

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 October 10, 2024, last checked on October 10, 2024 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

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

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**

[wfwaf-authcookie*](#)

Expiration

1 day

Function

Read to determine if the user is logged in

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

[cmlz_consented_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

[cmplz_statistics](#)

Expiration

365 days

Function

Store cookie consent preferences

Name

[cmplz_preferences](#)

Expiration

365 days

Function

Store cookie consent preferences

Name

[cmplz_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**

8fj5CMXT0MIBEMCmlIdMC,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

Name

loglevel

Expiration

Function

Name

cmplz_banner-status

Expiration

365 days

Function

Name

burst_uid

Expiration

Function

Name

ubvt

Expiration

Function

Name

_gat

Expiration

Function

Name

wistia-video-progress-9o5wexcj4p

Expiration

Function

Name

li_ignored

Expiration

Function

Name

amplitude_unsent_identify_14ff67f4fc837e2a741f025afb61859c

Expiration

Function

Name

wistia

Expiration

Function

Name

appMode

Expiration

Function

Name

undefined

Expiration

Function

Name

amplitude_unsent_14ff67f4fc837e2a741f025afb61859c

Expiration

Function

Name

amp_14ff67

Expiration

Function

Name

cmplz_tcf_consent

Expiration

365 days

Function**Name**

WP_PREFERENCES_USER_25

Expiration**Function****Name**

wp_lang

Expiration**Function****Name**

e_library

Expiration

Function

Name

humans_21909

Expiration

Function

Name

wpEmojiSettingsSupports

Expiration

Function

Name

lastExternalReferrer

Expiration

Function

Name

lastExternalReferrerTime

Expiration

Function

Name

wp-autosave-3

Expiration

Function

Name

usprivacy

Expiration

Function

Name

Wtr.

Expiration

Function

Name

Wtr

Expiration

Function

Name

wistia-video-progress-fj42vucf99

Expiration

Function

Name

wpr-hash

Expiration

Function

Name

burst_task_filter

Expiration

Function

Name

wistia-video-progress-j042jylrre

Expiration

Function

Name

persist:hs-beacon-44cc73fb-7636-4206-b115-c7b33823551b

Expiration

Function

Name

li_adsId

Expiration

Function

Name

wistia-video-progress-z1qxl7s2zn

Expiration

Function

Name

wpr-show-sidebar

Expiration

Function

Name

wistia-video-progress-7seqacq2ol

Expiration**Function****Name**

persist:hs-beacon-message-44cc73fb-7636-4206-b115-c7b33823551b

Expiration**Function****Name**

calendly-store

Expiration**Function****Name**

__hs_notify_banner_dismiss

Expiration

Function

Name

_cfuvid

Expiration

Function

.hsforms.com

Name

WP_PREFERENCES_USER_32

Expiration

Function

Name

persist:hs-beacon-session-44cc73fb-7636-4206-b115-c7b33823551b

Expiration

Function

Name

pum-15465

Expiration

Function

Name

awc.ui.viewed.last.sent

Expiration

Function

Name

hubspot:crx::HUBLET

Expiration

Function

Name

WP_PREFERENCES_USER_34

Expiration

Function

Name

ajs_anonymous_id

Expiration

Function

Name

awc.session.id

Expiration

Function

Name

awc.session.expiry

Expiration

Function

Name

i18nextLng

Expiration

Function

Name

HUBLYTICS_EVENTS_53

Expiration

Function

Name

pum-16469

Expiration

Function**Name**

_gcl_aw

Expiration**Function****Name**

_gcl_gs

Expiration**Function**

7.1 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.

7.2 Vendors

The TCF vendorlist is not available when JavaScript is disabled, like on AMP.

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. Or you can indicate your preferences on the following page: 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.

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 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.

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 Inc
1199 West Pender Street
406
Canada
Website: <https://scouttalent.ca>
Email: hello@scouttalent.ca
Phone number: 2363265495

This Cookie Policy was synchronized with cookiedatabase.org on March 13, 2025.

Cookie consent settings

- prefix => cmlz_
- user_banner_id => 1
- block_ajax_content => 0
- do_not_track_enabled =>
- consenttype => optout
- region => us
- geoip => 1
- dismiss_timeout =>
- disable_cookiebanner =>
- soft_cookieswall =>
- dismiss_on_scroll =>
- cookie_expiry => 365
- locale => lang=en&locale=en_US
- tcf_active => 1
- forceEnableStats =>
- preview =>
- clean_cookies =>
- aria_label => Click to accept {category} cookies and enable this content
- tcf_regions => us,ca,eu,uk,au,za,br
- id => 1
- title_class => bottom-right-view-preferences
- 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 => 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 => <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 => #