANONCHK	Clarity	10 min
MR	Clarity	Session
MUID	Clarity	1 year
SM	Clarity	Session

Hotjar

We use Hotjar on our website to statistically analyse visitor data. Hotjar is a service that analyses the behaviour and feedback of you as a user of our websites through a combination of analysis and feedback tools. We receive reports and visuals from Hotjar that show us where and how users are moving around our site. Personally identifiable information is automatically anonymised and never reaches Hotjar's server. This means that you as a website user are not personally identified and we still learn a lot about your user behaviour.

Processing Company: Hotjar Ltd, Level 2, St. Julians Business Centre, 3 Elia Zammit Street, St. Julians STJ 1000, Malta

Data Purposes: Analytics

Technologies Used: Cookie and tracking code that are placed in the browser

Data Collected by or through the use of this service: IP address (collected and stored in an anonymous format), screen size, browser info, your location (country), preferred language setting, websites visited, interactions with website elements, date and time of access to one of our sub-pages

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service does not forward the collected data to third countries.

Data Recipients of the data collected: Hotjar Ltd.

Click here to read the privacy policy of the data processor: <https://www.hotjar.com/legal/policies/privacy/>

name	tool	storage
hjSessionBenutzer{site_id}	Hotjar	1 year
_hjFirstSeen	Hotjar	30 min
_hjHasCachedUserAttributes	Hotjar	Session
_hjUserAttributesHash	Hotjar	2 min
hjSession{site_id}	Hotjar	30 min
_hjSessionTooLarge	Hotjar	Session
_hjSessionResumed	Hotjar	Session
_hjCookieTest	Hotjar	Session
_hjLocalStorageTest	Hotjar	<100 ms
_hjSessionStorageTest	Hotjar	<100 ms
_hjIncludedInPageviewSample	Hotjar	2 min
hjIncludedInSessionSample{site_id}	Hotjar	2 min
_hjAbsoluteSessionInProgress	Hotjar	30 min
_hjTLDTest	Hotjar	Session

_hjRecordingEnabled	Hotjar	Session
_hjRecordingLastActivity	Hotjar	Session

Google Analytics

This is a web analytics service. With this, we can measure the advertising return on investment "ROI" as well as track user behaviour with flash, video, websites and applications. This service enables us to distinguish users, to throttle request rate, register a unique ID that is used to generate statistical data on how the visitor uses the website.

Processing Company: Google Ireland Limited, Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland

Data Purposes: Analytics

Technologies Used: Cookies, Pixel and JavaScript that are placed in the browser.

Data Collected by or through the use of this service: Click path, date and time of visit, device information, location information, anonymized IP address, pages visited, referrer URL, browser information, hostname, browser language, browser type, screen resolution, device operating system, interaction data, user behaviour, visited URL, cookie ID.

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC USA, Alphabet Inc.

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy?hl=en>

name	tool	storage
_ga	Google Analytics	2 years
_gid	Google Analytics	1 day
_gali	Google Analytics	30 seconds
_gat_globalGaTracker	Google Analytics	0 day
_gat_UAxxxxxxxxxx	Google Analytics	0 day

Google Tag Manager

This is a tool for managing and implementing tracking tags on a website. The Google Tag Manager takes care of loading other components, which in turn may collect data. The Google Tag Manager does not access this data nor does it set any cookies.

Processing Company: Google Ireland Limited, Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland

Data Purposes: Analytics

Technologies Used: Tag that is placed in the browser.

Data Collected by or through the use of this service: IP Address

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC, Alphabet Inc.

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy?hl=en>

Tealium Collect

We use this service to collect and send all client-side user information and events to the Tealium Customer Data Platform, where the data is forwarded server-to-server (given the appropriate consent) to other 3rd party vendors like Google Analytics or Salesforce Marketing Cloud.

Processing Company: Tealium Inc., 9605 Scranton Rd. Ste. 600, San Diego, CA 92121, United States of America

Data Purposes: Analytics

Technologies Used: Cookies that are placed in the browser

Data Collected by or through the use of this service: Click path, date and time of visit, device information, location information, anonymized IP address, pages visited, referrer URL, browser information, hostname, browser language, browser type, screen resolution, device operating system, interaction data, user behaviour, visited URL, cookie ID

Legal Basis for EU users: Art. 6 para 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to the United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Tealium Inc.

Click here to read the privacy policy of the data processor: <https://tealium.com/privacy-notice>

name	tool	storage
utag_main	Tealium	1 year
TAPID	Tealium	1 year
tealium_timing	Tealium	persistent

Functional Software, Inc. d/b/a Sentry

Processing Company: Functional Software, Inc. d/b/a Sentry, 45 Fremont Street, 8th Floor, San Francisco, CA 94105, United States of America

Data Purposes: Analytics

Technologies Used: Cookies that are placed in the browser

Data Collected by or through the use of this service: UU-ID, Session ID

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union, USA

Transfer to Third Countries: This service forwards the collected data to the European Union and United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Functional Software Inc.

Click here to read the privacy policy of the data processor: <https://sentry.io/privacy/>

name	tool	storage
AMP_MKTG	Sentry	1 year
AMP	Sentry	1 year

Intercom

We use Intercom third-party analytics services to help understand your usage of our services. In particular, we provide a limited amount of your information (such as sign-up date and some personal information like your email address) to Intercom and utilize Intercom to collect data for analytics purposes when you visit our website or use our product. As a data processor acting on our behalf, Intercom analyses your use of our website and/or product and tracks our relationship by way of cookies and similar technologies so that we can improve our service to you.

Processing Company: Intercom R&D Unlimited Company, 2nd Floor, Stephen Court, 18-21 St. Stephen's Green, Dublin 2, Ireland

Data Purposes: Analytics

Technologies Used: Cookies that are placed in the browser and tag placed in the browser

Data Collected by or through the use of this service: Events (e.g. login, page load, job view, application sent, company search)

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service forwards the collected data to the European Union. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Intercom R&D Unlimited Company

Click here to read the privacy policy of the data processor: <https://www.intercom.com/legal/privacy>

name	tool	storage
intercom-device-id-*	Intercom	9 months
Intercom-session-*	Intercom	1 week

3. MARKETING PURPOSES (Targeting Advertisement Cookies and similar technologies)

JobCloud uses marketing cookies to ensure that users get more relevant advertising messages by ensuring optimal targeting of the ads; we also use such cookies to measure the effectiveness of the ads.

Google Ads/Double Click

This is an advertising service. With this service, it is possible to provide relevant ads to our users and get campaign reports. We additionally use DoubleClick to determine whether website advertisement has been properly displayed and what ads should be shown that may be relevant to the end user perusing the site. This cookie is set by DoubleClick (which is owned by Google) to determine if the website visitor's browser supports cookies.

Processing Company: Google Ireland Limited, Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland

Data Purposes: Advertising, analytics, optimization

Technologies Used: Cookies and pixels that are placed in the browser

Data Collected by or through the use of this service: Cookies: Browser information; Click path; Cookie information, date and time of visit, demographic data; device identifiers, location information, hardware/software type, internet service provider, IP address; number of times ads are seen, serving domains, interaction data, page views, search history

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC, Alphabet Inc.

Click here to read the cookie policy of the data processor: <https://policies.google.com/technologies/cookies?hl=en>

name	tool	storage
RUL	Google Ads/Double Click	1 year
IDE	Google Ads/Double Click	2 years
test_cookie	Google Ads/Double Click	0 day
1p_jar	Google Ads/Double Click	1 month
AEC	Google Ads/Double Click	6 months
ar_debug	Google Ads/Double Click	1 month
APISID	Google Ads/Double Click	2 years
NID	Google Ads/Double Click	6 months
SAPISID	Google Ads/Double Click	25 months
__Secure-1PAPISID	Google Ads/Double Click	25 months
__Secure-1PSIDTS	Google Ads/Double Click	1 year
__Secure-3PAPISID	Google Ads/Double Click	25 months
HSID	Google Ads/Double Click	25 months
SID	Google Ads/Double Click	25 months
SIDCC	Google Ads/Double Click	1 year
SSID	Google Ads/Double Click	25 months
__Secure-1PSID	Google Ads/Double Click	25 months
__Secure-1PSIDCC	Google Ads/Double Click	1 year
__Secure-3PSID	Google Ads/Double Click	25 months
__Secure-3PSIDCC	Google Ads/Double Click	1 year
__Secure-3PSIDTS	Google Ads/Double Click	1 year
__Secure-ENID	Google Ads/Double Click	25 months

Criteo

Criteo is an advertising platform through which JobCloud books various software solutions to display personalized advertising to users. With help of Criteo we evaluate the website traffic of our users and, based on this, place individually designed and placed advertisements. Criteo uses a behavioural retargeting approach that

tracks users' online activities to display personalised advertising. By collecting browsing data through its tracking tool, the Criteo Tracker (cookie), Criteo helps us to analyse users' browsing habits to determine the most relevant ads for individual users.

Processing Company: Criteo SA, 32 Rue Blanche, 75009 Paris, France

Data Purposes: Tracking, personalization, optimization, marketing, advertising

Technologies Used: Cookie and pixel that are placed in the browser. The Criteo OneTag is a JavaScript tag that Criteo uses to track the behaviour of users as they browse our website.

Data Collected by or through the use of this service: Cookies: IP-Address, browser information, usage data, device data, date and time of visit, mobile advertising IDs; Android/Google advert-ID, iOS-ID for advertisers, cookie ID

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service forwards the collected data to the European Union. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Criteo SA

Click here to read the privacy policy of the data processor: <https://www.criteo.com/privacy/>

Criteo Partners: In order to provide their services Criteo may utilize the following list of partners: <https://www.criteo.com/privacy/our-partners/>

name	tool	storage
cto_bundle	Criteo	396 days
cto_tld_test	Criteo	396 days
criteo_write_test	Criteo	0 day

ActiveCampaign

When you register for our newsletter, we process your personal data. We use Active Campaign, an email marketing provider for planning, execution, management and evaluation of our email campaigns. The software focuses on email marketing, marketing automation and CRM automation. With help of ActiveCampaign we can optimise our marketing and sales processes. When you open an email sent with Active Campaign, a file contained in the email (a so-called web beacon) connects to Active Campaign's servers in the USA. This makes it possible to determine whether a newsletter message has been opened and which links, if any, have been clicked on. In addition, technical information is recorded (e.g. time of retrieval, IP address, browser type and operating system). This information cannot be assigned to the respective newsletter recipient. It is used exclusively for the statistical analysis of newsletter campaigns. The results of these analyses can be used to better adapt future newsletters to the interests of the recipients. If you do not want any analysis by ActiveCampaign, you must unsubscribe from the newsletter. To do this, we provide a corresponding link in every newsletter message.

Processing Company: ActiveCampaign LLC, 1 N Dearborn St 5th floor, Chicago, IL 60602, United States of America

Data Purposes: Investigation of usage behaviour, electronic sending of direct advertising and optimisation of content

Technologies Used: Cookie and Pixel that are placed in the browser

Data Collected by or through the use of this service: Data for the creation of usage statistics, data on the use of the website as well as the logging of clicks on individual elements, contact data such as name or e-mail address

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of processing: USA

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: ActiveCampaign LLC

Click here to read the privacy policy of the data processor: <https://www.activecampaign.com/privacy-policy/>

name	tool	storage
Prism_*	ActiveCampaign	2 years
prism_#	ActiveCampaign	29 days

Microsoft Ads (Bing)

We use the remarketing function "Bing Ads" of Microsoft. Microsoft Bing Ads stores a cookie on your computer if you have accessed our website via a Microsoft Bing ad. In this way, Microsoft Bing and we can recognise that someone has clicked on an ad, been redirected to our website and reached a previously determined target page (conversion page). Our website uses Bing Ads to collect and store data to create usage profiles using pseudonyms.

This enables us to better track the activity of our website visitors who have accessed our website via advertisements from Bing Ads. If you visit our website via such an ad, a cookie is placed on your computer. A Bing tag is integrated on our website. This is a code that is used in conjunction with the cookie to store some non-personal information about your use of the website. This includes how much time you spent on our website, which areas of our website you viewed, and the ad that brought users to the website. We use Microsoft Advertising to promote our business online. Microsoft Advertising uses a cookie to record the completion of transactions. This allows the advertiser to market their products or services more effectively. Microsoft Advertising is designed to ensure that all data collected remains anonymous and cannot be used to identify individuals.

Processing Company: Microsoft Ireland Operations Limited, One Microsoft Place, South County Business Park, Leopardstown, Dublin 18 D18 P521, Ireland

Data Purposes: Remarketing

Technologies Used: Cookie and pixel that are placed in the browser

Data Collected by or through the use of this service: The total number of users who clicked on a Bing ad and were then directed to the conversion page. No personal information about the identity of the user is disclosed.

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Microsoft Ireland Operations Limited, Microsoft Corporation, One Microsoft Way, Redmond, Washington 98052-6399, United States

Click here to read the privacy policy of the data processor: <https://privacy.microsoft.com/>

name	tool	storage
_uetSid	MS Bing	1 day
_uetvid	MS Bing	17 days
MUID	MS Bing	390 days
MSPTC	MS Bing	390 days

X Ads (Twitter)

The service stores and processes information about the user behaviour of website visitors on our website. With the help of X (Twitter), we can, in particular, track the actions of users after they have seen or clicked on a Twitter advertisement on an external website. This process is used to evaluate the effectiveness of the X (Twitter) ads for statistical and market research purposes and can help to optimise future advertising measures.

Processing Company: X Corporation, One Cumberland Place, Fenian Street, D02 AX07 Dublin 2, Ireland

Data Purposes: Conversion capture, remarketing, statistics, market research

Technologies Used: Cookie and pixel that are placed in the browser

Data Collected by or through the use of this service: Statistical, pseudonymous data is collected and transmitted to Twitter in order to provide us with corresponding statistics on this basis and to be able to show you interest-specific offers. This data is stored in a cookie. The data collected is anonymous for us, so that we cannot draw any conclusions about the identity of the users.

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: X Corporation, X Inc., Market Square, 1355 Market St #900, San Francisco, USA. The data is stored and processed by Twitter so that a connection to the respective user profile is possible and Twitter can use the data for its own advertising purposes in accordance with Twitter's privacy policy.

Click here to read the privacy policy of the data processor: <https://twitter.com/privacy>.

name	tool	storage
personalization_id	Twitter/X	2 years

LinkedIn Ads

We use the conversion tracking technology and the retargeting function of the LinkedIn Corporation on our website. With the help of this technology, visitors to this website can be served personalised advertisements on LinkedIn. Furthermore, the possibility arises to create anonymous reports on the performance of the advertisements as well as information on website interaction. For this purpose, the LinkedIn Insight tag is

integrated on this website, which establishes a connection to the LinkedIn server if you visit this website and are logged into your LinkedIn account at the same time.

Processing Company: LinkedIn Ireland Unlimited Company, Wilton Place, 2 Dublin, Ireland

Data Purposes: Investigation of user behaviour, analysis of the effect of online marketing measures and selection of online advertising on other platforms, which are automatically selected by means of real-time bidding based on user behaviour

Technologies Used: Cookie and pixel that are placed in the browser

Data Collected by or through the use of this service: Data on the use of the website and logging of clicks on individual elements

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: LinkedIn Ireland Unlimited Company

Click here to read the privacy policy of the data processor: <https://www.linkedin.com/legal/privacy-policy?src=li-other&veh=www.linkedin.com>

name	tool	storage
AMCVS	LinkedIn Ads	Session
AMCV	LinkedIn Ads	6 months
AnalyticsSyncHistory	LinkedIn Ads	30 days
UserMatchHistory	LinkedIn Ads	1 year
_uetid	LinkedIn Ads	1 day
_uetvid	LinkedIn Ads	25 months
at_check	LinkedIn Ads	Session
bcookie	LinkedIn Ads	1 year
gpv_pn	LinkedIn Ads	6 months
lang	LinkedIn Ads	Session
li_sugr	LinkedIn Ads	3 months
lidc	LinkedIn Ads	1 day
mbox	LinkedIn Ads	6 months
s_cc	LinkedIn Ads	Session
s_ips	LinkedIn Ads	6 months
s_plt	LinkedIn Ads	Session
s_pltp	LinkedIn Ads	Session
s_ppv	LinkedIn Ads	Session
s_tp	LinkedIn Ads	Session
s_tslv	LinkedIn Ads	6 months

Facebook Ads

This is a tracking technology offered by Facebook and used by other Facebook services. It is used to track interactions of visitors with websites ("Events") after they have clicked on an ad placed on Facebook or other services provided by Meta ("Conversion").

Processing Company: Meta Platforms Ireland Ltd., 4 Grand Canal Square, Grand Canal Harbour, Dublin, D02, Ireland

Data Purposes: Analytics, Marketing, Retargeting, Advertisement, Conversion Tracking, Personalisation

Technologies Used: Cookies and pixels that are placed in the browser.

Data Collected by or through the use of this service: ads viewed, content viewed, device information geographic location, HTTP-header, interactions with advertisement, services, and products, IP address, items clicked, marketing information, pages visited, pixel ID, referrer URL, usage data, user behaviour, Facebook cookie information, Facebook user ID, usage/click behaviour, browser information, device operating system, device ID, user agent, browser type

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Meta Platforms Ireland Ltd., Meta Platforms Inc., 1 Meta Way Menlo Park California 94025, USA

Click here to read the privacy policy of the data processor: <https://www.facebook.com/privacy/explanation>

name	tool	storage
_fbp	Facebook Ads	90 days
datr	Facebook Ads	25 months
dpr	Facebook Ads	7 days
wd	Facebook Ads	1 year

RTB House

Our partner RTB House, an advertising technology company, places personalised ads that contain products that are likely to be of interest to you on websites on the Internet. RTB House personalises these ads based on previous visits to our website using appropriate technology and carries out advertising campaigns and displays personalised advertisements to users on the basis of this data.

Processing Company: RTB House S.A., 61/101 Złota Street 00-819 Warsaw, Poland

Data Purposes: Advertising, analytics

Technologies Used: Pixel that is placed in the browser

Data Collected by or through the use of this service: Online identifiers (e.g. cookie ID / mobile advertising ID), information about specific pages visited, products viewed along with timestamps and purchased, and technical device and search program details

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: RTB House S.A.

Click here to read the privacy policy of the data processor: [Privacy Center, RTB House](#)

name	tool	storage
rtbhEvents	RTB House	500 days

TikTok Ads

We use TikTok Pixel, a conversion tracking tool for advertisers, on our website.

Processing Company: TikTok Technology Ltd, 2 Cardiff Lane Grand Canal Dock, Dublin 2 Dublin, D02 E395 Ireland

Data Purposes: Advertising, analytics

Technologies Used: Cookies and pixels that are placed in the browser

Data Collected by or through the use of this service: Ad/event information, timestamp, IP address, user agent, cookies, meta data, and button clicks

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. Singapore. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: TikTok Technology Ltd, TikTok Pte Ltd, Singapore

Click here to read the privacy policy of the data processor: <https://ads.tiktok.com/i18n/official/policy/privacy>

name	tool	storage
_ttp	TikTok Pixel	13 months
_pangle	TikTok Pixel	13 months

4. OTHER SERVICES

Google ReCAPTCHA

We use Google ReCAPTCHA to secure our websites as best as possible against bots and spam software and to protect them from misuse by non-human visitors.

Processing Company: Google Ireland Limited, Gordon House, Barrow Street Dublin 4, Ireland

Data Purposes: Protection and optimization of our services and combat of cyber attacks

Technologies Used: Cookies and pixels that are placed in the browser

Data Collected by or through the use of this service: Reference URL, IP address, info on operating system, cookies, mouse and keyboard activities, default settings of date and language, java script objects, screen resolution

Legal Basis for EU users: Art. 6 para. 1 lit. a, Art. 6 para. 1 lit. f GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. Unites States of America. For more information, please refer to the website provider’s privacy policy or contact the website provider.

Data Recipients of the data collected: Google Ireland Limited, Google LLC or any other legal entity that directly or indirectly controls Google LLC, is controlled by Google LLC or is under common control with Google LLC. Google may process personal data in any country in which Google or sub-processors of Google maintain facilities.

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>

name	tool	storage
IDE	Google Double Click	1 year
1P_JAR	Google reCAPTCHA	1 month
ANID	Google reCAPTCHA	9 months
CONSENT	Google reCAPTCHA	19 years
NID	Google Ads/reCAPTCHA	6 months
DV	Google Analytics	10 minutes

Google Maps

JobCloud uses on its websites Google Maps von Google Irland Ltd. We use Google Maps to show you job ads next to your place if you permit us to track your location. For us is this a part of our services.

Processing Company: Google Ireland Limited, Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland

Data Purposes: Providing of the requested service to show job ads in close vicinity to the data subject

Technologies Used: API, JavaScript that are placed in the browser

Data Collected by or through the use of this service: Location information, anonymized IP address

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider’s privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC or any other legal entity that directly or indirectly controls Google LLC, is controlled by Google LLC or is under common control with Google LLC. Google may process personal data in any country in which Google or sub-processors of Google maintain facilities.

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>

name	tool	storage
NID	Google Maps	6 months

Geolocation API

The Geolocation API allows the user to provide their location to web applications if they so desire. If by searching for a job on a website of JobCloud you would like to find the nearest jobs to your location, you can activate the "update my location" function. By clicking on it you agree that JobCloud may use your IP address transmitted by your browser to use our website to roughly determine your location (location determination) in order to be able to display the jobs next to your place (Art. 6 para. 1 lit. a GDPR).

The Geolocation API is accessed via a call to navigator.geolocation; this will cause the user's browser to ask for permission to access location data. Once permission is given the browser uses the best available functionality on the device to access this information (for example, GPS).

Mobile Apps

For the mobile apps of JobCloud, available via the Google Play Store and the Apple Appstore, the following information of tracking technology applies. For tracking in apps “Software Development Kits” (SDKs) are being used for the collection of information about app usage, e.g. number of sessions on an app, from where in the world users are logged in from, how many times an app is crashing, what operating systems and devices are running the app and how many times certain app features are used. Custom metrics can be created through the SDKs that allow developers to track data such as how users with specific attributes interact with an app, or how long it takes users to reach a custom-defined goal. Developers can then use this data to improve the app. Technical issues can be discovered and fixed, such as frequent app crashing. Unpopular features can be removed or updated to get more use.

1. NECESSARY SDKs

Google Firebase

Firebase Remote Config

Processing Company: Google Ireland Limited, Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland

Data Purpose: Optimization

Technologies Used: SDKs

Storage Information: Maximum storage: 180 days

Data collected by or through the use of service: Firebase-Installation-ID

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America.

For more information, please refer to the website provider’s privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC, USA

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>

Google Firebase

Firebase Dynamic Links

Processing Company: Google Ireland Limited, Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland

Data Purpose: Optimization

Technologies Used: SDKs

Storage Information: 30-90 days

Please see description of Google under section FUNCTIONAL AND ANALYTICAL PURPOSES above

Data collected by or through the use of service: Device specs (iOS), IP Addresses (iOS)

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America.

For more information, please refer to the website provider’s privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC, USA

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>

2. FUNCTIONAL SDKs

Google Firebase

Firebase A/B Testing

Processing Company: Google Ireland Limited, Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland

Data Purpose: Functionality

Technologies Used: SDKs

Storage Information: 30-90 days

Data collected by or through the use of service: Firebase-Installation-IDs, Device specs (iOS), IP Addresses (iOS),

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America.

For more information, please refer to the website provider’s privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC, USA

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>

Google Firebase

Firebase In-app-messaging

Processing Company: Google Ireland Limited, Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland

Data Purpose: Functionality

Technologies Used: SDKs

Storage Information: 30-90 days

Data collected by or through the use of service: Device specs (iOS), IP Addresses (iOS),

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America.

For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC, USA

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>

GMS/HMS location service

Processing Company: Google Ireland Limited, Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland, Huawei Technologies Co., Ltd

Data Purpose: Functionality

Technologies used: SDKs

Storage Information: 18 months

Data Collected by or through the use of this service: Location, Device ID

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America.

For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Inc., Huawei Software Technologies Co., Ltd.

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>;

<https://developer.huawei.com/consumer/en/doc/hmscore-common-Guides/privacy-0000001261262707>

3. Analytical SDKs

Google Analytics

Processing Company: Google Ireland Limited, Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland

Data Purpose: Advertising

Technologies Used: SDKs

Storage Information: 26 months

Data collected by or through the use of service: website cookies

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America.

For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC, USA

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>

Google Firebase

Firestore Performance Monitoring

Processing Company: Google Ireland Limited, Google Building Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland

Data Purpose: Analytics

Technologies Used: SDKs

Storage Information: Maximum storage: 30-90 days

Data collected by or through the use of service: Firebase installation ID, IP addresses

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America.

For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC, USA

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>

Google Analytics for Firebase

Processing Company: Google Inc.

Data Purpose: Analytics

Technologies Used: SDKs

Storage Information: Advertising identifier for 60 days, other analytics data for 14 months

Data collected by or through the use of service: Mobile ad IDs, IDFBVs/Android IDs, Firebase installation IDs, Analytics App Instance IDs

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America.

For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC, USA

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>

Tealium

Processing Company: Tealium Inc., 9605 Scranton Rd. Ste. 600, San Diego, CA 92121, United States of America

Data Purposes: Advertising

Technologies Used: SDKs

Storage Information: 12 months

Data collected by or through the use of service: website cookies

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service forwards the collected data to the European Union and the United States of America.

For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Tealium Inc.

Click here to read the privacy policy of the data processor: <https://tealium.com/privacy-notice>

Appcenter

Processing Company: Microsoft Ireland Operations Limited, One Microsoft Place, South County Business Park, Leopardstown, Dublin 18 D18 P521, Ireland

Data Purpose: Analytics

Technologies used: SDKs

Storage information: Maximum storage: 90 days

Data collected by or through the use of service: number of App-starts und restarts, country, anonymized

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of

America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Microsoft Ireland Operations Limited, Microsoft Corporation, USA

Click here to read the privacy policy of the data processor: <https://privacy.microsoft.com/>

KPI Tracking

Processing Company: JobCloud AG, Albisriederstrasse 253, 8047 Zurich, Switzerland

Data Purpose: Analytics

Technologies used: App

Storage information: Maximum storage: 13 months

Data Collected by or through the use of this service: Device Information, User ID

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: Switzerland

Transfer to Third Countries: This service does not forward the collected data.

Data Recipients of the data collected: JobCloud AG, Albisriederstrasse 253, 8047 Zurich, Switzerland

Click here to read the privacy policy of JobCloud AG: <https://www.jobcloud.ch/c/en/privacy-policy/>

How can you change your Cookie Settings?

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In some of our mobile applications, you also have the option of blocking similar technologies using opt-out buttons. You can also object to the data processing using the [Cookie setting](#) in the footer of the websites.