

## Cookie Policy

### Elevate Staffing Limited

Effective date: 1st March 2023

This Cookie Policy describes the different types of cookies and similar technologies that may be applied on the Elevate Staffing Limited Site and associated subdomains.

Elevate Staffing Limited may change this Cookie Policy at any time. Please take a look at the “Effective Date” legend at the top of this page to see when this Cookie Policy was last revised. Any changes in this Cookie Policy will become effective when we make the revised Cookie Policy available on or through the Site.

### What is a Cookie?

Cookies are text files containing small amounts of information which are downloaded to your device when you visit a Site. Cookies are then sent back to the originating Site on each subsequent visit, or to another Site that recognises that cookie. Cookies are useful because they allow a Site to recognise a user’s device. You can find more information about cookies at:

- [www.allaboutcookies.org](http://www.allaboutcookies.org)
- [www.youronlinechoices.eu](http://www.youronlinechoices.eu)

Cookies do lots of different jobs, like letting you navigate between pages efficiently remembering your preferences, and generally improve your website experience. They can also help to ensure that adverts you see online are more relevant to you and your interests.

Most Sites you visit will use cookies in order to improve your user experience by enabling that Site to ‘remember’ you, either for the duration of your visit (using a ‘session cookie’) or for repeat visits (using a ‘persistent cookie’).

Cookies may be set by the Site you are visiting (‘first party cookies’) or they may be set by other Sites who run content on the page you are viewing (‘third party cookies’).

### Cookies used on this Site

Elevate Staffing (“us”/”our”/”we”) uses first party and third party cookies. We use cookies in order to make this Site easier to use, to support the provision of information and functionality to you, as well as to provide us with information about how this Site is used so that we can make sure it is as up to date, relevant and error free as we can.

Further information about the types of cookies that are used on this Site is set out in Elevate Staffing’s Data Privacy Statement. To the extent any Personal Information is collected through cookies, the Data Privacy Statement applies and compliments this Cookie Policy.



By continuing to browse the Site you are agreeing to our use of cookies and the cookies notice at the top of your browser will disappear. If you block our use of cookies, you may be unable to access certain areas of our Site and certain functions and pages will not work in the usual way. Doing so may also affect our ability to update this Site to cater for user preferences and improve its performance.

## Strictly Necessary Cookies

Strictly necessary cookies are essential in order to enable you to move around the Site and use its features and/or services. Without these absolutely necessary cookies, the Site will not perform as smoothly for you as we would like it to and we may not be able to provide the Site with certain services or features.

Cookie Name	Description	Duration
wordpress_test_cookie	Set by Wordpress - Tests that the browser accepts cookies.	session

## Performance Cookies

Performance cookies collect information about how visitors use a Site; for instance, which pages visitors go to most often, and if they get error messages from web pages. These cookies do not collect any information that identifies a visitor. The information that these cookies collect is aggregated and is therefore anonymous. It is only used to improve how a Site works.

## Analytical Cookies

These cookies are used to collect information about how visitors use our website. We use the information to compile reports and to help us improve the website. The cookies collect information in a way that does not directly identify anyone, including the number of visitors to the website and blog, where visitors have come to the website from and the pages they visited.

Cookie Name	Description	Duration
__hstc	Set by Hubspot - The main cookie for tracking visitors. It contains the domain, utk (see below), initial timestamp (first visit), last timestamp (last visit), current timestamp (this visit), and session number (increments for each subsequent session).	30 mins
__hssrc	Set by Hubspot - Whenever HubSpot changes the session cookie, this cookie is also set to determine if the visitor has restarted their browser. If this cookie does not exist when HubSpot manages cookies, it is considered a new session. It contains the value "1" when present.	Session
__hssc	Set by Hubspot - This cookie keeps track of sessions. This is used to determine if HubSpot should increment the session number and timestamps in the __hstc cookie. It contains the domain, viewCount (increments each pageView in a session), and session start timestamp.	30 Minutes
hubspotutk	Set by Hubspot - This cookie keeps track of a visitor's identity. It is passed to HubSpot on form submission and used when deduplicating	6 Months



	contacts.	
_ga	Set by Google Analytics - Used to distinguish users.	2 Years
_ga_<container-id>	Set by Google Analytics - Used to persist session state.	2 Years
_gid	Set by Google Analytics - The functionality is: to store and count pageviews. The purpose is: Statistics	1 Day
_gcl_aud	Set by Google AdSense - It's a first party cookie for "Conversion Linker" functionality - it takes information in ad clicks and stores it in a first-party cookie so that conversions can be attributed outside the landing page.	90 Days
_gcl_aud	Set by Google AdSense - It's the first party cookie for "Conversion Linker" functionality - it takes information in ad clicks and stores it in a first-party cookie so that conversions can be attributed outside the landing page.	Persistent
_uetsid	Set by Bing Ads - The functionality is: to store and track visits across websites. The purpose is: Marketing/Tracking	1 Day
_uetvid	Set by Bing Ads - The functionality is: to store and track visits across websites. The purpose is: Marketing/Tracking	13 Months
_clsk	Set by Microsoft Clarity - The functionality is: to store and combine pageviews by a user into a single session recording. The purpose is: Statistics	1 Day
_click	Set by Microsoft Clarity - The functionality is: to store a unique user ID. The purpose is: Marketing/Tracking	1 Year
_fbp	Set by Facebook/Meta - The functionality is: to store and track visits across websites. The purpose is: Marketing/Tracking	3 Months
ln_or	Set by LinkedIn - Used to determine if Orbi analytics can be carried out on a specific domain	1 Day

## Functional Cookies

Functional cookies allow this Site to remember choices you make (such as your username and log in details) and any customisations you make to Site pages during your visit in order to provide enhanced, personalised features. For instance; these cookies can be used to remember changes you have made to text size, fonts and other elements of web pages that can be customised. They may also be used to provide services which you have asked for such as watching a video or commenting on a blog. The information these cookies collect may be anonymous and they cannot track your browsing activity on other Sites.

Cookie Name	Description	Duration
wp-settings-{user_id}	Set by Wordpress - Used to persist a user's wp-admin configuration.	1 Year - Logged in Users Only
wpporg_logged_in wpporg_sec	Set by Wordpress - Used to check whether the current visitor is a logged in WordPress.org user.	14 days if you select "Remember Me" when logging in. Otherwise, Session. -



		Logged in Users Only
wporg_locale	Set by Wordpress - Used to persist a user's locale configuration.	1 Year - Logged in Users Only

### Targeting or Advertising Cookies

Targeting or Advertising cookies are linked to services provided by third parties. The third party provides these services in return for recognising that you have visited our Site. These cookies collect information about your browsing habits on this Site in order to make advertising both on this Site and other Sites you subsequently visit relevant to you and your interests, to limit the number of times those adverts are served to you and to help measure the effectiveness of advertising campaigns.

We do not use targeting or advertising cookies.

### Managing Cookies in your Browser

In addition to the options provided above, you may refuse or accept cookies from the Site at any time by activating settings on your browser. Information about the procedure to follow in order to enable or disable cookies can be found on your Internet browser provider's site via your help screen. We have also supplied links to several of the more popular browsers for procedures on how to view and disable cookies.

- [Google Chrome Browser](#)
- [Microsoft Internet Explorer Browser](#)
- [Mozilla Firefox Browser](#)
- [Apple Safari Browser](#)
- [Opera Web Browser](#)

Please be aware that if cookies are disabled, not all features of the Site may operate as intended.

### How to delete Cookies

For further information on how to delete cookies we recommend that you read the information provided at following link:

<http://www.allaboutcookies.org/manage-cookies/clear-cookies-installed.html>

### Further Information

You can find more information about cookies by visiting [www.allaboutcookies.org](http://www.allaboutcookies.org) to obtain detailed information on how to prevent cookies from being set on your particular browser.

For further information about Google Analytics please see: [Safeguarding your Data](#).

If you would like further information about the cookies used in relation to YouTube videos, the YouTube privacy notice, including details about YouTube related cookies, is available at: <https://www.google.co.uk/policies/privacy/>.

If you would like to find out more about advertising networks and affiliate programmes and how cookies are used for these purposes, please visit: [www.youronlinechoices.com](http://www.youronlinechoices.com)

This is an information portal which is run by the Internet Advertising Bureau (IAB), the trade association for digital advertising, and will provide you will all the information you need to know about online behavioural advertising and the choices available to you.

