

# 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 July 6, 2023, last checked on July 6, 2023 and applies to citizens and legal permanent residents of Canada.*

## 1. Introduction

Our website, <https://scouttalent.ca> (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. Third parties

We have made agreements about the use of cookies with other companies that place cookies. However, we cannot guarantee that these third parties handle your personal data in a reliable or secure manner. Parties such as Google are to be considered as independent data controllers. We recommend that you read the privacy statements of these companies.

## 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.

### 6.2 Statistics cookies

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

### 6.3 Advertising cookies

On this website we use advertising cookies, enabling us to personalize the advertisements for you, and we (and third parties) gain insights into the campaign results. This happens based on a profile we create based on your click and surfing on and outside <https://scouttalent.ca>. With these cookies you, as website visitor are linked to a unique ID, so you do not see the same ad more than once for example.

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

### 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/Tracking

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/Tracking****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

**HubSpot**

Marketing/Tracking, Preferences, Statistics, Functional

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

**Name**

[\\_\\_hstc](#)

**Expiration**

13 months

**Function**

Store time of visit

**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

**Statistics**

**Name**

[\\_hsrc](#)

**Expiration**

session

**Function**

Store a unique session ID

**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

**Google Analytics**

Statistics, Functional

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

## Functional

### Name

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

### Expiration

session

### Function

Provide technical monitoring

## Google Adsense

Marketing/Tracking

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

**Name**

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

**Expiration**

persistent

**Function**

Provide ad delivery or retargeting

**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\\_user\\_data](#)

**Expiration**

365 days

**Function**

Read to determine which cookie banner to show

**Name**

[cmplz\\_consenteds\\_services](#)

**Expiration**

365 days

**Function**

Store cookie consent preferences

**Name**

[cmplz\\_policy\\_id](#)

**Expiration**

365 days

**Function**

Store accepted cookie policy ID

**Name**

[cmplz\\_marketing](#)

**Expiration**

365 days

**Function**

Store cookie consent preferences

**Name**

[cmlz\\_statistics](#)

**Expiration**

365 days

**Function**

Store cookie consent preferences

**Name**

[cmlz\\_preferences](#)

**Expiration**

365 days

**Function**

Store cookie consent preferences

**Name**

[cmlz\\_functional](#)

**Expiration**

365 days

**Function**

Store cookie consent preferences

**Name**

[cmplz\\_saved\\_categories](#)

**Expiration**

365 days

**Function**

Store cookie consent preferences

**Name**

[cmplz\\_saved\\_services](#)

**Expiration**

365 days

**Function**

Store cookie consent preferences

**Name**

[cmplz\\_id](#)

**Expiration**

365 days

**Function**

Store cookie consent preferences

**Google Fonts**

Marketing/Tracking

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/Tracking****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

## Miscellaneous

Purpose pending investigation

Consent to service miscellaneous

### Usage

### Sharing data

Sharing of data is pending investigation

### Purpose pending investigation

#### Name

[\\*\\_expiresAt](#)

#### Expiration

#### Function

#### Name

[ub-emb-\\*](#)

#### Expiration

#### Function

#### 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**

8fj5CMXT0MIBEMCmldMC,8664743140

**Expiration**

**Function**

**Name**

ubvs

**Expiration**

**Function**

**Name**

\_fbp

**Expiration**

**Function**

**Name**

\_fbc

**Expiration**

**Function**

**Name**

ln\_or

**Expiration**

**Function**

**Name**

\_\_cf\_bm

**Expiration**

**Function**

.hubspot.com

**Name**

test\_cookie

**Expiration**

**Function**

.doubleclick.net

**Name**

JSESSIONID

**Expiration**

**Function**

.nr-data.net

## 8. 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.

### 8.1 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.

## 9. 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. Or you can

indicate your preferences on the following page: [youradchoices.ca](https://youradchoices.ca)

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.

## 10. 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 object to the processing;
- 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. Where appropriate, the amended information shall be transmitted to third parties having access to the information in question.
- You have the right to withdraw consent at any time, subject to legal or contractual restrictions and reasonable notice. You will be informed of the implications of such withdrawal.
- You have the right to address a challenge concerning non-compliance with PIPEDA to our organization and, if the issue is not resolved, to the Office of the Privacy Commissioner of Canada.

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

## 11. 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 Inc 1199 West Pender Street 406 Canada Website: <https://scouttalent.ca> Email: [hello@scouttalent.ca](mailto:hello@scouttalent.ca) Phone number: 2363265495

This Cookie Policy was synchronized with [cookiedatabase.org](https://cookiedatabase.org) on July 6, 2023.

## Cookie consent settings

- prefix => cmplz\_
- user\_banner\_id => 1
- block\_ajax\_content => 0
- do\_not\_track\_enabled =>

- consenttype => optout
- region => us
- geoip => 1
- dismiss\_timeout =>
- disable\_cookiebanner =>
- soft\_cookiewall =>
- dismiss\_on\_scroll =>
- cookie\_expiry => 365
- locale => lang=en&locale=en\_US
- tcf\_active => 1
- aria\_label => Click to accept {category} cookies and enable this content
- forceEnableStats =>
- preview =>
- clean\_cookies =>
- tcf\_regions => us,ca,eu,uk,au,za,br
- id => 1
- header => Manage your privacy,1
- accept\_optin => Accept
- accept\_optout => Accept,1
- manage\_consent => Manage consent
- manage\_options => Manage options
- save\_settings => Save preferences
- dismiss => Deny,1
- message\_optout => <p>To provide the best experiences, we and our partners use technologies like cookies to store and/or access device information. Consenting to these technologies will allow us and our partners to process personal data such as browsing behavior or unique IDs on this site and show (non-) personalized ads. Not consenting or withdrawing consent, may adversely affect certain features and functions.</p><p>Click below to consent to the above or make granular choices. Your choices will be applied to this site only. You can change your settings at any time, including withdrawing your consent, by using the toggles on the Cookie Policy, or by clicking on the manage consent button at the bottom of the screen.</p>
- message\_optin => <p>To provide the best experiences, we and our partners use technologies like cookies to store and/or access device information. Consenting to these technologies will allow us and our partners to process personal data such as browsing behavior or unique IDs on this site and show (non-) personalized ads. Not consenting or withdrawing consent, may adversely affect certain features and functions.</p><p>Click below to consent to the above or make granular choices. Your choices will be applied to this site only. You can change your settings at any time, including withdrawing your consent, by using the toggles on the Cookie Policy, or by clicking on the manage consent button at the bottom of the screen.</p>
- 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 => #