

## COOKIES POLICY (TEMPLATE)

### INFORMATION ABOUT COOKIES

Due to the coming into force of the amendment to the «Law on Services of the Information Society» (LSSICE) established by Spanish Royal Decree 13/2012, it is mandatory to obtain the express consent of the user of all web pages that use non-essential *cookies* before browsing them.

### WHAT ARE COOKIES?

*Cookies* and other similar technologies such as local shared objects, flash *cookies* or pixels, are tools used by Web servers to store and retrieve information about their visitors, as well as to enable the proper functioning of the site.

Through using these devices, the Web server is able to remember some data concerning the user, such as their preferences for viewing the server's pages, their name and password, products that interest them most, etc.

### COOKIES AFFECTED BY, AND COOKIES EXEMPT FROM REGULATIONS

According to the EU directive, the *cookies* that require the user's informed consent are analysis, advertising and affiliation *cookies*, while technical cookies and those that are necessary for the operation of the website or the provision of services expressly requested by the user are exempt.

### TYPES OF COOKIES

#### DEPENDING ON THE PURPOSE

- **Technical and functional *cookies*:** allow the user to navigate through a website, platform or application and the use of different options or services available in it.
- **Analysis *cookies*:** allow the controller to monitor and analyse the behaviour of the users of the websites they are linked to. The information collected by this type of *cookie* is used to measure the activity of the websites, application or platform and to carry out browsing profiling of the users of said sites, applications and platforms, with the purpose of introducing improvements in the analysis of the user data carried out by service users.
- **Advertising *cookies*:** allow management, in the most efficient way possible, of advertising spaces which, if applicable, the editor has included in a website, application or platform from where requested service is provided based on data such as the edited content or frequency with which advertisements are made.
- **Behavioural advertising *cookies*:** collect information on the user's personal preferences and choices (*retargeting*) in order to allow management, in the most efficient way possible, of the advertising spaces which, if applicable, the editor has included in a website, application or platform from where the requested service is provided.
- **Social *cookies*:** established by the social network platforms in the services to allow content to be shared with friends and networks. The social media platforms have the ability to track activity online outside the Services. This may affect the content and messages seen in other services used.
- **Affiliate *cookies*:** allow you to track visits through links from other websites, with which the website establishes affiliate agreements (affiliate companies).
- **Security *cookies*:** store encrypted information to avoid the stored data in them being vulnerable to malicious attacks by third parties.

#### ACCORDING TO THE PROPERTY

- **Own cookies:** are sent to the user's terminal team from a team or power managed by the own editor and from where the requested service is provided by the user.
- **Third party cookies:** are sent to the user's terminal team from a team or power which is not managed by the editor, but by another body which processes data obtained through the cookies.

#### DEPENDING ON THE STORAGE PERIOD

- **Session cookies:** are a type of *cookie* designed to collect and store data as long as the user accesses a website.
- **Permanent cookies:** are a type of cookies where data continues to be stored in the terminal and may be accessed and processed for a period of time defined by the *cookie* controller, and that can range from a few minutes to several years.

### PROCESSING OF PERSONAL DATA

TALENTOMOBILE, S.L. is the **Controller** of the personal data of the **Data Subject** and informs them that these data will be processed in accordance with the provisions of Regulation (EU) 2016/679, of 27 April 2016 (GDPR), and therefore the following information on the processing is provided:

**Purposes of the data processing:** as specified in the *cookies* section which are used on this website.

**Legitimation of the processing:** by consent of the data subject (art. 6.1 GDPR).

**Data storage criteria:** as specified in the *cookies* section used on the website.

**Data communication:** data will not be disclosed to third parties, except in cookies owned by third parties or under legal obligation.

#### Rights of the Data Subject:

- Right to withdraw this consent at any time .
- Right of access, rectification, portability and erasure of the data and those of limitation or opposition to their processing.
- Right to submit a complaint to the Supervisory Authority ([www.aepd.es](http://www.aepd.es)) if they consider that the processing does not comply with current legislation.

#### Contact information to exercise their rights:

TALENTOMOBILE, S.L.. CALLE ZURBANO, 54 4º C - 28010 MADRID (Madrid). E-mail: [gdpr@talentomobile.com](mailto:gdpr@talentomobile.com)

Contact details of the data protection officer: PASEO ARCO DE LADRILLO, 88. 1º Of. 2B. (Edificio Centro Madrid) - [dpd@datagesconsulting.com](mailto:dpd@datagesconsulting.com)

### COOKIES USED ON THIS WEBSITE

#### CONFIGURATION PANEL

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TECHNICAL AND FUNCTIONAL COOKIES					
No user consent is required					
NAME	TYPE	PROPERTY	PURPOSE	PERIODS	OBSERVATIONS
PHPSESSID	Technical	Own	It contains the session identifier	When you close your browser	Session
_lang	Technical	Own	It contains the session language	When you close your browser	Session
ac_cookies	Technical	Own	It contains the value of whether the installation of cookies has been accepted	1 year	Persistent
counter	Technical	Own	Used to count the number of accesses made to the page per session	1 year	Persistent
viewed_cookie_policy	Technical	Own	Used to remember preferences with regards to the established Cookies Policy	1 year	Persistent
_icl_current_language	Technical	Own	Used to remember the language selected by the user and show them content in that same language during browsing	1 year	Session

CONFIGURATION PANEL					
ANALYSIS COOKIES					
<input type="radio"/> Check or uncheck whether the user wishes to accept or reject the installation of these cookies.					
NAME	TYPE	PROPERTY	PURPOSE	PERIODS	OBSERVATIONS
_ga	Analytical	Google Analytics	It enables the unique visits control function. This <i>cookie</i> will be installed the first time a user logs into the website using a browser. When this user visits the website again using the same browser, the <i>cookie</i> distinguishes that it is the same user. Only if the user changes their browser will they be considered a different user	2 years	Persistent
_gat	Analytical	Google Analytics	It is used to limit the request rate - limiting the collection of data on high-traffic sites	10 minutes	Session
_gid	Analytical	Google Analytics	It is used to profile users	24 hours	Session
_utma	Analytical	Google Analytics	It records the date of the first and last time that the user visited the website	2 years	Persistent
_utmb	Analytical	Google Analytics	It records the time of entering the website	30 minutes	Session
_utmc	Analytical	Google Analytics	Used for interoperability with the urchin.js tracking code	1 year	Session
_utmt	Analytical	Google Analytics	It processes the type of request made by the user	At the end of the session	Session
_utmz	Analytical	Google Analytics	It segments demographic data	At the end of the session	Session
_utmz	Analytical	Google Analytics	It stores the traffic source or a campaign that explains how the user reached the website	6 months	Persistent

Learn more about **disabling Google Analytics cookies**:

- [Google Privacy policy](#)
- [Google Analytics exclusion](#)

CONFIGURATION PANEL					
BEHAVIOURAL ADVERTISING COOKIES					
<input type="checkbox"/> Check or uncheck whether the user wishes to accept or reject the installation of these cookies.					
NAME	TYPE	PROPERTY	PURPOSE	PERIODS	OBSERVATIONS
<b>_gads</b>	Advertising	Google	Cookie associated with the service <i>DoubleClick.net</i> of Google so that the owner can gain credit	1 year	Persistent
<b>_sonar</b>	Advertising	DoubleClick.net	Used to improve and guide advertising according to the content which is relevant for a user, improve the company performance reports and avoid showing notices that the user has seen <i>DoubleClick.net</i>	1 year	Persistent
<b>_ncuid</b>	Advertising	Google	Used to measure the performance of the notices and provide recommendations relating to products based on statistical data	6 months	Persistent
<b>IDE</b>	Advertising	DoubleClick.net	Used for focusing, optimisation, presentation of reports and assignment of online notices.	1 year	Persistent
<b>_conv_v bt2 di2 dt loc ssc ssh sshs uid um uvc vc</b>	Advertising	AddThis	Used to enable the content to be shared. AddThis is also used to gather information on how website content is shared	2 years, except for:  _conv_v: 1 year, bt2: 8 months, dt: 30 days	Persistent

You can also **control ads** and **tracking technologies** with the Ghostery app: <http://www.ghostery.com/>

CONFIGURATION PANEL					
SOCIAL COOKIES					
<input type="checkbox"/> Check or uncheck whether the user wishes to accept or reject the installation of these cookies.					
NAME	TYPE	PROPERTY	PURPOSE	PERIODS	OBSERVATIONS
<b>c_user, fr</b>	Advertising	Facebook	Necessary for the Facebook social plugin. Allows you to measure ad performance and provide recommendations	30 days	Persistent
<b>datr, sb</b>	Technical	Facebook	Necessary for the Facebook social plugin	2 years	Persistent
<b>dpr</b>	Technical	Facebook	Necessary for the Facebook social plugin	30 minutes	Persistent
<b>xs</b>	Technical	Facebook	Necessary for the Facebook social plugin	90 days	Persistent
<b>wd</b>	Technical	Facebook	Necessary for the Facebook social plugin	48 hours	Persistent

<b>XSRF-TOKEN</b>	Technical	Facebook	Necessary to control that all form submissions are made by the user currently logged in, preventing CSRF (Cross-Site Request Forgery) attacks	1 hour	Persistent
<b>_fbp</b>	Advertising	Facebook	Necessary to provide a number of advertising products, such as real time bids from advertising third parties	3 months	Persistent
<b>guest_id</b>	Advertising	Twitter	Twitter Identifier	2 years	Persistent

More Information: <https://www.facebook.com/policies/cookies/>

CONFIGURATION PANEL					
<b>AFFILIATE COOKIES</b>					
<input type="checkbox"/> Check or uncheck whether the user wishes to accept or reject the installation of these cookies.					
NAME	TYPE	PROPERTY	PURPOSE	PERIODS	OBSERVATIONS
<b>prli_click</b>	Affiliates	Pretty Links	Necessary to store statistical information of the clicks made on affiliate links	30 days	Persistent
<b>prli_visitor</b>	Affiliates	Pretty Links	Necessary to store statistical information of the clicks made on affiliate links	1 year	Persistent

CONFIGURATION PANEL					
<b>THIRD-PARTY COOKIES CONTROLLED BY THE EDITOR (Google, YouTube, Cloudflare, Bizible)</b>					
<input type="checkbox"/> Check or uncheck whether the user wishes to accept or reject the installation of these cookies.					
NAME	TYPE	PROPERTY	PURPOSE	PERIODS	OBSERVATIONS
<b>1P_JAR</b>	Advertising	Google	Transfer data to Google to make the advertisement more attractive	1 week	Persistent
<b>ANID</b>	Advertising	Google	Contains a unique randomly generated value which allows the Platform to distinguish browsers and devices. This information is used to measure the performance of the notices and provide recommendations relating to products based on statistical data	1 year	Persistent
<b>APISID</b>	Technical	Google	This <i>cookie</i> is used by Google to store user's personal preferences and the information viewed on the pages with Google maps on them	2 years	Persistent
<b>CONSENT</b>	Advertising	Google	Contains a unique randomly generated value which allows the Platform to distinguish browsers and devices. This information is used to measure the performance of the notices and provide recommendations relating to products based on statistical data	1 year	Persistent
<b>HSID</b>	Technical	Google	When creating or starting a session in a Google, this <i>cookie</i> will be stored	2 years	Persistent
<b>SID</b>		Google	Collect information for the Google search engine included in the website (Google CSE)	2 years	Persistent
<b>NID</b>		Google	The «Google +1» button used on our website is lodged in Google, their browser sends information about the <i>cookies</i> which Google needs if the session remains active with the account, this data are used by Google with the aim of associating them with the account	6 months	Persistent
<b>SIDCC</b>		Google	This <i>cookie</i> is used by Google to provide services and to extract anonymous information about the browsing	3 months	Persistent

SSID		Google	It collects information for the Google search engine included in the website (Google CSE)	3 months	Persistent
PREF		Google	Cookie which stores configuration preferences, such as preferred language, number of search results shown on the page or activation of Google's <i>SafeSearch</i> filter	10 years	Persistent
DV	Technical	Google	It is used by Google to provide services and extract anonymous information about browsing	10 minutes	Session
UULE		Google	Cookie associated with the Google Maps service. Allows geolocation from our laboratory in the corresponding section of this website. We adhere to the privacy policy of Google	24 hours	Persistent
SAPISID	Technical	YouTube	Technical cookies used by YouTube	3 months	Persistent
VISITOR_INFO1_LIVE		YouTube	Cookie that monitors the visits to videos embedded in the website	240 days	Persistent
use_hitbox	Technical	YouTube	The cookie increases the «views» counter on the YouTube video	At the end of the session	Session
SID, SSID, HSID, APISID, LOGIN_INFO, PREF, SAPISID, SIDCC	Technical	YouTube	Technical Cookies used by YouTube	1 year, except for: PREF: 7 months, SIDCC: 3 months	Persistent
YSC	Technical	YouTube	Cookie that measures the copies of videos made by the user and records «Like» or «Share video» actions	At the end of the session	Session
_cfduid	Technical	Cloudflare	The cookie of Cloudflare used to nullify the security restrictions base on the IP address of the visitor	1 year	Persistent
_biz_flagsA		Bizible	Monitoring the user's status. For example, if the user has sent a form, carried out migration of a cross-domain	1 year	Persistent
_biz_nA		Bizible	Sequence number that increases and adds to each Bizible server request for diagnostic purposes	1 year	Persistent
_biz_pendingA		Bizible	Temporary cookie that contains all pending requests to be sent to the Bizible server	1 year	Persistent
_biz_sid	Technical	Bizible	Single ID which identifies the session of each user	30 minutes	Session
_biz_uid		Bizible	Single ID which identifies each user	1 year	Persistent
_BUID		Bizible	Universal user ID which identifies the same user through various client domains	1 year	Persistent

**CONFIGURATION PANEL**

**THIRD-PARTY COOKIES NOT CONTROLLED BY THE EDITOR (Google, YouTube, Cloudflare, Bizible, etc.)**  
 Any third-party services are beyond the control of the editor.  
 Suppliers may at any time modify their service conditions, the purpose and use of cookies, etc.

Some of our website pages display content from external providers, such as YouTube, Facebook, Twitter, LinkedIn, etc.

To access third party content, users must first accept the conditions that apply (including their cookie policies, which are beyond our control).

If users choose not to access such content, these third-party cookies are not installed on their devices.

External providers of this website:

- [YouTube](#)
- [Internet Archive](#)
- [Google Maps](#)
- [Twitter](#)
- [Vimeo](#)
- [Microsoft](#)
- [Facebook](#)
- [Google](#)
- [LinkedIn](#)
- [Livestream](#)
- [SoundCloud](#)

#### HOW TO MANAGE COOKIES FROM YOUR BROWSER

<b>Delete cookies from your device</b>	Cookies that are already installed on a device can be deleted by deleting the browser history, thereby deleting cookies from all visited websites. However, some of the saved information may also be lost (for example, login data or website preferences).
<b>Manage site specific cookies</b>	For more precise control of site specific cookies, users can adjust their privacy settings and cookies in their browser.
<b>Blocking cookies</b>	While most modern browsers can be configured to prevent cookies from being installed on a device, this may require the manual adjustment of certain preferences each time a site or page is visited. In addition, some services and features may not work properly (for example, profile logins).

#### HOW TO DELETE COOKIES FROM MOST COMMON BROWSERS

<b>Chrome</b>	<a href="http://support.google.com/chrome/answer/95647?hl=es">http://support.google.com/chrome/answer/95647?hl=es</a>
<b>Internet Explorer. Version 11</b>	<a href="https://support.microsoft.com/es-es/help/278835/how-to-delete-cookie-files-in-internet-explorer">https://support.microsoft.com/es-es/help/278835/how-to-delete-cookie-files-in-internet-explorer</a>
<b>Firefox. Version 65.0.1</b>	<a href="https://www.mozilla.org/es-ES/privacy/websites/#cookies">https://www.mozilla.org/es-ES/privacy/websites/#cookies</a>
<b>Safari Version 5.1</b>	<a href="https://support.apple.com/es-es/guide/safari/sfri11471/mac">https://support.apple.com/es-es/guide/safari/sfri11471/mac</a>
<b>Opera</b>	<a href="https://help.opera.com/en/latest/security-and-privacy/#clearBrowsingData">https://help.opera.com/en/latest/security-and-privacy/#clearBrowsingData</a>