

# Proof of Consent

This document was generated to show efforts made to comply with privacy legislation. This document will contain the Cookie Policy and the cookie consent settings to proof consent for the time and region specified below. For more information about this document, please go to <https://complianz.io/consent>.

*This page was last changed on April 19, 2024, last checked on April 19, 2024 and applies to citizens of Australia.*

## 1. Introduction

Our website, <https://scouttalenthq.com> (hereinafter: "the website") uses cookies and other related technologies (for convenience all technologies are referred to as "cookies"). Cookies are also placed by third parties we have engaged. In the document below we inform you about the use of cookies on our website.

## 2. What are cookies?

A cookie is a small simple file that is sent along with pages of this website and stored by your browser on the hard drive of your computer or another device. The information stored therein may be returned to our servers or to the servers of the relevant third parties during a subsequent visit.

## 3. What are scripts?

A script is a piece of program code that is used to make our website function properly and interactively. This code is executed on our server or on your device.

## 4. What is a web beacon?

A web beacon (or a pixel tag) is a small, invisible piece of text or image on a website that is used to monitor traffic on a website. In order to do this, various data about you is stored using web beacons.

## 5. Consent

When you visit our website for the first time, we will show you a pop-up with an explanation about cookies. You do have the right to opt-out and to object against the further use of non-functional cookies.

### 5.1 Manage your consent settings

You can also disable the use of cookies via your browser, but please note that our website may no longer work properly.

## 6. Cookies

### 6.1 Technical or functional cookies

Some cookies ensure that certain parts of the website work properly and that your user preferences remain known. By placing functional cookies, we make it easier for you to visit our website. This way, you do not need to repeatedly enter the same information when visiting our website and, for example, the items remain in your shopping cart until you have paid. We may place these cookies without your consent.

### 6.2 Analytical cookies

We use analytical cookies to optimize the website experience for our users. With these analytical cookies we get insights in the usage of our website.

### 6.3 Advertising cookies

On this website we use advertising cookies, enabling us to gain insights into the campaign results. This happens based on a profile we create based on your behaviour on <https://scouttalenthq.com>. With these cookies you, as website visitor, are linked to a unique ID but these cookies will not profile your behaviour and interests to serve personalised ads.

You can object to the tracking by these cookies by clicking the "Manage Consent" button.

### 6.4 Marketing/Tracking cookies

Marketing/Tracking cookies are cookies or any other form of local storage, used to create user profiles to display advertising or to track the user on this website or across several websites for similar marketing purposes.

## 7. Placed cookies

### Wordfence

Functional

Consent to service wordfence

#### Usage

We use Wordfence for security and fraud prevention. [Read more](#)

#### Sharing data

For more information, please read the [Wordfence Privacy Statement](#).

## Functional

### Name

[wf-scan-issue-expanded-\\*](#)

### Expiration

session

### Function

Provide the identification of trusted web traffic

### Name

[wfwaf-authcookie\\*](#)

### Expiration

1 day

### Function

Read to determine if the user is logged in

## Snowplow

Statistics

Consent to service snowplow

### Usage

We use Snowplow for website statistics. [Read more](#)

### Sharing data

For more information, please read the [Snowplow Privacy Statement](#).

## Statistics

### Name

[\\_sp\\_id\\*](#)

### Expiration

2 years

### Function

Store a unique user ID

### Name

[\\_sp\\_ses\\*](#)

### Expiration

30 minutes

### Function

Store a unique session ID

## Purpose pending investigation

### Name

[snowplowOutQueue\\_snowday\\_\\_wn\\_post\\*](#)

### Expiration

**Function**

**Name**

[snowplowOutQueue\\_snowplow\\_cf](#)

**Expiration**

**Function**

**Name**

[snowplowOutQueue\\_diginius\\_cf\\_get](#)

**Expiration**

**Function**

**Elementor**

Statistics (anonymous)

Consent to service elementor

**Usage**

We use Elementor for content creation. [Read more](#)

**Sharing data**

This data is not shared with third parties.

## Statistics (anonymous)

### Name

[elementor](#)

### Expiration

persistent

### Function

Store performed actions on the website

## Google reCAPTCHA

Functional, Marketing

Consent to service google-recaptcha

### Usage

We use Google reCAPTCHA for spam prevention. [Read more](#)

### Sharing data

For more information, please read the [Google reCAPTCHA Privacy Statement](#).

## Functional

### Name

[\\_greaptcha](#)

### Expiration

6 months

**Function**

Provide spam protection

**Marketing****Name**

[rc::c](#)

**Expiration**

session

**Function**

Read and filter requests from bots

**Name**

[rc::b](#)

**Expiration**

session

**Function**

Read and filter requests from bots

**Name**

[rc::a](#)

**Expiration**

persistent

**Function**

Read and filter requests from bots

**Microsoft Clarity**

Statistics, Marketing/Tracking, Marketing

Consent to service microsoft-clarity

**Usage**

We use Microsoft Clarity for heat maps and screen recordings. [Read more](#)

**Sharing data**

For more information, please read the [Microsoft Clarity Privacy Statement](#).

**Statistics****Name**

[\\_cltk](#)

**Expiration****Function**

Store and track interaction

**Name**

[\\_clsk](#)

**Expiration**

1 day

**Function**

Store and combine pageviews by a user into a single session recording

**Marketing/Tracking****Name**

[\\_clck](#)

**Expiration**

1 year

**Function**

Store a unique user ID

**Marketing****Name**

[ANONCHK](#)

**Expiration****Function**

**Name**

[MUID](#)

**Expiration**

1 year

**Function**

Store and track visits across websites

**HubSpot**

Marketing/Tracking, Statistics, Marketing, Functional, Preferences

Consent to service hubspot

**Usage**

We use HubSpot for marketing automation (automated email marketing). [Read more](#)

**Sharing data**

For more information, please read the [HubSpot Privacy Statement](#).

**Marketing/Tracking**

**Name**

[hubspotutk](#)

**Expiration**

13 months

**Function**

Store and track a visitor's identity

### Statistics

#### Name

[\\_hssrc](#)

#### Expiration

session

#### Function

Store a unique session ID

### Marketing

#### Name

[\\_hstc](#)

#### Expiration

13 months

#### Function

Store time of visit

### Functional

**Name**

[\\_\\_hssc](#)

**Expiration**

30 minutes

**Function**

Store anonymized statistics

**Name**

[\\_\\_hs\\_cookie\\_cat\\_pref](#)

**Expiration**

6 months

**Function**

Store cookie consent preferences

**Name**

[\\*\\_key](#)

**Expiration**

2 weeks

**Function**

Store logged in users

**Name**

[hs\\_ab\\_test](#)

**Expiration**

session

**Function**

Store ID's of experiments and sessions for A/B testing

**Name**

[\\_\\_hs\\_do\\_not\\_track](#)

**Expiration**

6 months

**Function**

Store 'do not track' signals

**Preferences****Name**

[messagesUtk](#)

**Expiration**

13 months

**Function**

Store browser details

**Name**

[\\_\\_hsmem](#)

**Expiration**

1 week

**Function**

Store logged in users

**Name**

[hs-messages-is-open](#)

**Expiration**

30 minutes

**Function**

Store if a message has been shown

**Google Analytics**

Statistics

Consent to service google-analytics

**Usage**

We use Google Analytics for website statistics. [Read more](#)

## Sharing data

For more information, please read the [Google Analytics Privacy Statement](#).

### Statistics

#### Name

[\\_ga\\_\\*](#)

#### Expiration

1 year

#### Function

Store and count pageviews

#### Name

[\\_ga](#)

#### Expiration

2 years

#### Function

Store and count pageviews

#### Name

[\\_gid](#)

#### Expiration

1 day

**Function**

Store and count pageviews

**Google Adsense**

Marketing/Tracking, Marketing

Consent to service google-adsense

**Usage**

We use Google Adsense for showing advertisements. [Read more](#)

**Sharing data**

For more information, please read the [Google Adsense Privacy Statement](#).

**Marketing/Tracking**

**Name**

[\\_gcl\\_au](#)

**Expiration**

persistent

**Function**

Store and track conversions

**Marketing**

**Name**

[google\\_adsense\\_settings](#)

**Expiration**

persistent

**Function**

Provide ad delivery or retargeting

**WordPress**

Functional

Consent to service wordpress

**Usage**

We use WordPress for website development. [Read more](#)

**Sharing data**

This data is not shared with third parties.

**Functional**

**Name**

[wordpress\\_test\\_cookie](#)

**Expiration**

session

**Function**

Read if cookies can be placed

**Name**

[wp-settings-\\*](#)

**Expiration**

persistent

**Function**

Store user preferences

**Name**

[wp-settings-time-\\*](#)

**Expiration**

1 year

**Function**

Store user preferences

**Name**

[wordpress\\_logged\\_in\\_\\*](#)

**Expiration**

persistent

**Function**

Store logged in users

**Name**

[wpEmojiSettingsSupports](#)

**Expiration**

session

**Function**

Store browser details

**Burst Statistics**

Statistics (anonymous)

Consent to service burst-statistics

**Usage**

We use Burst Statistics for website statistics. [Read more](#)

**Sharing data**

This data is not shared with third parties.

**Statistics (anonymous)****Name**

[burst\\_uid](#)

**Expiration**

1 month

**Function**

Store and track interaction

## Google Fonts

Marketing

Consent to service google-fonts

### Usage

We use Google Fonts for display of webfonts. [Read more](#)

### Sharing data

For more information, please read the [Google Fonts Privacy Statement](#).

## Marketing

### Name

[Google Fonts API](#)

### Expiration

expires immediately

### Function

Read user IP address

## Vimeo

Statistics

Consent to service vimeo

### Usage

We use Vimeo for video display. [Read more](#)

### Sharing data

For more information, please read the [Vimeo Privacy Statement](#).

## Statistics

### Name

[\\_utmt\\_player](#)

### Expiration

10 minutes

### Function

Store and track audience reach

### Name

[vuid](#)

### Expiration

2 years

### Function

Store the user's usage history

## Complianz

Functional

Consent to service complianz

### Usage

We use Complianz for cookie consent management. [Read more](#)

## Sharing data

This data is not shared with third parties. For more information, please read the [Complianz Privacy Statement](#).

### Functional

#### Name

[cmlz\\_rt\\_consentd\\_services](#)

#### Expiration

365 days

#### Function

Store cookie consent preferences

#### Name

[cmlz\\_rt\\_policy\\_id](#)

#### Expiration

365 days

#### Function

Store accepted cookie policy ID

#### Name

[cmlz\\_rt\\_marketing](#)

**Expiration**

365 days

**Function**

Store cookie consent preferences

**Name**

[cmlz\\_rt\\_statistics](#)

**Expiration**

365 days

**Function**

Store cookie consent preferences

**Name**

[cmlz\\_rt\\_preferences](#)

**Expiration**

365 days

**Function**

Store cookie consent preferences

**Name**

[cmlz\\_rt\\_functional](#)

**Expiration**

365 days

**Function**

Store cookie consent preferences

**Name**

[cmplz\\_rt\\_banner-status](#)

**Expiration**

365 days

**Function**

Store if the cookie banner has been dismissed

**Google Ads**

Marketing, Statistics

Consent to service google-ads

**Usage**

We use Google Ads for advertising. [Read more](#)

**Sharing data**

For more information, please read the [Google Ads Privacy Statement](#).

**Marketing****Name**

[\\_gcl\\_aw](#)

**Expiration**

90 days

**Function**

Provide ad delivery or retargeting

**Statistics**

**Name**

[\\_gac\\_UA-\\*](#)

**Expiration**

90 days

**Function**

Store and count pageviews

**Purpose pending investigation**

**Name**

ads/ga-audiences

**Expiration**

## Function

## Wistia

Statistics, Marketing

Consent to service wistia

### Usage

We use Wistia for video display. [Read more](#)

### Sharing data

For more information, please read the [Wistia Privacy Statement](#).

## Statistics

### Name

[wistia-video-progress-\\*](#)

### Expiration

persistent

### Function

Store if the user has seen embedded content

## Marketing

### Name

[wistia](#)

**Expiration**

persistent

**Function**

Store performed actions on the website

**Miscellaneous**

Purpose pending investigation

Consent to service miscellaneous

**Usage****Sharing data**

Sharing of data is pending investigation

**Purpose pending investigation****Name**

snowplowOutQueue\_ubSnowplow\_sp-ub\_get.expires

**Expiration****Function****Name**

e\_kit-elements-defaults

**Expiration**

**Function**

**Name**

snowplowOutQueue\_ubSnowplow\_sp-ub\_get

**Expiration**

**Function**

**Name**

WP\_DATA\_USER\_25

**Expiration**

**Function**

**Name**

\_fbp

**Expiration**

**Function**

**Name**

ubvs

**Expiration**

**Function**

**Name**

\_fbc

**Expiration**

**Function**

**Name**

ln\_or

**Expiration**

**Function**

**Name**

[humans\\_\\*](#)

**Expiration**

**Function**

**Name**

appMode

**Expiration**

**Function**

**Name**

[amplitude\\_unsent\\_\\*](#)

**Expiration**

**Function**

**Name**

[amp\\_\\*](#)

**Expiration**

**Function**

**Name**

lastExternalReferrer

**Expiration**

**Function**

**Name**

lastExternalReferrerTime

**Expiration**

**Function**

**Name**

hjActiveViewportIds

**Expiration**

**Function**

**Name**

jet\_evergreen\_countdown\_due\_date\_34e989b

**Expiration**

**Function**

**Name**

jet\_evergreen\_countdown\_interval\_34e989b

**Expiration**

**Function**

**Name**

\_Wtr.\_

**Expiration**

**Function**

**Name**

\_Wtr\_

**Expiration****Function****Name**

li\_adsId

**Expiration****Function****Name**

calendly-store

**Expiration****Function**

## 8. Enabling/disabling and deleting cookies

You can use your internet browser to automatically or manually delete cookies. You can also specify that certain cookies may not be placed. Another option is to change the settings of your internet

browser so that you receive a message each time a cookie is placed. For more information about these options, please refer to the instructions in the Help section of your browser.

Please note that our website may not work properly if all cookies are disabled. If you do delete the cookies in your browser, they will be placed again after your consent when you visit our website again.

## 9. Your rights with respect to personal data

You have the following rights with respect to your personal data:

- you may submit a request for access to the data we process about you;
- you may request an overview, in a commonly used format, of the data we process about you;
- you may request correction or deletion of the data if it is incorrect or not or no longer relevant for any purpose under the Privacy Act.

To exercise these rights, please contact us. Please refer to the contact details at the bottom of this cookie statement. If you have a complaint about how we handle your data, we would like to hear from you.

## 10. Contact details

For questions and/or comments about our Cookie Policy and this statement, please contact us by using the following contact details:

Scout Talent  
Level 1, 265 Coronation DR Milton QLD 4064  
Australia  
Website: <https://scouttalenthq.com>  
Email: [info@scouttalent.com.au](mailto:info@scouttalent.com.au)  
Phone number: 61 7 3330 2555

This Cookie Policy was synchronised with [cookiedatabase.org](https://cookiedatabase.org) on April 19, 2024.

## Cookie consent settings

- prefix => cmlpz\_rt\_
- user\_banner\_id => 1
- block\_ajax\_content =>
- do\_not\_track\_enabled =>
- consenttype => optout
- region => au
- geoip =>

- dismiss\_timeout =>
- disable\_cookiebanner =>
- soft\_cookiewall =>
- dismiss\_on\_scroll =>
- cookie\_expiry => 365
- locale => lang=en&locale=en\_AU
- categories => statistics, marketing
- tcf\_active =>
- forceEnableStats =>
- preview =>
- clean\_cookies =>
- aria\_label => Click to accept {category} cookies and enable this content
- id => 1
- title\_class => bottom-right-view-preferences
- header => Manage Cookie Consent,1
- accept\_optin => Accept
- accept\_optout => OK,1
- manage\_consent => Manage consent
- manage\_options => View preferences
- save\_settings => Save preferences
- dismiss => Deny,1
- message\_optout => To provide the best experiences, we use technologies like cookies to store and/or access device information. Consenting to these technologies will allow us to process data such as browsing behavior or unique IDs on this site. Not consenting or withdrawing consent, may adversely affect certain features and functions.
- message\_optin => To provide the best experiences, we use technologies like cookies to store and/or access device information. Consenting to these technologies will allow us to process data such as browsing behavior or unique IDs on this site. Not consenting or withdrawing consent, may adversely affect certain features and functions.
- category\_functional => Functional
- category\_preferences => Preferences,1
- category\_statistics => Statistics,1
- functional\_text => The technical storage or access is strictly necessary for the legitimate purpose of enabling the use of a specific service explicitly requested by the subscriber or user, or for the sole purpose of carrying out the transmission of a communication over an electronic communications network.,1
- statistics\_text => The technical storage or access that is used exclusively for statistical purposes.,1
- statistics\_text\_anonymous => The technical storage or access that is used exclusively for anonymous statistical purposes. Without a subpoena, voluntary compliance on the part of your Internet Service Provider, or additional records from a third party, information stored or retrieved for this purpose alone cannot usually be used to identify you.,1
- preferences\_text => The technical storage or access is necessary for the legitimate purpose of storing preferences that are not requested by the subscriber or user.,1
- marketing\_text => The technical storage or access is required to create user profiles to

send advertising, or to track the user on a website or across several websites for similar marketing purposes.,1

- category\_marketing => Marketing,1
- manage\_consent\_options => hover-hide-mobile
- use\_categories => view-preferences
- privacy\_link\_us => #