Privacy Policy of Willing & Able

We are delighted that you have shown interest in our company. Data Protection is of a particularly high priority for the management of Willing & Able. We develop LegalTech and EfficiencyTech and we focus on compliance with Data Protection laws and regulations while planning, designing and developing our Apps. Visitation and/or use of Applications and Websites of Willing & Able may require Processing of your Personal Data. If the Processing of Personal Data is necessary and there is no other legal basis for such Processing, we obtain Consent from the Data Subject.

In relation to us, you may be a visitor to one of our Applications or Websites, or a User or Subscriber of one or more of our Applications, Websites or Services, or a Subscriber or Business Partner of a User, Subscriber, FranchisePartner or SubscriptionPartner. Therefore, we obtain Personal Data about you from various sources to provide our Services and to manage our Applications and Websites.

Processing of Personal Data, such as name, address, e-mail address, IP address, or telephone number of a Data Subject will always be in line with the General Data Protection Regulation (GDPR), and in accordance with international and applicable country-specific Data Protection laws and regulations (e.g. CCPA, UK GDPR and DPA 2018, Swiss FDPA, German BDSG etc.), if such legislation is applicable to Willing & Able. By means of this Data Protection declaration, our company would like to inform the public of the nature, scope, and purpose of Personal Data that we process. Furthermore, Data Subjects are, by means of this Data Protection declaration, informed of the rights to which they are entitled.

Willing & Able has implemented numerous technical and organizational measures to ensure the highest possible level of protection for Personal Data processed through its Websites and Applications. However, Internet-based data transmissions may, in principle, have security gaps. Hence, absolute protection cannot be guaranteed. For this reason, every Data Subject is free to transfer Personal Data to us via alternative means, e.g. by telephone, fax or mail.

1. Definitions.

The Data Protection declaration of Willing & Able is based on the terms that were used by the European legislator while enacting the General Data Protection Regulation (GDPR). Our Data Protection declaration should be legible and understandable for the public, as well as our customers and Business Partners. To ensure this, in the following we explain the terminology that was used in more detail.

In this Data Protection declaration, we use, inter alia, the following terms:

a) Personal Data

Personal Data means any information relating to an identified or identifiable natural person. An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online

identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

b) Data Subject

Data Subject means any identified or identifiable natural person, whose Personal Data is processed by Willing & Able.

c) Processing

Processing means any operation or set of operations which is performed on Personal Data or on sets of Personal Data, whether or not by automated means, such as collection, recording, organisation, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction.

d) Restriction of Processing

Restriction of Processing means the marking of stored Personal Data with the aim of limiting their Processing in the future.

e) Profiling

Profiling means any form of automated Processing of Personal Data consisting of the use of Personal Data to evaluate certain personal aspects relating to a natural person, in particular to analyse or predict aspects concerning that natural person's performance at work, economic situation, health, personal preferences, interests, reliability, behaviour, location or movements.

f) Pseudonymisation

Pseudonymisation means the Processing of Personal Data in such a manner that the Personal Data can no longer be attributed to a specific Data Subject without the use of additional information, provided that such additional information is kept separately and is subject to technical and organisational measures to ensure that the Personal Data are not attributed to an identified or identifiable natural person.

g) Controller

Controller means the natural or legal person, public authority, agency or other body which, alone or jointly with others, determines the purposes and means of the Processing of Personal Data; where the purposes and means of such Processing are determined by Union or Member State law, the Controller or the specific criteria for its nomination may be provided for by Union or Member State law.

h) Processor

Processor means a natural or legal person, public authority, agency or other body which processes Personal Data on behalf of the Controller.

i) Recipient

Recipient means a natural or legal person, public authority, agency or another body, to which the Personal Data are disclosed, whether a Third Party or not. However, public authorities which may receive Personal Data in the framework of a particular inquiry in accordance with Union or Member State law shall not be regarded as Recipients; the Processing of those data by those public authorities shall be in compliance with the applicable Data Protection rules according to the purposes of the Processing.

j) Third Party

Third Party means a natural or legal person, public authority, agency or body other than the Data Subject, Controller, Processor and persons who, under the direct authority of the Controller or Processor, are authorised to process Personal Data.

k) Consent

Consent of the Data Subject means any freely given, specific, informed and unambiguous indication of the Data Subject's wishes by which he or she, by a statement or by a clear affirmative action, signifies agreement to the Processing of Personal Data relating to him or her.

l) User

User means any natural person that uses our Services, Applications or Websites, including when a FranchisePartner and SubscriptionPartner provide the Services, Applications or Websites under their own brand.

m) Services

Services means any Services provided by us or our FranchisePartners and SubscriptionPartners, including access to Applications or Websites.

n) Application

Application means any Application provided by us, including when provided by FranchisePartners and SubscriptionPartners.

o) Website

Website means any Website published by us, including when provided by FranchisePartners and SubscriptionPartners.

p) Subscriber

Subscriber means any natural or legal person, public authority, agency or other body that subscribed to one or more of our Applications, including when provided by FranchisePartners and SubscriptionPartners.

q) FranchisePartner

FranchisePartner means any natural or legal person, agency or other body that concluded a FranchisePartner agreement with us and published our Applications, Websites or Services under Willing & Able or their own brand towards clients (e.g. a lawyer, law firm, external Data Protection officer, etc.).

q) SubscriptionPartner

SubscriptionPartner means any natural or legal person, agency or other body that concluded a SubscriptionPartner agreement with us and publishes our Applications, Websites or Services under Willing & Able or their own brand to sell subscriptions to Subscribers (e.g. a publishing house etc.).

q) Business Partner

Business Partner means any natural or legal person, public authority, agency or other body that has a business relationship or pre-business relationship with Willing & Able, a User, Subscriber, FranchisePartner or SubscriptionPartner.

2. Information about the Controller, its Representatives and the Data Protection Officer (DPO).

A. Identity and the contact details of the Controller (Art. 13 I lit. a, 14 I lit. a GDPR and UK-GDPR)

Controller for the purposes of the General Data Protection Regulation (GDPR), other Data Protection laws applicable in Member states of the European Union and other laws, legislation and legal provisions related to Data Protection is:

1. For all employee and applicants' data, websites, web applications and their processing activities the Controller is:

Willing & Able Operations LLC
Shop 141, Building 25, 1st Floor
Norashen, Ajapnyak
Yerevan, 0036
Republic of Armenia
Managing Director:

Registration No.: 271.110.1077503
Code of legal entity: 51649254
TPAN: 01 292739
Insurer's code: 49117503
E-Mail: operations@willing-able.com
Davit Mnatsakanyan

2. For all licensing, contracts and payments the Controller is:

Willing & Able Licensing LLC
Geronti Kikodze Street 11, 1st Floor
0105 Tbilisi
Republic of Georgia
Managing Director:

E-Mail: licensing@willing-able.com
Website: https://willing-able.com

Davit Mnatsakanyan

B. Contact details of the Data Protection Officer (Art. 13 I lit. b, 14 I lit. b GDPR and UK-GDPR)

Prof. Dr. h.c. Heiko Jonny Maniero, LL.B., LL.M. mult., M.L.E.*

Franz-Joseph-Str. 11

80801 München (Germany)

Phone: +49 (0) 8131-77987-0

Email: info@dg-datenschutz.de

Website: https://dg-datenschutz.de/

*Obligatory information, please see on our website.

C. Identity and contact details of all non-EU controller's EU representative (Article 27 GDPR)

Heiko Maniero   E-Mail: info@dg-datenschutz.de

Franz-Joseph-Str. 11, 80801 München, Bayern, Germany.

D. Identity and contact details of controller's UK representative (Article 27 UK-GDPR)

Heiko Maniero   E-Mail: info@dg-datenschutz.de

120 High Road, East Finchley, N2 9ED, London, England, United Kingdom.

E. Identity and contact details of controller's representative in Switzerland (Art. 14 FDPA)

Heiko Maniero   E-Mail: info@dg-datenschutz.de

c/o Cancellarius AG, Attn. Heiko Maniero, Pflanzschulstrasse 3, 8400 Winterthur, Switzerland.

F. Data Protection Supervisory Authorities

The following data protection supervisory authorities are responsible for the Controller.

EU Lead Data Protection Supervisory Authority (Responsible for EU Data Subjects)

Bayerisches Landesamt für Datenschutzaufsicht, Promenade 27 (Schloss), 91522 Ansbach, Germany.

Data Protection Authority of Switzerland (Responsible for Data Subjects from Switzerland)

Eidgenössischer Datenschutz- und Öffentlichkeitsbeauftragter, Feldeggweg 1, 3003 Bern, Switzerland.

UK Data Protection Supervisory Authority (Responsible for Data Subjects from the UK)

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, United Kingdom.

3. Personal Data We Collect About You.

When you register or have registered for an account with one of our Applications or Websites, we may collect your full name, company name, business address, country or region, email address, timestamp, IP address, signatures, consent, authentication methods or tokens and account login credentials and other data you present to us during the registration process, afterwards or during use of the Application, including the trial period, and that you need or choose to enter.

When you use one of our Applications without registration, we may collect your full name, email address, timestamp, IP address, signatures, consent, authentication methods or tokens and other credentials and data you present to us during the usage process.

When you fill-in one of our online forms to contact us and/or give us consent, we collect your full name, email address, timestamp, IP address, sometimes also the country or region, city and anything else you tell us about you and your needs.

When you fill-in online survey forms, we collect your full name, email address, timestamp, IP address, sometimes also the country or region, city and anything else you mention in the survey.

When you respond to emails or surveys, we collect your full name, email address, email footer, technical information that is incorporated in emails, and any other information you choose to include in the body of your email or response.

When you contact us by email, we collect your full name, email address, email footer, technical information that is incorporated in emails, and any other information you choose to include in the body of your email or response.

When you contact us by phone, we will collect the phone number you use to call and any other information you choose to give to us and we may collect additional information in order to verify your identity.

When you contact us over a SubscriptionPartner or FranchisePartner, we will collect the information you choose to give to us, to our SubscriptionPartner or FranchisePartner.

When we conduct fraud monitoring, prevention, detection, or compliance activities, IT security checks and audits, Data Protection compliance activities or provide such Services, we will receive or process Personal Data from or about you (and/or your device) through our Applications or Websites, and receive them from Business Partners, service providers, identity verification services, and publicly available sources (e.g. name, address, phone number, country), when necessary, to guarantee Data Protection, information security, confirm your identity and prevent fraud.

If you are a User or Business Partner, and you use our Applications or Websites, conduct, or receive communication or Services through our Applications or Websites, we may receive additional information about you. Depending on how a Subscriber implements our Services, we may receive this information directly from you, or from the Subscriber or Third Parties.

If you are a potential new User and you should use our Applications or Websites in connection with an employment, freelancer or other business, contractual or pre-contractual relationship with the Subscriber, we may receive your Personal Data directly from the Subscriber. More precisely, we allow the Subscriber to manually import and update your Personal Data, e.g. Name and E-Mail address, by an Excel-Upload, or a direct and automated import from the Subscribers Active Directory, Office 365 or Google Workspace. We also allow an automated deletion of your User Account with automated processes. For example, if you are an employee of the Subscriber, your employer can import your Personal Data automatically to our Applications or Websites to grant you access. When your employment relationship ended, the Applications or Websites will automatically deactivate or delete your account, based on the data from your employers Active Directory, Office 365 or Google Workspace. This function prevents unauthorized access to our Applications or Websites and is therefore necessary to comply with Data Protection laws and regulations (e.g. Access Control, and Privacy by Design). Furthermore, if you are a business or contractual partner of a Subscriber, the Subscriber may enter or upload your Personal Data, e.g. Name and E-Mail address, to our Applications or Websites and invite you to use our services in connection to the contractual or pre-contractual relationship with the Subscriber.

Information that we collect from the Subscriber may include payment method information (such as credit or debit card number, or bank account information), subscription amount, date of

subscription, and payment method. Different payment methods may require the collection of different categories of information.

You may also choose to submit information to us via other methods, including: (i) in response to marketing, other communications or online advertisements, (ii) through social media or online forums, (iii) through participation in an offer, program or promotion, (iv) in connection with an actual or potential business relationship with us, or (v) by giving us your business card or contact details at trade shows or other events, in person or via Third Parties or others. In these cases, we process the information we received from you or that you choose to give us, or that a Third Party or other person gave us.

4. How We Use Personal Data.

a. Applications, Websites and Services. We rely upon a number of legal grounds to ensure that our use of your Personal Data is compliant with applicable law. For example, we use Personal Data to facilitate the business relationships we have with our Subscribers, FranchisePartners, SubscriptionPartners and Business Partners, to comply with legal obligations, and to pursue our legitimate business interests. We also use Personal Data to complete payment transactions. To understand more, please review our section about the "Legal Basis For The Processing".

b. Marketing and events-related communications. We may send you email marketing communications about our Applications and Services, invite you to participate in our events or surveys, or otherwise communicate with you for marketing purposes, provided that we do so in accordance with the Consent requirements that are imposed by applicable law or our contractual obligations towards you or the Subscriber (which may be your employer), a FranchisePartner, SubscriptionPartner or Business Partner. For example, when we collect your business contact details through our participation at trade shows or other events, we may use the information to follow-up with you regarding an event, send you information that you have requested on our Applications and Services and, with your permission or under a contractual obligation with you or the Subscriber, engage you in our marketing or information campaigns.

c. Advertising. When you visit our Applications or Websites, we (and our Service providers) may use Personal Data collected from you and your device to target advertisements for our Applications or Services to you on our Websites and other websites you visit ("interest-based advertising"). For example, when you visit our Applications or Websites, we will use cookies to identify your device and direct ads for our Applications, Websites, or Services to you. You have choices and control over our cookies (or similar technologies) we use to advertise to you. Please see our section "Cookies and External Connections – General Information." below for more information.

We do not use, share, rent or sell the Personal Data of our Users for interest-based advertising to unauthorized Third Parties. We do not sell or rent the Personal Data of our Users, FranchisePartners, SubscriptionPartners or Business Partners or our Website visitors to unauthorized Third Parties.

5. How We Disclose Personal Data.

We share your Personal Data with trusted entities, as outlined below.

a. We share Personal Data with other Willing & Able or Group entities in order to provide our Applications, Websites and Services and for internal administration purposes.

b. Service providers. We share Personal Data with a limited number of service providers. We have service providers that provide services on our behalf, such as identity verification services, Website, Application and data hosting, data analysis, information technology and related infrastructure, customer service, advertising services, email delivery, or auditing services. These service providers may need to access Personal Data to perform their tasks. We authorize such service providers to use or disclose the Personal Data only as necessary to perform services on our behalf or comply with legal requirements. We require such service providers to contractually commit to protect the security and confidentiality of Personal Data they process on our behalf. Our service providers are predominantly located in the European Union.

c. Business Partners. We share Personal Data with Third Parties and Business Partners when this is necessary to provide our Applications, Websites or Services to our Users. Examples of Third Parties to whom we may disclose Personal Data for this purpose are banks and payment method providers (such as credit card networks) when we use payment Processing Services, and Professional Service firms that we partner with.

d. Subscribers and Third Parties authorized by Subscribers and Users. We share Personal Data with our Subscribers and Users as necessary to maintain Accounts and provide Applications, Websites or Services. We share data with parties directly authorized by a Subscriber or User to receive Personal Data, such as when a User authorizes a Third Party to access data, for example, contracts and agreements (in AbleToContract), trainings (in AbleToTrain), or Data Processing Activity Records (in AbleToRecords) or User accounts. The use of Personal Data by an authorized Third Party is subject to the Third Party's and/or Subscriber's privacy policy.

e. Corporate transactions. In the event that we enter into, or intend to enter into, a transaction that alters the structure of our business, such as a reorganization, merger, sale, joint venture, assignment, transfer, change of control, or other disposition of all or any portion of our business, assets or stocks, we may share Personal Data with Third Parties in connection with such transaction. Any other entity which buys us or part of our business or Applications will have the right to continue to use your Personal Data, but only in the manner set out in this Privacy Policy unless you agree otherwise.

f. Compliance and harm prevention. We share Personal Data as we believe necessary: (i) to comply with applicable law, (ii) to enforce our contractual rights, (iii) to protect the rights, privacy, safety and property of Willing & Able, you or others, and (iv) to respond to requests from courts, law enforcement agencies, regulatory agencies, data protection authorities, and other public and government authorities, which may include authorities outside your country of residence.

6. Cookies And External Connections – General Information.

Our Applications and Websites use cookies, external connections and other technologies to function effectively and to exercise legitimate interests, such as advertising, or to guarantee

information security and Data Protection. These technologies record and process information about your use of our Applications, Websites or Services, including browser and device data, such as IP address, device type, operating system and Internet browser type, screen resolution, operating system name and version, device manufacturer and model, language, plug-ins, add-ons and the language version of the Websites you are visiting as well as usage data, such as time spent on the Websites, pages visited, links clicked, language preferences, and the pages that led or referred you to our Websites. We also collect information about your online activities on Websites and connected devices over time and across third-party Websites, devices, apps and other online features and Services. To learn more about the cookies that may be served through our Websites and how you can control the use of cookies and external connections, please read the following "Cookies And External Connections Policy".

7. Cookies And External Connections Policy.

This section describes how Willing & Able uses cookies, external connections and other similar technologies in relation to its Applications, Websites and Services.

a) What is a Cookie?

Cookies are small text files that are stored in a computer's browser directory. They help website providers with things like understanding how people use a Website, remembering a User's login details, and storing site preferences.

b) What are External Connections?

External Connections are internet connections that are used to connect with Third Parties or others to use their services. They help website providers to interact with others, with the goal to receive services that could not or only hardly be provided by the website owner himself (e.g. fraud prevention, DDoS attack prevention, load balancing, retargeting services, and targeted advertising).

c) Does Willing & Able use Cookies and External Connections?

Yes, we use cookies and external connections, to:

- ensure that our Applications, Websites and Services function properly,

- detect and prevent fraud,

- provide security and Data Protection,

- understand how visitors use and engage with our Applications, Websites, and Services,

- analyse and improve our Applications, Websites and Services, and

- advertise our Applications, Websites and Services.

d) Who sets cookies when I use Willing & Able Applications and Websites or Services and what kind of external connections are possible?

There are two main types:

- Willing & Able cookies: these cookies are placed and read by Willing & Able directly when you use our Applications, Websites or Services, and

- Third Party cookies and external connections: these cookies and external connections are not used directly by Willing & Able, but by other companies and they can open connections to Third Parties.

Please see further details below on how to manage these cookies and external connections.

e) How does Willing & Able use Cookies and External Connections?

Cookies and External Connections play an important role in helping us provide effective and safe Applications, Websites and Services. Below we provide a list of commonly used cookie types and the purposes that apply to them. This list is not exhaustive, and describes the main reasons why we typically use Cookies and External Connections.

- Necessary Cookies: Some cookies are essential to the operation of our Applications, Websites and Services, make them usable, and secure by enabling basic functions like page navigation and access to secure areas of the Applications and Websites.

- Authentication. To remember your login state so you do not have to log in as you navigate through our Applications, Websites and dashboards.

- Fraud Prevention and Detection. Cookies and similar technologies that we deploy through our Applications and Websites help us learn things about how computers and web browsers are used to access the Applications, Websites and Services. This information helps us monitor for and detect potentially harmful or illegal use of our Applications, Websites and Services. For example, in order to process payment transactions, it is necessary to collect information about the transaction. To help secure these transactions and minimize fraud, we collect additional information with cookies and other technologies in helping to identify bad actors and prevent them from making fraudulent transactions.

- Security. To protect user data, Websites and Applications from unauthorized access.

- Preference Cookies. Preference cookies are used by Willing & Able to remember your preferences and to recognize you when you return to our Applications, Websites, and Services.

- Analytics Cookies. Analytics cookies help us understand how visitors interact with our Applications, Websites, and Services. We use those cookies in a number of different ways, including to remember how you prefer to use our Services so that you don't have to reconfigure your settings each time you log into your account and to make our Applications, Websites, and Services work better for you. Such cookies help us to understand how people reach our Applications and Websites. They give us insight into improvements or enhancements we need to make to our Applications, Websites, and Services.

- Pixel tags (also known as web beacons and clear GIFs). They may be used in connection with some Applications, Websites, or Services to, among other things, track the actions of Users (such as email recipients), measure the success of our marketing campaigns and compile statistics about usage of the Applications, Websites, and Services and response rates.

- Advertising Cookies. We and our service providers will use cookies and similar technologies to direct ads to you through targeted advertisements for our Applications, Websites, and Services and to measure your engagement with those ads.

f) Does Willing & Able use a Cookie-Banner to allow giving and declining Consent?

We have implemented a Cookie-Banner that you can use to consent or decline consent in regards to all cookies and external connections that are not necessary to provide you with our Applications, Websites, and Services, if any. You can communicate your free will through the cookie banner.

g) Can I withdraw my Consent that I gave by using the Cookie-Banner?

Yes, with the exception of those cookies that are necessary to provide you with our Applications, Websites, and Services. Your web browser may allow you to manage your cookie preferences, including deleting and disabling our cookies. You can look at the help section of your web browser or follow the links below to understand your options. If you choose to disable cookies, some features of our Applications, Websites and Services may not operate as intended.

Chrome: https://support.google.com/chrome/answer/95647?hl=en

Internet Explorer, Edge: https://support.microsoft.com/en-us/help/17442/windows-internet-explorer-delete-manage-cookies

Safari: https://support.apple.com/guide/safari/manage-cookies-and-website-data-sfri11471/mac

Firefox: https://support.mozilla.org/en-US/kb/cookies-information-websites-store-on-your-computer

Opera: https://help.opera.com/en/latest/web-preferences/#cookies

8. Collection Of General Data And Information.

The Websites or Applications of Willing & Able are collecting a series of general data and information when a Data Subject or automated system calls up the Website or Application. These general data and information are stored in server log files. Collected may be (1) the browser types and versions used, (2) the operating system used by the accessing system, (3) the Website from which an accessing system reaches our Website (so-called referrers), (4) the sub-Websites, (5) the date and time of access to the Internet site, (6) an Internet protocol address (IP address), (7) the Internet Service provider of the accessing system, and (8) any other similar data and information that may be used in the event of attacks on our information technology systems.

When using these general data and information, Willing & Able does not draw any conclusions about the Data Subject. This information is needed to (1) deliver the content of our Website correctly, (2) optimize the content of our Website as well as its advertisement, (3) ensure the long-term viability of our information technology systems and Website and Application technology, and (4) provide law enforcement and authorities with the information necessary for criminal prosecution in case of a cyber-attack. Therefore, Willing & Able analyses anonymously collected data and information statistically, with the aim of increasing Data Protection and data security of our company, and to ensure an optimal level of protection for the Personal Data we process. The anonymous data of the server log files are stored separately from all Personal Data provided directly by the Data Subject.

9. Registration On Our Websites Or Applications.

The Data Subject has the possibility to register on the Websites or Applications of Willing & Able. The respective input mask used for the registration determines which Personal Data are transmitted to Willing & Able. The Personal Data entered by the Data Subject are collected and stored for use by Willing & Able, and for its own business purposes. Willing & Able may transfer the Personal Data to one or more Processors (e.g. a hosting provider) or Service Providers (e.g. a parcel delivery provider) that also uses Personal Data for a purpose, which is attributable to Willing & Able.

By registering on the Website or Application of Willing & Able, the IP address - assigned by the Internet Service provider (ISP) and used by the Data Subject -, the date, and time of the registration are also stored. The storage of this data takes place against the background that this is the only way to prevent the misuse of our Services, and, if necessary, to make it possible to investigate committed offences. Insofar, the storage of this data is necessary for security reasons. This data is not passed on to unauthorized Third Parties unless there is a statutory obligation to pass on the data, or if the transfer serves the aim of criminal prosecution.

The registration of the Data Subject, with a voluntary indication of processing of Personal Data, is intended to enable Willing & Able to offer the Data Subject contents or Services that may only be offered to registered Users due to the nature of the matter in question. Registered persons are free to change the Personal Data specified during the registration at any time, or to have them completely deleted from the data stock of Willing & Able.

Willing & Able will, at any time, provide information upon request to each Data Subject as to what Personal Data are stored about the Data Subject. In addition, Willing & Able will correct or erase Personal Data at the request or indication of the Data Subject, insofar as no statutory storage obligations are applicable. The entirety of Willing & Able employees are available to the Data Subject as contact persons in this respect.

10. Subscription To Our Newsletters.

On the Website of Willing & Able, Users are given the opportunity to subscribe to our company's newsletters. The input mask used for this purpose determines what Personal Data are collected and transmitted.

Willing & Able informs its customers and Business Partners regularly by means of a newsletter about company offers, updates, upgrades, and planned down-time. The Data Subject may only receive the company's newsletter if (1) the Data Subject has a valid e-mail address and (2) the Data Subject registers for the newsletter. A confirmation e-mail will be sent to the e-mail address registered by the Data Subject for the first time for newsletter shipping, for legal reasons, in the double opt-in procedure. The confirmation e-mails are used to prove whether the owner of the e-mail address as the Data Subject has authorized receiving of the newsletter.

During the registration for the newsletter, we also store the IP address of the computer system assigned by the Internet Service provider (ISP) and used by the Data Subject at the time of registration, as well as the date and time of registration. The collection of this data is necessary in order to understand the (possible) misuse of the e-mail address of a Data Subject later, and it therefore serves the aim of legal protection of Willing & Able.

The Personal Data collected, as part of the registration for the newsletter, will only be used to send our newsletter. In addition, Subscribers to the newsletter may be informed by e-mail, as long as this is necessary for the operation of the newsletter Service or a registration in question, as this could be the case in the event of modifications to the newsletter offer, or in the event of a change and due to technical circumstances. There will be no transfer of ownership of Personal Data collected over the newsletter Service to unauthorized Third Parties. The Data Subject may terminate the subscription to our newsletter at any time. The Consent to the storage of Personal Data, which the Data Subject has given for the newsletter, may be revoked at any time. For the purpose of revocation of Consent, a corresponding link is found in each newsletter. It is also possible to unsubscribe from the newsletter at any time directly on the Website of Willing & Able, or to communicate this to Willing & Able in a different way.

11. Newsletter-Tracking.

The newsletter of Willing & Able contains so-called tracking pixels. A tracking pixel is a miniature graphic embedded in such e-mails to enable log file recording and analysis. This allows a statistical analysis of the success or failure of e-mail marketing campaigns. Based on the embedded tracking pixel, Willing & Able may see if, and when a Data Subject opened an e-mail, and the IP address of the Data Subject, and which links in the e-mail were called up by Data Subjects.

Such Personal Data collected over the tracking pixels are stored and analysed by Willing & Able in order to optimize and send the newsletter, as well as to adapt the content of future newsletters to the interests of the Data Subject. These Personal Data will not be passed on to unauthorized Third Parties. Data Subjects are at any time entitled to revoke their respective declaration of Consent for the Newsletter that was granted to us by means of the double-opt-in procedure. After a revocation, Willing & Able will delete these Personal Data. Willing & Able automatically regards any withdrawal from the receipt of the newsletter as a revocation.

12. Contact Possibility Via The Website.

The Website of Willing & Able contains information that enables a quick electronic contact to our company, as well as direct communication with us, which also includes a general address of the so-called electronic mail (e-mail address). If a Data Subject contacts Willing & Able by e-mail or via a contact form, the Personal Data transmitted by the Data Subject are automatically stored. Such Personal Data transmitted on a voluntary basis by a Data Subject to Willing & Able are stored for the purpose of Processing or contacting the Data Subject and to comply with applicable law (e.g. statutory retention periods). There is no transfer of this Personal Data to unauthorized Third Parties.

13. Comments Function In Blogs On The Website.

Willing & Able offers Users the possibility to leave individual comments on individual blog contributions on one or more blogs. A blog is a web-based, publicly accessible portal, through which one or more people called bloggers or web-bloggers may post articles or write down thoughts in so-called blogposts. Third Parties may usually comment Blogposts.

If a Data Subject leaves a comment on the blog published on this Website, the comments made by the Data Subject are also stored and published, as well as information on the date of the commentary and on the User (or a pseudonym chosen by the Data Subject). In addition, the IP address assigned by the Internet Service Provider (ISP) to the Data Subject is logged. This storage of the IP address takes place for security reasons, and the IP address is used in case the Data Subject violates the rights of Third Parties, spams our blog, or posts illegal content through a given comment. The storage of these Personal Data is therefore in the legitimate interest of Willing & Able, so that it can exculpate in the event of an infringement. This collected Personal Data will not be passed to Third Parties, unless such a transfer is required by law or serves the aim of defence of Willing & Able.

14. Subscription To Comments In The Blog On The Website.

Third Parties may subscribe to the comments made in the blog of Willing & Able. In particular, there is the possibility that a commenter subscribes to the comments following his or her own comments on a particular blog post.

If a Data Subject decides to subscribe to the option, Willing & Able will send an automatic confirmation e-mail to check with the double opt-in procedure as to whether the owner of the specified e-mail address decided in favour of this option. The option to subscribe to comments may be terminated at any time.

15. Routine Erasure And Blocking Of Personal Data.

Willing & Able will process and store the Personal Data of the Data Subject only for the period necessary to achieve the purpose of processing, or as far as it is a legal obligation resulting from legislation enacted by the European legislator or other legislators in any laws or regulations to which Willing & Able is subject to.

If the purpose of processing is not applicable anymore, or if a storage period prescribed by the European legislator or another competent legislator ended, the Personal Data are routinely blocked or erased in accordance with the legal requirements.

16. Rights Of The Data Subject.

a) Right of confirmation

Each Data Subject has the right to obtain from Willing & Able confirmation as to whether or not Personal Data concerning him or her are being processed. If a Data Subject wishes to avail himself of this right of confirmation, he or she may, at any time, contact any employee of Willing & Able.

b) Right to access

Each Data Subject has the right to obtain from Willing & Able free of charge information about his or her Personal Data stored at any time and a copy of this information. Furthermore, the European law grant the Data Subject access to the following information:

- the purposes of the Processing;
- the categories of Personal Data concerned;
- the Recipients or categories of Recipients to whom the Personal Data have been or will be disclosed, in particular Recipients in third countries or international organisations;
- where possible, the envisaged period for which the Personal Data will be stored, or, if not possible, the criteria used to determine that period;
- the existence of the right to request from the Controller rectification or erasure of Personal Data, or Restriction of Processing of Personal Data concerning the Data Subject, or to object to such Processing;
- the existence of the right to lodge a complaint with a supervisory authority;
- where the Personal Data are not collected from the Data Subject, any available information as to their source;
- the existence of automated decision-making, including Profiling, referred to in Article 22(1) and (4) of the GDPR and, at least in those cases, meaningful information about the logic

involved, as well as the significance and envisaged consequences of such Processing for the Data Subject.

Furthermore, the Data Subject has a right to obtain information as to whether Personal Data are transferred to a third country or to an international organisation. Where this is the case, the Data Subject has the right to be informed of the appropriate safeguards relating to the transfer.

If a Data Subject wishes to avail himself of this right of access, he or she may, at any time, contact any employee of Willing & Able.

c) Right to rectification

Each Data Subject has the right to obtain from Willing & Able without undue delay the rectification of inaccurate Personal Data concerning him or her. Taking into account the purposes of the Processing, the Data Subject has the right to have incomplete Personal Data completed, including by means of providing a supplementary statement.

If a Data Subject wishes to exercise this right to rectification, he or she may, at any time, contact any employee of Willing & Able.

d) Right to erasure (Right to be forgotten)

Each Data Subject has the right to obtain from Willing & Able the erasure of Personal Data concerning him or her without undue delay, and Willing & Able has the obligation to erase Personal Data without undue delay where one of the following grounds applies (as long as the Processing is not necessary anymore):

- The Personal Data are no longer necessary in relation to the purposes for which they were collected or otherwise processed.
- The Data Subject withdraws Consent to which the Processing is based according to point (a) of Article 6(1) of the GDPR, or point (a) of Article 9(2) of the GDPR, and where there is no other legal ground for the Processing.
- The Data Subject objects to the Processing pursuant to Article 21(1) of the GDPR and there are no overriding legitimate grounds for the Processing, or the Data Subject objects to the Processing pursuant to Article 21(2) of the GDPR.
- The Personal Data have been unlawfully processed.
- The Personal Data must be erased for compliance with a legal obligation in Union or Member State law to which the Controller is subject.
- The Personal Data have been collected in relation to the offer of information society Services referred to in Article 8(1) of the GDPR.

If one of the aforementioned reasons applies, and a Data Subject wishes to request the erasure of Personal Data stored by Willing & Able, he or she may, at any time, contact any employee of Willing & Able. An employee of Willing & Able will promptly ensure that the erasure request is complied with immediately.

Where Willing & Able has made Personal Data public and is obliged pursuant to Article 17(1) to erase the Personal Data, Willing & Able, taking account of available technology and the cost of implementation, will take reasonable steps, including technical measures, to inform other Controllers Processing the Personal Data that the Data Subject has requested erasure by such Controllers of any links to, or copy or replication of, those Personal Data, as far as Processing is not required. An employee of Willing & Able will arrange the necessary measures in individual cases.

e) Right of restriction of processing

Each Data Subject has the right to obtain from Willing & Able Restriction of Processing where one of the following applies:

- The accuracy of the Personal Data is contested by the Data Subject, for a period enabling the Controller to verify the accuracy of the Personal Data.
- The Processing is unlawful and the Data Subject opposes the erasure of the Personal Data and requests the restriction of their use instead.
- The Controller no longer needs the Personal Data for the purposes of the Processing, but they are required by the Data Subject for the establishment, exercise or defence of legal claims.
- The Data Subject has objected to Processing pursuant to Article 21(1) of the GDPR pending the verification of whether the legitimate grounds of the Controller override those of the Data Subject.

If one of the aforementioned conditions applies, and a Data Subject wishes to request the restriction of the Processing of Personal Data stored by Willing & Able, he or she may at any time contact any employee of Willing & Able. The employee of Willing & Able will arrange restriction of the Processing.

f) Right to data portability

Each Data Subject has the right to receive the Personal Data concerning him or her, which was provided to Willing & Able, in a structured, commonly used and machine-readable format. He or she has the right to transmit those data to another Controller without hindrance from Willing & Able to which the Personal Data have been provided, as long as the Processing is based on Consent pursuant to point (a) of Article 6(1) of the GDPR or point (a) of Article 9(2) of the GDPR, or on a contract pursuant to point (b) of Article 6(1) of the GDPR, and the Processing is carried out by automated means, as long as the Processing is not necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in Willing & Able.

Furthermore, in exercising his or her right to data portability pursuant to Article 20(1) of the GDPR, the Data Subject has the right to have Personal Data transmitted directly from one Controller to another, where technically feasible and when doing so does not adversely affect the rights and freedoms of others.

In order to assert the right to data portability, the Data Subject may at any time contact any employee of Willing & Able.

g) Right to object

Each Data Subject has the right to object, on grounds relating to his or her particular situation, at any time, to Processing of Personal Data concerning him or her, which is based on point (e) or (f) of Article 6(1) of the GDPR. This also applies to Profiling based on these provisions.

Willing & Able will no longer process the Personal Data in the event of the objection, unless we can demonstrate compelling legitimate grounds for the Processing which override the interests, rights and freedoms of the Data Subject, or for the establishment, exercise or defence of legal claims.

If Willing & Able processes Personal Data for direct marketing purposes, the Data Subject has the right to object at any time to Processing of Personal Data concerning him or her for such marketing. This applies to Profiling to the extent that it is related to such direct marketing. If the Data Subject objects to the Processing for direct marketing purposes, Willing & Able will no longer process the Personal Data for these purposes.

In addition, the Data Subject has the right, on grounds relating to his or her particular situation, to object to Processing of Personal Data concerning him or her by Willing & Able for scientific or historical research purposes, or for statistical purposes pursuant to Article 89(1) of the GDPR, unless the Processing is necessary for the performance of a task carried out for reasons of public interest.

In order to exercise the right to object, the Data Subject may contact any employee of Willing & Able. In addition, the Data Subject is free in the context of the use of information society Services, and notwithstanding Directive 2002/58/EC, to use his or her right to object by automated means using technical specifications.

h) Automated individual decision-making, including Profiling

Each Data Subject has the right not to be subject to a decision based solely on automated Processing, including Profiling, which produces legal effects concerning him or her, or similarly significantly affects him or her, as long as the decision (1) is not necessary for entering into, or the performance of, a contract between the Data Subject and a Controller, or (2) is not authorised by Union or Member State law to which the Controller is subject and which also lays down suitable measures to safeguard the Data Subject's rights and freedoms and legitimate interests, or (3) is not based on the Data Subject's explicit Consent.

If the decision (1) is necessary for entering into, or the performance of, a contract between the Data Subject and a Controller, or (2) it is based on the Data Subject's explicit Consent, Willing & Able will implement suitable measures to safeguard the Data Subject's rights and freedoms and legitimate interests, at least the right to obtain human intervention on the part of the Controller, to express his or her point of view and contest the decision.

If the Data Subject wishes to exercise the rights concerning automated individual decision-making, he or she may, at any time, contact any employee of Willing & Able.

i) Right to withdraw Data Protection Consent

Each Data Subject has the right to withdraw his or her Consent to Processing of his or her Personal Data at any time.

If the Data Subject wishes to exercise the right to withdraw Consent, he or she may, at any time, contact any employee of Willing & Able.

17. Data Protection For Job Applications and Candidates.

Willing & Able collects and processes Personal Data of candidates for the purpose of evaluating these candidates. Processing may be carried out electronically. This is – in particular – the case, if an applicant submits corresponding job application documents by e-mail or by means of a web form on the Website of Willing & Able. If Willing & Able concludes an employment contract with an applicant, the submitted data will be stored for purpose of Processing during the employment relationship in compliance with applicable legal requirements. If no employment contract is concluded with the candidate, the job application documents will be automatically erased six months after notification of the refusal decision, provided that no other legitimate interests of Willing & Able are opposed to the erasure. Some legitimate interests in this relation are, e.g. a burden of proof in a procedure under the German General Equal Treatment Act (AGG) or to proof compliance with Article 21 of the EU Charter of Fundamental Rights or similar acts that Willing & Able is subject to.

If you based in the EU, please review our transparency document to receive all information for candidates (Art. 13 and 14 GDPR).

18. Data Protection Provisions About The Application And Use Of Facebook.

Willing & Able has integrated components of Facebook on this Website and operates a Facebook Page.

Facebook is a social network. A social network is a place for social meetings on the Internet, an online community, which usually allows Users to communicate with each other and interact in a virtual space. A social network may serve as a platform for the exchange of opinions and experiences, or enable the Internet community to provide personal or business-related information. Facebook allows social network Users to include the creation of private profiles, upload photos, and network through friend requests.

The operating company of Facebook is Facebook, Inc., 1 Hacker Way, Menlo Park, CA 94025, United States. If a person lives outside of the United States or Canada, the Controller is Facebook Ireland Ltd., 4 Grand Canal Square, Grand Canal Harbour, Dublin 2, Ireland.

For reasons of Data Protection, we implemented a two-click component to block transmissions to this external service. The following applies only when you have consented to the transfer or if you actively click on the respective component and re-confirm the transfer of the data, or when you confirm that you want to leave our Website or Application to visit the Third Party Website by following a link.

With each call-up to one of the individual pages of this Internet Website, which is operated by Willing & Able and into which a Facebook component (Facebook plug-ins) was integrated, the web browser on the information technology system of the Data Subject is automatically prompted to download and display of the corresponding Facebook component from Facebook through the Facebook component. An overview of all the Facebook Plug-ins may be accessed under https://developers.facebook.com/docs/plugins/. During the course of this technical procedure, Facebook is made aware of what specific sub-site of our Website was visited by the Data Subject.

If the Data Subject is logged in at the same time on Facebook, Facebook detects with every call-up to our Website by the Data Subject – and for the entire duration of their stay on our Internet site – which specific sub-site of our Internet page was visited by the Data Subject. This information is collected through the Facebook component and associated with the respective Facebook account of the Data Subject. If the Data Subject clicks on one of the Facebook buttons integrated into our Website, e.g. the "Like" button, or if the Data Subject submits a comment, then Facebook matches this information with the personal Facebook User account of the Data Subject and stores the Personal Data.

Facebook always receives, through the Facebook component, information about a visit to our Website by the Data Subject, whenever the Data Subject is logged in at the same time on Facebook during the time of the call-up to our Website. This occurs regardless of whether the Data Subject clicks on the Facebook component or not. If such a transmission of information to Facebook is not desirable for the Data Subject, then he or she may prevent this by logging off from their Facebook account before a call-up to our Website is made.

The Data Protection guideline published by Facebook, which is available at https://facebook.com/about/privacy/, provides information about the collection, processing and use of Personal Data by Facebook. In addition, it is explained there what setting options Facebook offers to protect the privacy of the Data Subject. Furthermore, different configuration options are made available to allow the elimination of data transmission to Facebook. These Applications may be used by the Data Subject to eliminate a data transmission to Facebook.

Purpose of processing is marketing, advertising and increase of user experience as well as acting economically efficient. Legal basis for data processing is Art. 6 (1) (f) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

Facebook uses or sets the following cookies for the following purposes:

DOMAIN	COOKIE NAME	TYPE	EXPIRATION	PURPOSE
facebook.com	datr	persistent	2 years	The purpose of the datr cookie is to identify the web browser being used to connect to Facebook independent of the logged in user. This cookie plays a key role in Facebook's security and site integrity features.
facebook.com	c_user	persistent	90 days	The c_user cookie contains the user ID of the currently logged in user.
facebook.com	fr	persistent	3 months	Enables ad delivery or retargeting.
facebook.com	lu	persistent	2 years	The lu cookie is used to manage how the login page is presented to the user.
facebook.com	sct	session	session	Represents the time at which the user logged in. This cookie is used to distinguish between two sessions for the same user, created at different times.

facebook.com	xs	persistent	30 days	Represents the session number
facebook.com	x-referer	session	session	This cookie contains the full referrer URL.
facebook.com	presence	session	session	The presence cookie is used to contain the user's chat state.
facebook.com	p	session	session	The p cookie is known as the user's channel partition and is required for many features on the Facebook site, including chat and client-side notifications.
facebook.com	locale	persistent	1 week	This cookie contains the display locale of the last logged in user on this browser. This cookie appears to only be set after the user logs out.
facebook.com	lsd	session	session	The lsd cookie contains a random value that is set when a Facebook user logs out in order to prevent cross-site request forgery (CSRF) attacks.
facebook.com	reg_fb_gate	session	session	Contains the first Facebook page that the web browser visited
facebook.com	reg_fb_reg	session	session	These cookies are used by Facebook to track registration effectiveness by recording how the user originally came to Facebook when they created their account.
facebook.com	reg_fb_ref	session	session	Contains the last Facebook page that the web browser visited
facebook.com	reg_ext_ref	session	session	Contains an external referrer URL from when the browser first visited Facebook.
facebook.com	wd	session	session	This cookie stores the browser window dimensions and is used by Facebook to optimize the rendering of the page.
facebook.com	_e_gh2c_0	session	session	These cookies are generated by Javascript and used to transmit information to Facebook about the responsiveness of the site for the user.
facebook.com	_e_gh2c_1	session	session	These cookies are generated by Javascript and used to transmit information to Facebook about the responsiveness of the site for the user.
facebook.com	_e_gh2c_2	session	session	These cookies are generated by Javascript and used to transmit information to Facebook about the responsiveness of the site for the user.
facebook.com	sb	persistent	2 years	Facebook browser identification, authentication, marketing, and other Facebook-specific function cookies.
facebook.com	act	session	session	This cookie is used to distinguish between two sessions for the same user, created at different times.
facebook.com	pl	persistent	90 days	This cookie is used for login record.
facebook.com	tr	session	session	Used by Facebook to deliver a series of advertisement products such as real time bidding from Third Party advertisers.
facebook.com	_fbc	persistent	2 years	Stores last visit
facebook.com	fbm	persistent	1 year	Saves user details
facebook.com	_fbp	persistent	3 months	Saves visits through websites
facebook.com	* _fbm_	persistent	1 year	Saves user details
facebook.com	_js_datr	persistent	2 years	Saves user preferences.
facebook.com	Actppresence	persistent	1 year	Manages ad display frequency.
facebook.com	dpr	Performance	7 days	Check and optimize loading speed.
facebook.com	fr	Advertisement	3 month	Encrypted Facebook ID and Browser ID, to Enable ad delivery or retargeting.
facebook.com	lu	Security	2 years	Encrypted ID of the last user.
facebook.com	csm	Security	Session	Insecure indicator. To provide fraud prevention.
facebook.com	locale	Authentication	7 days	This cookie contains the display locale of the last logged in user on this browser.
facebook.com	dbln	Security	2 years	Further authentication, if account was hacked.
facebook.com	csrf	Security	2 years	Cross-Site-Request-Forgery-Attack prevention.

Cookies may change from time to time. We try to keep the list updated but we will not check all Third Party cookies every day. Therefore, this could be an incomplete list of the cookies used by the Third Party. Please check the website of the Third Party to review if this list is complete and up to date.

19. Data Protection Provisions About The Application And Use Of Google AdSense.

Willing & Able has integrated Google AdSense. Google AdSense is an online Service, which allows the placement of advertising on third-party websites. Google AdSense is based on an algorithm that selects advertisements displayed on third-party websites to match with the content of the respective third-party site. Google AdSense allows an interest-based targeting of the Internet User, which is implemented by means of generating individual User profiles.

The holding company of Google is Alphabet Inc., 1600 Amphitheatre Pkwy, Mountain View, CA 94043, USA. Google is generally operated by Google LLC, 1600 Amphitheatre Pkwy, Mountain View, CA 94043, USA. The EU based controller is Google Ireland Limited, Gordon House, Barrow Street, Dublin, D04 E5W5, Ireland.

Google AdSense places a cookie on the information technology system of the Data Subject. The definition of cookies is explained above. With the setting of the cookie, Google is enabled to analyze the use of our Website. With each call-up to one of the individual pages of this Internet site, which is operated by Willing & Able and into which a Google AdSense component is integrated, the Internet browser on the information technology system of the Data Subject will automatically submit data through the Google AdSense component for the purpose of online advertising and the settlement of commissions to Google During the course of this technical procedure, Google gains knowledge of Personal Data, such as the IP address of the Data Subject, which serves Google, inter alia, to understand the origin of visitors and clicks and subsequently create commission settlements.

The Data Subject may, as stated above, prevent the setting of cookies through our Website at any time by means of a corresponding adjustment of the web browser used and thus permanently deny the setting of cookies. Such an adjustment to the Internet browser used would also prevent Google from setting a cookie on the information technology system of the Data Subject. Additionally, cookies already in use by Google may be deleted at any time via a web browser or other software programs.

Furthermore, Google AdSense also uses so-called tracking pixels. A tracking pixel is a miniature graphic that is embedded in web pages to enable a log file recording and a log file analysis through which a statistical analysis may be performed. Based on the embedded tracking pixels, Google is able to determine if and when a Website was opened by a Data Subject, and which links were clicked on by the Data Subject. Tracking pixels serve, inter alia, to analyze the flow of visitors on a Website.

Through Google AdSense, Personal Data and information – which include the IP address that is necessary for the collection and accounting of the displayed advertisements – is transmitted to Google in the United States of America. These Personal Data will be stored and processed in the

United States of America. The Google may disclose the collected Personal Data through this technical procedure to Third Parties.

Google AdSense is further explained under the following link https://www.google.com/intl/en/adsense/start/.

Purpose of processing is marketing, advertising and increase of user experience as well as acting economically efficient. Legal basis for data processing is Art. 6 (1) (f) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

All cookies that are used by Google are mentioned in a separate section below.

20. Data Protection Provisions About The Application And Use Of Google Analytics (With Anonymization Function).

Willing & Able has integrated Google Analytics (with the anonymizer function). Google Analytics is a web analytics Service. Web analytics is the collection, gathering, and analysis of data about the behaviour of visitors to Websites. A web analysis Service collects, inter alia, data about the Website from which a person has come (the so-called referrer), which sub-pages were visited, or how often and for what duration a sub-page was viewed. Web analytics are mainly used for the optimization of a Website and in order to carry out a cost-benefit analysis of Internet advertising.

The holding company of Google is Alphabet Inc., 1600 Amphitheatre Pkwy, Mountain View, CA 94043, USA. Google is generally operated by Google LLC, 1600 Amphitheatre Pkwy, Mountain View, CA 94043, USA. The EU based controller is Google Ireland Limited, Gordon House, Barrow Street, Dublin, D04 E5W5, Ireland.

For web analytics through Google Analytics, Willing & Able uses "_gat. _anonymizeIp". By this means, the IP address of the Internet connection of the Data Subject is abridged by Google and anonymised when accessing our Website from a Member State of the European Union or another Contracting State to the Agreement on the European Economic Area, and the UK.

The purpose of the Google Analytics component is to analyse the traffic on our Website. Google uses the collected data and information, inter alia, to evaluate the use of our Website and to provide online reports, which show the activities on our Website, and to provide other Services concerning the use of our Internet site for us. Legal basis for data processing is Art. 6 (1) (f) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

Google Analytics places a cookie on the information technology system of the Data Subject. The definition of cookies is explained above. With the setting of the cookie, Google is enabled to analyse the use of our Website. With each call-up to one of the individual pages of this Internet site, which is operated by Willing & Able and into which a Google Analytics component was integrated, the Internet browser on the information technology system of the Data Subject will automatically submit data through the Google Analytics component for the purpose of online advertising and the settlement of commissions to Google. During the course of this technical procedure, Google

gains knowledge of information, such as the anonymized IP address of the Data Subject, which serves Google, inter alia, to understand the origin of visitors and clicks.

The cookie is used to store personal information, such as the access time, the location from which the access was made, and the frequency of visits of our Website by the Data Subject. With each visit to our Internet site, such Personal Data, including the IP address of the Internet access used by the Data Subject, will be transmitted to Google in the United States of America. These Personal Data are stored by Google in the United States of America. Google may pass these Personal Data collected through the technical procedure to Third Parties.

The Data Subject may, as stated above, prevent the setting of cookies through our Website at any time by means of a corresponding adjustment of the web browser used and thus permanently deny the setting of cookies. Such an adjustment to the Internet browser used would also prevent Google Analytics from setting a cookie on the information technology system of the Data Subject. Furthermore, cookies already in use by Google Analytics may be deleted at any time via a web browser or other software programs.

In addition, the Data Subject has the possibility of objecting to a collection of data that are generated by Google Analytics, which is related to the use of this Website, as well as the Processing of this data by Google and the chance to preclude any such. For this purpose, the Data Subject must download a browser add-on under the link https://tools.google.com/dlpage/gaoptout and install it. This browser add-on tells Google Analytics through JavaScript, that any data and information about the visits of Internet pages may not be transmitted to Google Analytics. The installation of the browser add-on is considered an objection by Google. If the information technology system of the Data Subject is later deleted, formatted, or newly installed, then the Data Subject must reinstall the browser add-on to disable Google Analytics. If the browser add-on was uninstalled by the Data Subject or any other person who is attributable to their sphere of competence, or is disabled, it is possible to execute the reinstallation or reactivation of the browser add-on.

Further information and the applicable Data Protection provisions of Google may be retrieved under https://www.google.com/intl/en/policies/privacy/ and under http://www.google.com/analytics/terms/us.html. Google Analytics is further explained under the following Link https://www.google.com/analytics/.

All cookies that are used by Google are mentioned in a separate section below.

21. Data Protection Provisions About The Application And Use Of Google Remarketing.

Willing & Able has integrated Google Remarketing Services. Google Remarketing is a feature of Google AdWords, which allows a company to display advertising to Internet Users who have previously resided on the company's Internet site. The integration of Google Remarketing therefore allows a company to create User-based advertising and thus shows relevant advertisements to interested Internet Users.

The holding company of Google is Alphabet Inc., 1600 Amphitheatre Pkwy, Mountain View, CA 94043, USA. Google is generally operated by Google LLC, 1600 Amphitheatre Pkwy, Mountain View, CA 94043, USA. The EU based controller is Google Ireland Limited, Gordon House, Barrow Street, Dublin, D04 E5W5, Ireland.

Google Remarketing allows us to display ads on the Google network or on other Websites, which are based on individual needs and matched to the interests of Internet Users.

Google Remarketing sets a cookie on the information technology system of the Data Subject. The definition of cookies is explained above. With the setting of the cookie, Google enables a recognition of the visitor of our Website if he calls up consecutive web pages, which are also a member of the Google advertising network. With each call-up to an Internet site on which the Service has been integrated by Google, the web browser of the Data Subject identifies automatically with Google. During the course of this technical procedure, Google receives personal information, such as the IP address or the surfing behaviour of the User, which Google uses, inter alia, for the insertion of interest relevant advertising.

The cookie is used to store personal information, e.g. the Internet pages visited by the Data Subject. Each time you visit our Internet pages, Personal Data, including the IP address of the Internet access used by the Data Subject, is transmitted to Google in the United States of America. These Personal Data are stored by Google in the United States of America. Google may pass these Personal Data collected through the technical procedure to Third Parties.

The Data Subject may, as stated above, prevent the setting of cookies through our Website at any time by means of a corresponding adjustment of the web browser used and thus permanently deny the setting of cookies. Such an adjustment to the Internet browser used would also prevent Google from setting a cookie on the information technology system of the Data Subject. Furthermore, cookies already in use by Google may be deleted at any time via a web browser or other software programs.

In addition, the Data Subject has the possibility of objecting to the interest-based advertising by Google. For this purpose, the Data Subject must call up the link to www.google.de/settings/ads and make the desired settings on each Internet browser used by the Data Subject.

Further information and the actual Data Protection provisions of Google may be retrieved under https://www.google.com/intl/en/policies/privacy/.

Purpose of processing is marketing, advertising and increase of user experience as well as acting economically efficient. Legal basis for data processing is Art. 6 (1) (f) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

All cookies that are used by Google are mentioned in a separate section below.

22. Data Protection Provisions About The Application And Use Of Google-AdWords.

Willing & Able has integrated Google AdWords. Google AdWords is a Service for Internet advertising that allows the advertiser to place ads in Google search engine results and the Google advertising network. Google AdWords allows an advertiser to pre-define specific keywords with the help of which an ad on Google's search results are displayed only when the User utilizes the search engine to retrieve a keyword-relevant search result. In the Google Advertising Network, the ads are distributed on relevant web pages using an automatic algorithm, taking into account the previously defined keywords.

The holding company of Google is Alphabet Inc., 1600 Amphitheatre Pkwy, Mountain View, CA 94043, USA. Google is generally operated by Google LLC, 1600 Amphitheatre Pkwy, Mountain View, CA 94043, USA. The EU based controller is Google Ireland Limited, Gordon House, Barrow Street, Dublin, D04 E5W5, Ireland.

If a Data Subject reaches our Website via a Google ad, a conversion cookie is filed on the information technology system of the Data Subject through Google. The definition of cookies is explained above. A conversion cookie loses its validity after 30 days and is not used to identify the Data Subject. If the cookie has not expired, the conversion cookie is used to check whether certain sub-pages, e.g. the shopping cart from an online shop system, were called up on our Website. Through the conversion cookie, both Google and Willing & Able can understand whether a person who reached an AdWords ad on our Website generated sales, that is, executed or cancelled a sale of goods.

The data and information collected through the use of the conversion cookie is used by Google to create visit statistics for our Website. These visit statistics are used in order to determine the total number of Users who have been served through AdWords ads to ascertain the success or failure of each AdWords ad and to optimize our AdWords ads in the future. Neither our company nor other Google AdWords advertisers receive information from Google that could identify the Data Subject.

The conversion cookie stores personal information, e.g. the Internet pages visited by the Data Subject. Each time you visit our Internet pages, Personal Data, including the IP address of the Internet access used by the Data Subject, is transmitted to Google in the United States of America. These Personal Data are stored by Google in the United States of America. Google may pass these Personal Data collected through the technical procedure to Third Parties.

The Data Subject may, at any time, prevent the setting of cookies by our Website, as stated above, by means of a corresponding setting of the Internet browser used and thus permanently deny the setting of cookies. Such a setting of the Internet browser used would also prevent Google from placing a conversion cookie on the information technology system of the Data Subject. In addition, a cookie set by Google AdWords may be deleted at any time via the Internet browser or other software programs.

The Data Subject has a possibility of objecting to the interest based advertisement of Google. Therefore, the Data Subject must access from each of the browsers in use the link www.google.de/settings/ads and set the desired settings.

Further information and the applicable Data Protection provisions of Google may be retrieved under https://www.google.com/intl/en/policies/privacy/.

The purpose of Google AdWords is the promotion of our Website by the inclusion of relevant advertising on the Websites of Third Parties and in the search engine results of the search engine Google and an insertion of third-party advertising on our Website, marketing, advertising and increase of user experience as well as acting economically efficient. Legal basis for data processing is Art. 6 (1) (f) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

All cookies that are used by Google are mentioned in a separate section below.

23. Data Protection Provisions About The Application And Use Of YouTube.

Willing & Able has integrated components of YouTube and operates a YouTube-Channel. YouTube is an Internet video portal that enables video publishers to set video clips and other Users free of charge, which also provides free viewing, review and commenting on them. YouTube allows you to publish all kinds of videos, so you can access both full movies and TV broadcasts, as well as music videos, trailers, and videos made by Users via the Internet portal.

The holding company of Google (and therefore for YouTube) is Alphabet Inc., 1600 Amphitheatre Pkwy, Mountain View, CA 94043, USA. Google is generally operated by Google LLC, 1600 Amphitheatre Pkwy, Mountain View, CA 94043, USA. YouTube can be reached over the following address: Google LLC, D/B/A YouTube, 901 Cherry Ave. San Bruno, CA 94066, USA. The EU address of YouTube is Google Ireland Limited, Gordon House, Barrow Street, Dublin, D04 E5W5, Ireland.

For reasons of Data Protection, we implemented a two-click component to block transmissions to this external service. The following applies only when you have consented to the transfer or if you actively click on the respective component and re-confirm the transfer of the data, or when you confirm that you want to leave our Website or Application to visit the Third Party Website by following a link.

With each call-up to one of the individual pages of this Internet site, which is operated by Willing & Able and on which a YouTube component (YouTube video) was integrated, the Internet browser on the information technology system of the Data Subject is automatically prompted to download a display of the corresponding YouTube component. Further information about YouTube may be obtained under https://www.youtube.com/yt/about/en/. During the course of this technical procedure, YouTube and Google gain knowledge of what specific sub-page of our Website was visited by the Data Subject.

If the Data Subject is logged in on YouTube, YouTube recognizes with each call-up to a sub-page that contains a YouTube video, which specific sub-page of our Internet site was visited by the Data Subject. This information is collected by YouTube and Google and assigned to the respective YouTube account of the Data Subject.

YouTube and Google will receive information through the YouTube component that the Data Subject has visited our Website, if the Data Subject at the time of the call to our Website is logged in on YouTube; this occurs regardless of whether the person clicks on a YouTube video or not. If such a transmission of this information to YouTube and Google is not desirable for the Data

Subject, the delivery may be prevented if the Data Subject logs off from their own YouTube account before a call-up to our Website is made.

YouTube's Data Protection provisions, available at https://www.google.com/intl/en/policies/privacy/, provide information about the collection, processing and use of Personal Data by YouTube and Google.

Purpose of processing is marketing, advertising and increase of user experience as well as acting economically efficient. Legal basis for data processing is Art. 6 (1) (f) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

All cookies that are used by Google and YouTube are mentioned in a separate section below.

24. Data Protection Provisions About The Application And Use Of Google Workspace (formerly known as G Suite)

Willing & Able has integrated Google Workspace into its Applications. Google Workspace, formerly known as "G Suite", is a collection of cloud computing, productivity and collaboration tools, software and products developed and marketed by Google. Google Workspace consists of Gmail, Contacts, Calendar, Meet and Chat for communication, currents for employee engagement, drive for storage and the Google Docs suite for content creation.

The holding company of Google is Alphabet Inc., 1600 Amphitheatre Pkwy, Mountain View, CA 94043, USA. Google is generally operated by Google LLC, 1600 Amphitheatre Pkwy, Mountain View, CA 94043, USA. The EU based controller is Google Ireland Limited, Gordon House, Barrow Street, Dublin, D04 E5W5, Ireland.

The purpose of Processing with Google Workspace is the integration of Google Applications and Services into our Websites and Applications, to achieve economic efficiency and compliance. Legal basis for data processing is Art. 6 (1) (f) GDPR and Art. 6 (1) (c), 5 (1) (c), 25, 32 GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

We integrated Google Workspace for multiple and compelling reasons of which we will explain only two in the following:

- Access Control, to comply with Data Protection Law: We allow our Subscribers to connect with the user directory of Google Workspace, and to grant and revoke access to our Applications for (active and inactive) employees or other users by completely automated means. Active users of Subscribers are granted with access while the access permissions for inactive users are revoked automatically. With this integration, Willing & Able made sure that only authorized users of the Subscriber have access to Business and Personal Data. The Subscriber complies with Art. 32 GDPR (Security of Processing) and Willing & Able complies with Art. 25 GDPR (Privacy by Design). Furthermore, the solution is economically efficient because its safes administration time.

- Data Security and Storage, to comply with Data Protection Law and Information Security laws, regulations and company internal policies: All data that can be stored on the Subscribers own IT infrastructure, is stored exclusively with the Subscriber. For this reason, all Willing & Able Applications use Google Workspace Drive integration. Willing & Able is a processor and shall store only such Personal Data that are adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed (Data Minimisation Principle, Art. 5 (1) (c) GDPR). To explain one example: As long as an Agreement of two Users of AbleToContract is in draft stage or negotiated, Willing & Able stores the draft of the Agreement. When all parties have signed the Agreement, the final and signed Agreement is stored on the Google Workspace Drive of the Subscriber, and not on the servers of Willing & Able.

Further information and the applicable Data Protection provisions of Google may be retrieved under https://www.google.com/intl/en/policies/privacy/.

All cookies that are used by Google are mentioned in a separate section below.

25. Cookies Used By Google And Its Affiliates.

Google and its affiliates are using or setting the following cookies for the following purposes:

DOMAIN	COOKIE NAME	TYPE	EXPIRATION	PURPOSE
google.com	lang	session	session	This cookie is set due to Twitter integration and sharing capabilities for the social media.
google.com	_ga	persistent	2 years	Used to distinguish users.
google.com	_gat_helpspecific	session	session	Manages the rate at which page view requests are made.
google.com	_gid	persistent	1 day	Used to distinguish users.
google.com	_ga_<container-id>	persistent	2 years	Used to persist session state.
google.com	AMP_TOKEN	persistent	30 seconds to 1 year	Contains a token that can be used to retrieve a Client ID from AMP Client ID service. Other possible values indicate opt-out, inflight request or an error retrieving a Client ID from AMP Client ID service.
google.com	_gac_<property-id>	persistent	90 days	Contains campaign related information for the user. If you have linked your Google Analytics and Google Ads accounts, Google Ads website conversion tags will read this cookie unless you opt-out.
google.com	_gat	persistent	1 minute	Used to throttle request rate.
google.com	__utma	persistent	2 years	Used to distinguish users and sessions. The cookie is created when the javascript library executes and no existing __utma cookies exists. The cookie is updated every time data is sent to Google Analytics.
google.com	__utmt	persistent	10 minutes	Used to throttle request rate.
google.com	__utmb	persistent	30 minutes	Used to determine new sessions/visits. The cookie is created when the javascript library executes and no existing __utmb cookies exists. The cookie is updated every time data is sent to Google Analytics.

google.com	__utmc	session	session	Used to determine whether the user was in a new session/visit.
google.com	__utmz	persistent	6 months	Stores the traffic source or campaign that explains how the user reached your site. The cookie is created when the javascript library executes and is updated every time data is sent to Google Analytics.
google.com	__utmv	persistent	2 years	Used to store visitor-level custom variable data. This cookie is created when a developer uses the _setCustomVar method with a visitor level custom variable. This cookie was also used for the deprecated _setVar method. The cookie is updated every time data is sent to Google Analytics.
google.com	__utmx	persistent	18 months	Used to determine a user's inclusion in an experiment.
google.com	__utmxx	persistent	18 months	Used to determine the expiry of experiments a user has been included in.
google.com	_gaexp	persistent	90 days	Used to determine a user's inclusion in an experiment and the expiry of experiments a user has been included in.
google.com	_opt_awcid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.
google.com	_opt_awmid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.
google.com	_opt_awgid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.
google.com	_opt_awkid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.
google.com	_opt_utmc	persistent	24 hours	Stores the last utm_campaign query parameter.
google.com	_opt_expid	persistent	10 seconds	This cookie is created when running a redirect experiment. It stores the experiment ID, the variant ID and the referrer to the page that's being redirected.
google.com	1P_JAR	persistent	2 months	These cookies are set via embedded YouTube-videos. They register anonymous statistical data on for example how many times the video is displayed and what settings are used for playback. No sensitive data is collected unless you log in to your google account, in that case your choices are linked with your account, for example if you click "like" on a video.
google.com	APISID	persistent	20 months	Same as above
google.com	CONSENT	persistent	201 months	Used to detect if the visitor has accepted the marketing category in the cookie banner. This cookie is necessary for GDPR-compliance of the website.
google.com	GPS	persistent	1 hour	Same as above
google.com	HSID	persistent	2 years	How many times the video is displayed and what settings are used for playback.
google.com	NID	persistent	6 months	How many times the video is displayed and what settings are used for playback.
google.com	OGPC	persistent	1 month	How many times the video is displayed and what settings are used for playback.
google.com	OTZ	persistent	1 month	How many times the video is displayed and what settings are used for playback.

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Information Contained: Business Data

Approved by: Davit Mnatsakanyan.
Date: 2022.06.21

Domain	Cookie	Type	Duration	Description
google.com	PREF	persistent	8 months	How many times the video is displayed and what settings are used for playback.
google.com	SAPISID	persistent	2 years	How many times the video is displayed and what settings are used for playback.
google.com	SID	persistent	2 years	How many times the video is displayed and what settings are used for playback.
google.com	SIDCC	persistent	3 months	How many times the video is displayed and what settings are used for playback.
google.com	VISITOR_INFO1_LIVE	persistent	8 months	How many times the video is displayed and what settings are used for playback.
google.com	YSC	session	session	How many times the video is displayed and what settings are used for playback.
google.com	DV	persistent	persistent cookie	Collects information about how visitors use the site.
google.com	LOGIN_INFO	persistent	2 years	Supports embedded YouTube videos.
google.com	PREF	persistent	8 months	Tracks the number of views for a particular video.
google.com	Demographics	persistent	1,5 years	Unique identifiers given to each computer to allow traffic analysis to YouTube.
google.com	Googlepersonalization	persistent	1 year	To store cookie consent preferences.
google.com	Google Maps API	session	session	To request user IP address.
google.com	Google_pub_config	persistent	persistent cookie	Enable ad delivery or retargeting.
google.com	Google_ama_config	persistent	persistent cookie	Enable ad delivery or retargeting.
google.com	Google_ama_settings	persistent	persistent cookie	Store performed actions on the website
google.com	Google_adsense_settings	persistent	persistent cookie	Enable ad delivery or retargeting.
google.com	Google_pem_mod	persistent	persistent cookie	Enable ad delivery or retargeting.
google.com	Google_experiment_mod*	persistent	3 months	Store and track visits across websites.
google.com	Google Fonts API	session	session	To request user IP address.
google.com	_gac_UA-*	persistent	90 days	Contains campaign related information for the user.
google.com	_uetvid_exp	persistent	persistent cookie	Google Tag manager cookie.
google.com	_uetvid	persistent	16 days	Store and track visits across websites.
google.com	Goog_pem_mod	persistent	persistent cookie	Enable ad delivery or retargeting.
google.com	_pin_unauth	persistent	1 day	Google Tag manager cookie.
google.com	Ads/Ga-Audiences	session	session	Store information for remarketing purposes.
google.com	Utm_source	session	session	Google Analytics cookie.
google.com	_uetsid	persistent	1 day	Store and track visits across websites.
google.com	Utm_campaign	session	session	Google Analytics cookie.
accounts.google.com	ACCOUNT_CHOOSER	persistent	2 years	Chooses accounts on the same-site connections.
accounts.google.com	LSOLH	persistent	2 years	Chooses accounts on the same-site connections.
accounts.google.com	SMSV	persistent	10 years	Google Accounts cookie.
accounts.google.com	__Host-3PLSID	persistent	2 years	Google Calendar cookie.
accounts.google.com	__Host-GAPS	persistent	2 years	Google Accounts cookie.
calendar.google.com	OSID	persistent	2 years	Google Calendar cookie.
calendar.google.com	__Secure-OSID	persistent	2 years	Same as above
.scholar.google.com	GSP	persistent	2 years	Google Scholar cookie.
google.com	DV	session	session	The cookies collect information in an anonymous form, including the number of visitors to the Site, where visitors have come to the Site from and the pages they visited.
google.com	UULE	session	session	The cookies collect information in an anonymous form, including the number of visitors to the Site, where visitors have come to the Site from and the pages they visited.

google.com	OTZ	session	session	The cookies collect information in an anonymous form, including the number of visitors to the Site, where visitors have come to the Site from and the pages they visited.
google.com	IDE	session	session	Ad tracking cookie.
google.com	G_ENABLED_IDPS	persistent	Infinite	Used for Google Single Sign On.
google.com	__gads	persistent	30 days	This cookie is associated with the DoubleClick for Publishers service from Google. Its purpose is to do with the showing of adverts on the site, for which the owner may earn some revenue.
google.com	_gat_.*	persistent	10 minutes	This cookie name is associated with Google Universal Analytics, according to documentation it is used to throttle the request rate - limiting the collection of data on high traffic sites.
google.com	_gat_gtag_UA_166250148_1	persistent	10 minutes	This cookie name is associated with Google Universal Analytics, according to documentation it is used to throttle the request rate - limiting the collection of data on high traffic sites.
google.com	'_gcl_	persistent	90 days	Primarily used to help advertisers determine how many times users who click on their ads end up taking an action on their site, such as making a purchase.
google.com	_gac_	persistent	90 days	Used by advertisers to measure user activity and the performance of their ad campaigns.
google.com	pm_sess	persistent	30 minutes	Helps maintain a user's browser session
google.com	CGIC	persistent	6 months	Improves the delivery of search results by autocompleting search queries based on a user's initial input.
google.com	DSID	persistent	2 weeks	Used to identify a signed-in user on non-Google sites and to remember whether the user has agreed to ad personalization.
google.com	_gcl_au	persistent	3 months	Used by Google AdSense for experimenting with advertisement efficiency across websites using their services.
google.com	APISID	persistent	10 days	This DoubleClick cookie is generally set through the site by advertising partners, and used by them to build a profile of the website visitor's interests and show relevant ads on other sites. This cookie works by uniquely identifying your browser and device.
google.com	HSID	persistent	2 years	Contains digitally signed and encrypted records of a user's Google Account ID and most recent sign-in time. The combination of these cookies allows us to block many types of attack, such as attempts to steal the content of forms submitted in Google services.
google.com	id	persistent	30 days	This cookie is set by DoubleClick (which is owned by Google) to build a profile of the website visitor's interests and show relevant ads on other sites.
google.com	IDE	persistent	24 months	This cookie is set by DoubleClick (which is owned by Google) to build a profile of the website visitor's interests and show relevant ads on other sites.

google.com	ANID	persistent	13 months	If you have personalized ads enabled, 'ANID' is used to remember this setting.
google.com	lsid	persistent	2 years	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.
google.com	NID	persistent	20 years	This domain is owned by Google Inc. Although Google is primarily known as a search engine, the company provides a diverse range of products and services. Its main source of revenue however is advertising. Google tracks users extensively both through its own products and sites, and the numerous technologies embedded into many millions of websites around the world. It uses the data gathered from most of these services to profile the interests of web users and sell advertising space to organizations based on such interest profiles as well as aligning adverts to the content on the pages where its customer's adverts appear.
google.com	SSID	persistent	10 years	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.
google.com	Google Adwords	persistent	540 days	Google AdWords is Google's online advertising program for creating online advertisements.
google.com	_ar_v4	persistent	8 months	Google Ads cookie
google.com	drt	persistent	1 day	Google Analytics
google.com	test_cookie	session	session	Tests for cookie settings permissions Google Analytics
google.com	__utm.gif	session	session	Google Analytics tracking code that logs details about the visitor's browser and computer.
google.com	_dc_gtm_UA-#	persistent	1 day	Used by Google Tag Manager to control the loading of a Google Analytics script tag.
google.com	collect	session	session	Used to send data to Google Analytics about the visitor's device and behavior. Tracks visitor across devices and marketing channels.
google.com	RUL	persistent	1 year	Used by DoubleClick to determine whether website advertisement has been properly displayed.
google.com	SNID	persistent	6 months	Used by Google to save user settings w hen the user views pages with embedded content from Google Maps.
google.com	ads/ga-audiences	session	session	Used by Google AdWords to re-engage visitors that are likely to convert to customers.
google.com	pagead/1p-user-list/#	session	session	Tracks if the user has shown interest in specific products or events across multiple websites and detects how the user navigates between sites. This is used for measuring advertisement efforts and facilitates payment of referral-fees between websites.

Cookies may change from time to time. We try to keep the list updated but we will not check all Third Party cookies every day. Therefore, this could be an incomplete list of the cookies used by the Third Party. Please check the website of the Third Party to review if this list is complete and up to date.

26. Data Protection Provisions About The Application And Use Of Microsoft Office 365

Willing & Able has integrated Microsoft Office 365 into its Applications. Microsoft Office 365 is a subscription base license for Microsoft Office and services offered by Microsoft as part of the Microsoft Office product line. It contains cloud-based Software-as-a-Service products for business environments, such as hosted Exchange Server, Skype for Business Server, SharePoint, and OneDrive.

Microsoft Office 365 is a product of Microsoft Corporation, One Microsoft Way, Redmond, WA 98052, USA. EU Data Subjects can contact Microsoft Ireland Operations Limited, Microsoft EU Data Protection Officer, One Microsoft Place, South County Business Park, Leopardstown, Dublin 18, D18 P521, Ireland.

The purpose of Processing with Office 365 is the integration of Microsoft Applications and Services into our Websites and Applications, to achieve economic efficiency and compliance. Legal basis for data processing is Art. 6 (1) (f) GDPR and Art. 6 (1) (c), 5 (1) (c), 25, 32 GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

We integrated MS Office 365 for multiple and compelling reasons of which we will explain only two in the following:

- Access Control, to comply with Data Protection Law: We allow our Subscribers to connect with the user directory of Office 365, and to grant and revoke access to our Applications for (active and inactive) employees or other users by completely automated means. Active users of Subscribers are granted with access while the access permissions for inactive users are revoked automatically. With this integration, Willing & Able made sure that only authorized users of the Subscriber have access to Business and Personal Data. The Subscriber complies with Art. 32 GDPR (Security of Processing) and Willing & Able complies with Art. 25 GDPR (Privacy by Design). Furthermore, the solution is economically efficient because its safes administration time.

- Data Security and Storage, to comply with Data Protection Law and Information Security laws, regulations and company internal policies: All data that can be stored on the Subscribers own IT infrastructure, is stored exclusively with the Subscriber. For this reason, all Willing & Able Applications use Microsoft OneDrive integration. Willing & Able is a processor and shall store only such Personal Data that are adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed (Data Minimisation Principle, Art. 5 (1) (c) GDPR). To explain one example: As long as an Agreement of two Users of AbleToContract is in draft stage or negotiated, Willing & Able stores the draft of the Agreement. When all parties have signed the Agreement, the final

and signed Agreement is stored on the Microsoft OneDrive of the Subscriber, and not on the servers of Willing & Able.

Further information and the applicable Data Protection provisions of Microsoft may be retrieved under https://privacy.microsoft.com/en-us/privacystatement.

Microsoft Office 365 uses or sets the following cookies for the following purposes:

DOMAIN	COOKIE NAME	TYPE	EXPIRATION	PURPOSE
c1.microsoft.com	ANONCHK	persistent	1 day	Registers a unique ID that identifies the user's device during return visits across websites that use the network. Used to allow targeted ads.
microsoft.com	MC1	persistent	1 year	Used by Microsoft to keep statistics on what the user has visited and how often an ad click leads to a purchase or other actions on the advertiser's website.
microsoft.com	MS0	persistent	1 day	Used by Microsoft to keep statistics on what the user has visited and how often an ad click leads to a purchase or other actions on the advertiser's website.
office.com	MSFPC	persistent	1 year	Used widely by Microsoft as a unique user ID. The cookie enables user tracking by synchronising the ID across many Microsoft domains.
bing.com	MUID	persistent	1 year	Used widely by Microsoft as a unique user ID. The cookie enables user tracking by synchronising the ID across many Microsoft domains.
microsoft.com	MUID	persistent	1 year	Used widely by Microsoft as a unique user ID. The cookie enables user tracking by synchronising the ID across many Microsoft domains.
office.com	MUID	persistent	1 year	Registers a unique ID that identifies the user's device during return visits across websites that use the network. Used to allow targeted ads.
microsoft.com	SM	session	session	Used widely by Microsoft as a unique user ID. The cookie enables user tracking by synchronising the ID across many Microsoft domains.
microsoft.com	SRM_B	persistent	1 year	Tracks the user's interaction with the website's search-bar-function. This idea can be used to present the user with relevant products or services.
facebook.com	datr	persistent	2 years	The purpose of the datr cookie is to identify the web browser being used to connect to Facebook independent of the logged in user. This cookie plays a key role in Facebook's security and site integrity features.
addthis.com	__atuvc	persistent	13 months	This cookie is associated with the AddThis social sharing widget which is commonly embedded in websites to enable visitors to share content with a range of networking and sharing platforms. It stores an updated page share count.

addthis.com	__atuvs	persistent	1 year	This cookie is associated with the AddThis social sharing widget which is commonly embedded in websites to enable visitors to share content with a range of networking and sharing platforms. This is believed to be a new cookie from AddThis which is not yet documented, but has been categorized on the assumption it serves a similar purpose to other cookies set by the service.
twitter.com	__cmbGU	session	session	This cookie enables the functionality of Twitter widget.
facebook.com	_js_datr	persistent	2 years	Facebook set the 'datr' cookie when a web browser accesses facebook.com and the cookie helps identify suspicious login activity and keep users safe.
pinterest.com	_pinterest_cm	session	session	These cookies allow users to share pictures via Pinterest / the "Pin It" button, and Pinterest can collect statistical information about usage of their service.
pinterest.com	_pinterest_ct_ua	session	session	These cookies allow users to share pictures via Pinterest / the "Pin It" button, and Pinterest can collect statistical information about usage of their service.
twitter.com	_twitter_sess	session	session	This cookie lets website visitors use Twitter-related features from within the web page they are visiting.
dstillery.com	clid	session	session	This cookie is usually set by Dstillery to enable sharing media content to social media. It may also gather information on website visitors when they use social media to share website content from the page visited.
twitter.com	kdt	persistent	17 months	This cookie is generally provided by Twitter to monitor referral links and login status. They are usually present when there is a "Tweet This" button or other Twitter widget present on the site.
instagram.com	mid	persistent	10 years	This is an Instagram cookie that enables social media functionality within the site.
twitter.com	pid	session	session	This cookie lets website visitors use Twitter-related features from within the web page they are visiting.
twitter.com	remember_checked_on	persistent	20 years	This cookie is generally provided by Twitter to monitor referral links and login status. They are usually present when there is a "Tweet This" button or other Twitter widget present on the site.
instagram.com	rur	session	session	This is an Instagram cookie that enables social media functionality within the site.
appnexus.com	SESS.*	session	session	This cookie contains a single non-unique value: "1" - it is used by the platform to test whether a browser is configured to accept cookies from AppNexus.
facebook.com	reg_fb_gate	session	session	Contains the first Facebook page that the web browser visited

facebook.com	reg_fb_reg	session	session	These cookies are used by Facebook to track registration effectiveness by recording how the user originally came to Facebook when they created their account.
facebook.com	reg_fb_ref	session	session	Contains the last Facebook page that the web browser visited
facebook.com	reg_ext_ref	session	session	Contains an external referrer URL from when the browser first visited Facebook.
google.com	_ga	persistent	2 years	Used to distinguish users.
google.com	_gat_helpspecific	session	session	Manages the rate at which page view requests are made.
google.com	_gid	persistent	1 day	Used to distinguish users.
google.com	_ga_<container-id>		2 years	Used to persist session state.
google.com	_gac_<property-id>	persistent	90 days	Contains campaign related information for the user. If you have linked your Google Analytics and Google Ads accounts, Google Ads website conversion tags will read this cookie unless you opt-out.
google.com	_gat	persistent	1 minute	Used to throttle request rate.
google.com	__utmt_player	persistent	2 years	This is a pattern type cookie set by Google Analytics. It appears to be a variation of the __utmt cookie which is used to limit the amount of data recorded by Google on high traffic volume websites.
google.com	__utma	persistent	2 years	Used to distinguish users and sessions. The cookie is created when the javascript library executes and no existing __utma cookies exists. The cookie is updated every time data is sent to Google Analytics.
google.com	__utmt	persistent	10 minutes	Used to throttle request rate.
google.com	__utmb	persistent	30 minutes	Used to determine new sessions/visits. The cookie is created when the javascript library executes and no existing __utmb cookies exists. The cookie is updated every time data is sent to Google Analytics.
google.com	__utmc	session	session	Used to determine whether the user was in a new session/visit.
google.com	__utmz	persistent	6 months	Stores the traffic source or campaign that explains how the user reached your site. The cookie is created when the javascript library executes and is updated every time data is sent to Google Analytics.
google.com	__utmv	persistent	2 years	Used to store visitor-level custom variable data. This cookie is created when a developer uses the _setCustomVar method with a visitor level custom variable. This cookie was also used for the deprecated _setVar method. The cookie is updated every time data is sent to Google Analytics.
google.com	__utmx	persistent	18 months	Used to determine a user's inclusion in an experiment.
google.com	__utmxx	persistent	18 months	Used to determine the expiry of experiments a user has been included in.
chartbeat.com	_cb_ls	persistent	30 minutes	This cookie is set on websites using real time analytics software by Chartbeat.

				This cookie name is generally associated with web analytics services provided by Web Trends, and acts as a user session identifier.
webtrands.com	ACOOKIE	session	session	
clicky.com	cluid	persistent	20 years	This cookie name is generally associated with the Clicky web analytics software from US company Roxr Software. It contains a unique user identifier and is used by website owners with multiple domains that want to track users across those domains for performance measurement.
openx.com	OAID	persistent	12 months	Associated with the OpenX banner advertising platform for publishers. Records whether specific ads have been displayed. Reportedly used for performance only rather than user targeting. As a first party cookie it cannot be used to track across domains.
optimizely.com	optimizelyBuckets	persistent	10 years	Cookie set by the Optimizely website optimization platform. Used to store the page variants assigned to a user for A/B performance testing, to ensure the user gets a consistent experience.
optimizely.com	optimizelyEndUserId	persistent	10 years	Cookie set by the Optimizely website optimization platform. This cookie is a unique user identifier.
optimizely.com	optimizelyPendingLogEvents	persistent	15 seconds	Cookie set by the Optimizely website optimization platform. Records user activity.
optimizely.com	optimizelySegments	persistent	10 years	This cookie is set by the Optimizely website optimization platform. It holds audience segmentation information for a visitor.
adobe.com	s_cc	session	session	Adobe Site Catalyst cookie, determines whether cookies are enabled in the browser.
addthis.com	UID	persistent	25 years	This cookie provides a uniquely assigned, machine-generated user ID and gathers data about activity on the website. This data may be sent to a 3rd party for analysis and reporting.
tealium.com	utag_main	persistent	30 minutes	This cookie name is associated with the Tealium data platform and is used for web analytics.
webtrends.com	WT_FPC	persistent	10 years	Cookie set by WebTrends analytics service, used to track and report on visitor behavior on a site for performance improvement.
youtube.com	YSC	session	session	This cookie is set by YouTube to track views of embedded videos.
clicktale.com	__CT_Data	persistent	1 year	The __CT_Data cookie is used to count the number of pageviews or visits of the anonymous visitor for the purpose of enabling the ClickTale software to track the number of pageviews or visits a visitor made on website. The main purpose of this cookie is: Targeting/Advertising.
rakutenadvertising.com	__df_v5	persistent	12 months	This cookie is generally provided by dsp.linksynergy.com and is used for advertising purposes.

				This cookie is associated with the DoubleClick for Publishers service from Google. Its purpose is to do with the showing of adverts on the site, for which the owner may earn some revenue.
google.com	__gads	persistent	30 days	
lotame.com	_cc_aud	persistent	269 days	This domain is owned by Lotame. The main business activity is: Data Management Platform - Targeting /Advertising
lotame.com	_cc_cc	session	session	This domain is owned by Lotame. The main business activity is: Data Management Platform - Targeting /Advertising
lotame.com	_cc_dc	persistent	269 days	This domain is owned by Lotame. The main business activity is: Data Management Platform - Targeting /Advertising
lotame.com	_cc_id	persistent	269 days	This domain is owned by Lotame. The main business activity is: Data Management Platform - Targeting /Advertising
facebook.com	_fbp	persistent	3 months	Used by Facebook to deliver a series of advertisement products such as real time bidding from third party advertisers.
google.com	_gat_.*	persistent	10 minutes	This cookie name is associated with Google Universal Analytics, according to documentation it is used to throttle the request rate - limiting the collection of data on high traffic sites. It expires after 10 minutes.
google.com	_gat_gtag_UA_166250148_1	persistent	10 minutes	This cookie name is associated with Google Universal Analytics, according to documentation it is used to throttle the request rate - limiting the collection of data on high traffic sites. It expires after 10 minutes.
google.com	_gcl_au	persistent	3 months	Used by Google AdSense for experimenting with advertisement efficiency across websites using their services.
mediamind.com	A6	persistent	3 months	This cookie is generally provided by MediaMind and is used for advertising purposes.
facebook.com	AA003	persistent	3 months	This domain is owned by Atlas Solutions which is in turn owned by Facebook. Atlas is an online advertising business, targeting users through tracking their web activity. From September 2014 the company re-launched under the ownership of Facebook, promising the ability to reach known users and target adverts based on profiles generated using Facebook's user data.
amazon.com	ad-id	persistent	201 days	This cookie is generally provided by amazon-adsystem.com for advertising purposes.
amazon.com	ad-privacy	persistent	5 years	This cookie is generally provided by amazon-adsystem.com for advertising purposes.

Domain	Cookie	Type	Duration	Description
google.com	APISID	persistent	10 days	This DoubleClick cookie is generally set through the site by advertising partners, and used by them to build a profile of the website visitor's interests and show relevant ads on other sites. This cookie works by uniquely identifying your browser and device.
facebook.com	ATN	persistent	2914628 days	This domain is owned by Atlas Solutions which is in turn owned by Facebook. Atlas is an online advertising business, targeting users through tracking their web activity. From September 2014 the company re-launched under the ownership of Facebook, promising the ability to reach known users and target adverts based on profiles generated using Facebook's user data.
spotx.tv	audience	persistent	1 year	Collects anonymous data related to the visitor's web site visits, such as the number of visits, average time spent on the web site and what pages have been loaded, with the purpose of displaying targeted ads.
bidr.co	bito	persistent	1 year	This cookie is generally provided by bidr.io and is used for advertising purposes.
oracle.com	bku	persistent	179 days	This cookie is generally provided by bluekai.com and is used for advertising purposes.
linkedin.com	bscookie	persistent	2 years	Used by the social networking service, LinkedIn, for tracking the use of embedded services.
cloudflare.com	ck1	persistent	6 months	This cookie is generally provided by rlcdn.com and is used for advertising purposes.
casalemedia.com	CMDD	session	session	These cookies are linked to advertising and tracking the products users were looking at.
casalemedia.com	CMSC	session	session	These cookies are linked to advertising and tracking the products users were looking at.
casalemedia.com	CMST	session	session	Collects anonymous data related to the visitor's web site visits, such as the number of visits, average time spent on the web site and what pages have been loaded, with the purpose of displaying targeted ads.
adobe.com	demdex	persistent	6 months	This cookie helps Adobe Audience Manger perform basic functions such as visitor identification, ID synchronization, segmentation, modeling, reporting, etc.
conversantmedia.com	DotomiUser	persistent	12 months	This cookie is generally provided by dotomi.com and is used for advertising purposes.
adobe.com	dpm	persistent	6 months	Adobe Audience Manager - data management platform uses this cookie to record information around synchronization of IDs.
sizmek.com	eud	persistent	1 year	This domain is owned by Rocketfuel. The main business activity is: Advertising

sizmek.com	euds	session	session	This domain is owned by Rocketfuel. The main business activity is: Advertising
adobe.com	ev_sync_dd	persistent	1 month	This domain is owned by Adobe. The main business activity is: Advertising. Used to link anonymous analytics data into a visitor profile and help provide a personalized experience through the website, marketing and advertising.
everestthemes.com	everest_g_v2	persistent	2 years	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.
everestthemes.com	everest_session_v2	persistent	2 years	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.
youtube.com	GPS	persistent	1 hour	YouTube is a Google owned platform for hosting and sharing videos. YouTube collects user data through videos embedded in websites, which is aggregated with profile data from other Google services in order to display targeted advertising to web visitors across a broad range of their own and other websites.
mediamath.com	HRL8	persistent	4 weeks	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.
google.com	HSID	persistent	2 years	This cookie is set by DoubleClick (which is owned by Google) to build a profile of the website visitor's interests and show relevant ads on other sites.
google.com	id	persistent	30 days	This cookie is set by DoubleClick (which is owned by Google) to build a profile of the website visitor's interests and show relevant ads on other sites.
google.com	IDE	session	session	This cookie is set by DoubleClick (which is owned by Google) to build a profile of the website visitor's interests and show relevant ads on other sites.
pubmatic.com	KADUSERCOOKIE	persistent	3 months	This domain is owned by Pubmatic. It operates an advertising exchange platform where online publishers can sell targeted advertising space to media buyers using real time bidding.
rubiconproject.com	khaos	persistent	12 months	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.

				This cookie collects and stores data on a per browser basis (with a unique ID per browser), but the data is used only in the aggregate to compile statistics about different types of site / page visits. These statistics are then used to provide a unique visitor report to Lithium customers to track their usage of their community, and for Lithium to track usage for purposes of enforcing usage limits/ charging fees for excess usage.
khoros.com	LithiumVisitor	persistent	6 months	
lijit.com	ljt_reader	persistent	1 year	It collects data related to reader interests, context, demographics and other information on behalf of the Lijit platform.
addthis.com	loc	persistent	2 years	Stores the visitor's geolocation to record location of sharer.
google.com	lsid	persistent	2 years	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.
eyeota.com	mako_uid	persistent	1 year	This domain is owned by Eyeota, a global company specializing in audience data to enable targeting of advertising based on visitor profiling.
quantcast.com	mc	persistent	5 years	This cookie is usually provided by Quantserve to track anonymous information about how website visitors use the site.
google.com	NID	persistent	20 years	This domain is owned by Google Inc. Although Google is primarily known as a search engine, the company provides a diverse range of products and services. Its main source of revenue however is advertising. Google tracks users extensively both through its own products and sites, and the numerous technologies embedded into many millions of websites around the world. It uses the data gathered from most of these services to profile the interests of web users and sell advertising space to organizations based on such interest profiles as well as aligning adverts to the content on the pages where its customer's adverts appear.
iponweb.com	obuid	persistent	2 years	This cookie is used to hold an anonymous user's ID. IT is used for tracking user actions.
addthis.com	ouid	persistent	1 year	Social Media sharing tracking cookie.
pulsepoint.com	pb_rtb_ev	persistent	30 minutes	This cookie is generally provided by contextweb.com and is used for advertising purposes.

Domain	Cookie	Type	Duration	Description
twitter.com	personalization_id	persistent	2 years	This domain is owned by Twitter. The main business activity is: Social Networking Services. Where twitter acts as a third party host, it collects data through a range of plug-ins and integrations, that is primarily used for tracking and targeting.
po.st	post_dcm	persistent	365 days	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website. Registers anonymized user data, such as IP address, geographical location, visited websites, and what ads the user has clicked, with the purpose of optimizing ad display based on the user's movement on websites that use the same ad network.
po.st	post_uuid	persistent	365 days	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website. Registers anonymized user data, such as IP address, geographical location, visited websites, and what ads the user has clicked, with the purpose of optimizing ad display based on the user's movement on websites that use the same ad network.
google.com	PREF	persistent	8 months	This cookie, which may be set by Google or Doubleclick, may be used by advertising partners to build a profile of interests to show relevant ads on other sites. It works by uniquely identifying your browser and device.
pubmatic.com	PUBMDCID	persistent	30 days	This cookie is generally provided by pubmatic.com and is used for advertising purposes.
pubmatic.com	PugT	persistent	30 days	This cookie is generally provided by pubmatic.com and is used for advertising purposes.
rubiconproject.com	rpb	persistent	29 days	This cookie is usually set by rubiconproject.com to analyze anonymized user data for optimization based on the user's movement within the website.
rubiconproject.com	rpx	persistent	29 days	This cookie is usually set by rubiconproject.com to analyze anonymized user data for optimization based on the user's movement within the website.
liveramp.com	rtn1-z	persistent	179 days	This cookie is generally provided by rlcdn.com and is used for advertising purposes.

doubleclick.net	SAPISID	persistent	10 years	This DoubleClick cookie is generally set through the site by advertising partners, and used by them to build a profile of the website visitor's interests and show relevant ads on other sites. This cookie works by uniquely identifying your browser and device.
google.com	SSID	persistent	10 years	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.
pulsepoint.com	sto-id-20480-bh	persistent	2 years	Registers anonymized user data, such as IP address, geographical location, visited websites, and what ads the user has clicked.
taboola.com	t_gid	persistent	1 year	This cookie is provided by taboola.com and is used for advertising purposes.
taboola.com	taboola_usg	persistent	1 year	This cookie is provided by taboola.com and is used for advertising purposes.
tapad.com	TapAd_DID	persistent	2 months	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.
tapad.com	TapAd_TS	persistent	2 months	Used to determine what type of device (smartphones, tablets, computers, TVs, etc.) is used by the visitor.
tapad.com	TapAd_TTD_SYNC	persistent	2 months	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.
thetradedesk.com	TDCPM	persistent	1 year	This domain is owned by TheTradeDesk. The main business activity is: Ad Serving Platform. This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.
thetradedesk.com	TDID	persistent	1 year	This domain is owned by TheTradeDesk. The main business activity is: Ad Serving Platform. This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.
doubleclick.net	test_cookie	persistent	30 days	This cookie is set by DoubleClick (which is owned by Google) to determine if the website visitor's browser supports cookies.
smartadserver.com	TestIfCookieP	persistent	13 months	This cookie is used to make advertising messages more relevant to website visitors.

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lexisnexis.com	thx_guid	persistent	5 years	Allows unique identification of a device (PC, telephone, etc.) used to place orders on this website for subsequent analysis.
videologygroup.com	tidal_ttid	persistent	12 months	Registers the ads provided by Videology that the user has seen and/or clicked.
bidswitch.com	tuuid	persistent	2 years	This cookie is mainly set by bidswitch.net to make advertising messages more relevant to the website visitor.
bidswitch.com	tuuid_last_update	persistent	2 years	This cookie is usually provided by bidswitch.net and is used for advertising purposes.
bidswitch.com	tuuid_lu	persistent	2 years	This cookie is usually provided by bidswitch.net and is used for advertising purposes.
sharethis.com	UIDR	persistent	2 years	This cookie is set to measure the number and behavior of website visitors coming and going. It helps the website send out surveys to better understand user preferences.
linkedin.com	UserMatchHistory	persistent	30 days	This cookie is used to track visitors so that more relevant ads can be presented based on the visitor's preferences.
mathtag.com	uuid	session	session	This cookie is used to optimize ad relevance by collecting visitor data from multiple websites – this exchange of visitor data is normally provided by a third-party data-center or ad-exchange.
mathtag.com	uuid.*	session	session	This cookie is used to optimize ad relevance by collecting visitor data from multiple websites – this exchange of visitor data is normally provided by a third-party data-center or ad-exchange.
appnexus.com	uuid2	session	session	This domain is owned by AppNexus Inc. The company provides a range of online advertising technology and services.
mathtag.com	uuidc	session	session	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.
addthis.com	uvc	persistent	2 years	Tracks how often a user interacts with AddThis.
viglink.com	vglnk.Agent.p	persistent	1 year	This cookie is used to collect visitor behavior in order to present more relevant advertisement.
facebook.com	wd	persistent	session	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.

w55c.net	wfivefivec	persistent	1 year	This cookie is generally provided by w55c.net and is used for advertising purposes.
doubleclick.net	DSID	persistent	2 years	This cookie is set to note your specific user identity. It contains a hashed/encrypted unique ID.
marketo.com	_mkto_trk	persistent	2 years	This cookie is associated with an email marketing service provided by Marketo. This tracking cookie allows a website to link visitor behavior to the recipient of an email marketing campaign, to measure campaign effectiveness.
adobe.com	s_fid	persistent	2 years	This cookie name is associated with the analytics service provided by Adobe's Site Catalyst product suite. It is a new cookie introduced in 2013 as a 'fallback' visitor identifier where the s_vi cookie normally used for this purpose is blocked. It contains a randomly generated, unique id.
adobe.com	s_vi	persistent	2 years	Adobe Site Catalyst cookie, used to identify unique visitors, with an ID and timestamp.
adobe.com	s_vi_.*	persistent	2 years	Adobe Site Catalyst cookie, used to identify unique visitors, with an ID and timestamp.
adobe.com	s_vi_ukx7Elx7Dvlx7Djhjqkx7Dx7Ftwzythjwx7C	persistent	30 minutes	Adobe Site Catalyst cookie, used to identify unique visitors, with an ID and timestamp.
adobe.com	dextp	persistent	15 minutes	This cookie helps Adobe Audience Manger perform basic functions such as visitor identification, ID synchronization, segmentation, modeling, reporting, etc.
adobe.com	s_vi_x7Faafx7Dx60wax23x3Ffx7Fx3Fvwpgu	persistent	30 minutes	Adobe Site Catalyst cookie, used to identify unique visitors, with an ID and timestamp.
casalemedia.com	CMID	persistent	1 year	These cookies are linked to advertising and tracking the products users were looking at.
casalemedia.com	CMPRO	persistent	90 days	These cookies are linked to advertising and tracking the products users were looking at.
casalemedia.com	CMRUM3	persistent	1 year	These cookies are linked to advertising and tracking the products users were looking at.
cloudflare.com	__cf_bm	persistent	30 minutes	The __cf_bm cookie is a cookie necessary to support Cloudflare Bot Management, currently in private beta. As part of our bot management service, this cookie helps manage incoming traffic that matches criteria associated with bots.

Domain	Cookie Name	Type	Duration	Description
cloudflare.com	__cfduid	persistent	30 days	Cookie associated with sites using CloudFlare, used to speed up page load times. According to CloudFlare it is used to override any security restrictions based on the IP address the visitor is coming from. It does not contain any user identification information.
cloudflare.com	__cfruid	persistent	30 minutes	Cookie associated with sites using CloudFlare, used to identify trusted web traffic.
amazon.com	AWSALBCORS	persistent	1 year	This cookie name is associated with the Amazon Web Services Elastic Load Balancing functionality for routing client request on the server.
amazon.com	AWSELB	persistent	1 day	This cookie name is associated with the Amazon Web Services Elastic Load Balancing functionality for routing client request on the server.
f5.com	BIGipServer.*	session	session	This cookie name is associated with the BIG-IP product suite from company F5. Usually associated with managing sessions on load balanced servers, to ensure user requests are routed consistently to the correct server. The common root is BIGipServer most commonly followed by a domain name, usually the one that it is hosted on, but not always.
codeigniter.com	ci_session	persistent	2 hours	Cookie normally associated with the CodeIgniter framework for building PHP based applications. Usually used to maintain a user state during a browser session for consistency of user experience. By default the cookie is destroyed when the browser session ends, in which case it can be Strictly Necessary. However, it can optionally be stored in a database and be used for tracking users or other purposes.
djangoproject.com	csrftoken	persistent	1 year	This cookie is associated with the Django web development platform for Python. It is designed to help protect a site against at particular type of software attack on web forms.
salesforce.com	DW	session	session	Cookie associated with Demandware eCommerce platform when it is a session cookie. Purpose appears to be undocumented but it could be to do with checking whether or not a browser is accepting first party cookies.
php.net	PHPSESSID	session	session	PHP session cookie associated with embedded content from this domain.
haproxy.com	SERVERID	session	session	Usually used for load balancing. Identifies the server that delivered the last page to the browser. Associated with the HAProxy Load Balancer software.

crazyegg.com	SID		persistent	1 day	This is a very common cookie name but where it is found as a session cookie it is likely to be used as for session state management.
riverbed.com	X-Mapping-.*		persistent	100 days	The X-Mapping cookie is associated with the Stingray Traffic Manager platform from Riverbed, which is a load balancing application for high traffic web services and sites. Used to route data and page requests to the correct server where a site is hosted on multiple servers. It has a common root of X-Mapping- followed by an eight letter code. For more information see: https://splash.riverbed.com/docs/DOC-1515.
riverbed.com	X-Mapping-fjhppofk		persistent	100 days	The X-Mapping cookie is associated with the Stingray Traffic Manager platform from Riverbed, which is a load balancing application for high traffic web services and sites. Used to route data and page requests to the correct server where a site is hosted on multiple servers. It has a common root of X-Mapping- followed by an eight letter code. For more information see: https://splash.riverbed.com/docs/DOC-1515.
adobe.com	tp		persistent	12 days	Adobe Analytics site tracking. Microsoft uses Adobe Analytics to evaluate the usage of our sites and to optimize performance and traffic management. This cookie is only used for Microsoft's purposes in aggregate statistics.
statcounter.com	is_visitor_unique		persistent	2 years	This cookie is set by the website that you visit. When it is first set, a random id is generated and stored in the cookie in order to avoid counting you as a visitor more than once (e.g. if you are on a mobile device and your IP address changes while you browse). Similarly to the is_unique cookie, this cookie also stores a count of your returning visits.
liveperson.com	LivePersonID		persistent	1 year	This cookie is set to enable the end user to use a Live Person Chat, generally with a customer services representative.
liveperson.com	LPVID		session	session	This cookie name is associated with software from LIvePerson, which enables website owners to add online chat functionality to communicate directly with visitors. This cookie is believed to be a unique visitor identifier.
qualtrics.com	TRACK_TLS1_0		persistent	6 months	This cookie is used by Qualtrics for tracking clients connecting to Qualtrics using TLS1.0. Qualtrics is working to deprecate TLS1.0 in the future.
paypal.com	ts		session	session	This cookie is generally provided by PayPal and supports payment services in the website.

vimeo.com	vuid	persistent	2 years	These cookies are used by the Vimeo video player on websites.
disqus.com	__jid	session	session	This type of cookie remembers your preferences for tools found on our websites, so you don't have to re-set them each time you visit. Some of them are managed by third parties. They may for instance determine whether you see the latest or oldest comments made in relation to an article first. They may also help us greet you by name or remember your choice of language or region).
zendesk.com	__zlcmid	persistent	12 months	Live chat widget sets the cookies to store the Zopim Live Chat ID used to identify a device across visits.
zendesk.com	_help_center_session	session	session	This cookie aids in session for the Zendesk guide.
zendesk.com	_zendesk_authenticated	session	session	This cookie is used to store a binary variable determining whether a user has been authenticated.
zendesk.com	_zendesk_session	session	session	This cookie holds session information for root access applications.
zendesk.com	_zendesk_shared_session	session	session	This cookie holds session information for root access applications
directreservation.net	ARRAffinity	session	session	Used to distribute traffic to the website on several servers in order to optimize response times.
directreservation.net	ASP.NET_SessionId.*	session	session	Preserves visitor's session state across page requests.
disqus.com	disqus_unique	persistent	1 year	These cookies are set by Disqus so that users can comment on website/platform.
disqus.com	disqusauth	persistent	30 minutes	These cookies are set by Disqus so that users can comment on website/platform.
liveperson.com	HumanClickKEY	persistent	12 months	Holds data related to visit to this website eg the number of pages viewed, the time spent on pages.
statcounter.com	is_unique	persistent	5 years	This cookie is set by StatCounter to determine if you are a first-time or returning visitor.
paypal.com	X-PP-SILOVER	session	session	This cookie is generally provided by PayPal and supports payment services in the website.

Cookies may change from time to time. We try to keep the list updated but we will not check all Third Party cookies every day. Therefore, this could be an incomplete list of the cookies used by the Third Party. Please check the website of the Third Party to review if this list is complete and up to date.

27. Data Protection Provisions About The Application And Use Of Instagram.

Willing & Able has integrated components of Instagram and operates an Instagram page. Instagram is a Service that may be qualified as an audio-visual platform, which allows Users to share photos and videos, as well as disseminate such data in other social networks.

The operating company of Instagram is Facebook, Inc., 1 Hacker Way, Menlo Park, CA 94025, United States. If a person lives outside of the United States or Canada, the Controller for Instagram is Facebook Ireland Ltd., 4 Grand Canal Square, Grand Canal Harbour, Dublin 2, Ireland.

For reasons of Data Protection, we implemented a two-click component to block transmissions to this external service. The following applies only when you have consented to the transfer or if you actively click on the respective component and re-confirm the transfer of the data, or when you confirm that you want to leave our Website or Application to visit the Third Party Website by following a link.

With each call-up to one of the individual pages of this Internet site, which is operated by Willing & Able and on which an Instagram component (Insta button) was integrated, the Internet browser on the information technology system of the Data Subject is automatically prompted to the download of a display of the corresponding Instagram component. During the course of this technical procedure, Instagram becomes aware of what specific sub-page of our Website was visited by the Data Subject.

If the Data Subject is logged in at the same time on Instagram, Instagram detects with every call-up to our Website by the Data Subject – and for the entire duration of their stay on our Internet site – which specific sub-page of our Internet page was visited by the Data Subject. This information is collected through the Instagram component and is associated with the respective Instagram account of the Data Subject. If the Data Subject clicks on one of the Instagram buttons integrated on our Website, then Instagram matches this information with the personal Instagram User account of the Data Subject and stores the Personal Data.

Instagram receives information via the Instagram component that the Data Subject has visited our Website provided that the Data Subject is logged in at Instagram at the time of the call to our Website. This occurs regardless of whether the person clicks on the Instagram button or not. If such a transmission of information to Instagram is not desirable for the Data Subject, then he or she can prevent this by logging off from their Instagram account before a call-up to our Website is made.

Further information and the applicable Data Protection provisions of Instagram may be retrieved under https://help.instagram.com/155833707900388 and https://www.instagram.com/about/legal/privacy/.

Purpose of processing is marketing, advertising and increase of user experience as well as acting economically efficient. Legal basis for data processing is Art. 6 (1) (f) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

Instagram uses or sets the following cookies for the following purposes:

DOMAIN	COOKIE NAME	TYPE	EXPIRATION	PURPOSE
instagram.com	csrftoken	persistent	1 year, 1 month	Prevents Cross-Site Request Forgery.
instagram.com	ds_user_id	persistent	6 months	Retrieves user ID information from Instagram's private API.
instagram.com	ig_did	persistent	10 years	Retrieves user ID information from Instagram's private API.
instagram.com	mid	persistent	10 years	This is an Instagram cookie that enables social media functionality within the site.
instagram.com	rur	session	session	This is an Instagram cookie that enables social media functionality within the site.
instagram.com	sessionid	persistent	1 year	Retrieves user ID information from Instagram's private API.
instagram.com	shbid	persistent	1 week	Set by Instagram to retrieve information from the Instagram feed.
instagram.com	shbts	persistent	1 week	Set by Instagram to retrieve information from the Instagram feed.
instagram.com	urlgen	persistent	3 years	Set by Instagram to confirm the Instagram feed from a company account is allowed on this domain.
facebook.com	datr	persistent	2 years	The purpose of the datr cookie is to identify the web browser being used to connect to Facebook independent of the logged in user. This cookie plays a key role in Facebook's security and site integrity features.
facebook.com	c_user	persistent	90 days	The c_user cookie contains the user ID of the currently logged in user.
facebook.com	fr	persistent	3 months	Enables ad delivery or retargeting.
facebook.com	lu	persistent	2 years	The lu cookie is used to manage how the login page is presented to the user.
facebook.com	sct	session	session	Represents the time at which the user logged in. This cookie is used to distinguish between two sessions for the same user, created at different times.
facebook.com	xs	persistent	30 days	Represents the session number
facebook.com	x-referer	session	session	This cookie contains the full referrer URL.
facebook.com	presence	session	session	The presence cookie is used to contain the user's chat state.
facebook.com	p	session	session	The p cookie is known as the user's channel partition and is required for many features on the Facebook site, including chat and client-side notifications.
facebook.com	locale	persistent	1 week	This cookie contains the display locale of the last logged in user on this browser. This cookie appears to only be set after the user logs out.
facebook.com	lsd	session	session	The lsd cookie contains a random value that is set when a Facebook user logs out in order to prevent cross-site request forgery (CSRF) attacks.
facebook.com	reg_fb_gate	session	session	Contains the first Facebook page that the web browser visited
facebook.com	reg_fb_reg	session	session	These cookies are used by Facebook to track registration effectiveness by recording how the user originally came to Facebook when they created their account.
facebook.com	reg_fb_ref	session	session	Contains the last Facebook page that the web browser visited
facebook.com	reg_ext_ref	session	session	Contains an external referrer URL from when the browser first visited Facebook.
facebook.com	wd	session	session	This cookie stores the browser window dimensions and is used by Facebook to optimise the rendering of the page.

facebook.com	_e_gh2c_0	session	session	These cookies are generated by Javascript and used to transmit information to Facebook about the responsiveness of the site for the user.
facebook.com	_e_gh2c_1	session	session	These cookies are generated by Javascript and used to transmit information to Facebook about the responsiveness of the site for the user.
facebook.com	_e_gh2c_2	session	session	These cookies are generated by Javascript and used to transmit information to Facebook about the responsiveness of the site for the user.
facebook.com	sb	persistent	2 years	Facebook browser identification, authentication, marketing, and other Facebook-specific function cookies.
facebook.com	act	session	session	This cookie is used to distinguish between two sessions for the same user, created at different times.
facebook.com	pl	persistent	90 days	This cookie is used for login record.
facebook.com	tr	session	session	Used by Facebook to deliver a series of advertisement products such as real time bidding from Third Party advertisers.
facebook.com	_fbc	persistent	2 years	Stores last visit
facebook.com	fbm *	persistent	1 year	Saves user details
facebook.com	_fbp	persistent	3 months	Saves visits through websites
facebook.com	* _fbm_	persistent	1 year	Saves user details
facebook.com	_js_datr	persistent	2 years	Saves user preferences.
facebook.com	Actppresence	persistent	1 year	Ma+A2:E39s ad display frequency.

Cookies may change from time to time. We try to keep the list updated but we will not check all Third Party cookies every day. Therefore, this could be an incomplete list of the cookies used by the Third Party. Please check the website of the Third Party to review if this list is complete and up to date.

28. Data Protection Provisions About The Application And Use Of LinkedIn.

Willing & Able has integrated components of the LinkedIn Corporation on this Website and operates a LinkedIn Page and LinkedIn Groups. LinkedIn is a web-based social network that enables Users with existing business contacts to connect and to make new business contacts. Over 400 million registered people in more than 200 countries use LinkedIn. Thus, LinkedIn is currently the largest platform for business contacts and one of the most visited Websites in the world.

The operating company of LinkedIn is LinkedIn Corporation, 2029 Stierlin Court Mountain View, CA 94043, USA. For privacy matters outside of the USA, the following company is responsible: LinkedIn Ireland, Privacy Policy Issues, Wilton Plaza, Wilton Place, Dublin 2, Ireland.

For reasons of Data Protection, we implemented a two-click component to block transmissions to this external service. The following applies only when you have consented to the transfer or if you actively click on the respective component and re-confirm the transfer of the data, or when you confirm that you want to leave our Website or Application to visit the Third Party Website by following a link.

With each call-up to one of the individual pages of this Internet site, which is operated by Willing & Able and on which a LinkedIn component (LinkedIn plug-in) was integrated, the Internet browser on the information technology system of the Data Subject is automatically prompted to the download of a display of the corresponding LinkedIn component. Further information about the

LinkedIn plug-in may be accessed under https://developer.linkedin.com/plugins. During the course of this technical procedure, LinkedIn gains knowledge of what specific sub-page of our Website was visited by the Data Subject.

If the Data Subject is logged in at the same time on LinkedIn, LinkedIn detects with every call-up to our Website by the Data Subject – and for the entire duration of their stay on our Internet site – which specific sub-page of our Internet page was visited by the Data Subject. This information is collected through the LinkedIn component and associated with the respective LinkedIn account of the Data Subject. If the Data Subject clicks on one of the LinkedIn buttons integrated on our Website, then LinkedIn assigns this information to the personal LinkedIn User account of the Data Subject and stores the Personal Data.

LinkedIn receives information via the LinkedIn component that the Data Subject has visited our Website, provided that the Data Subject is logged in at LinkedIn at the time of the call-up to our Website. This occurs regardless of whether the person clicks on the LinkedIn button or not. If such a transmission of information to LinkedIn is not desirable for the Data Subject, then he or she may prevent this by logging off from their LinkedIn account before a call-up to our Website is made.

LinkedIn provides under https://www.linkedin.com/psettings/guest-controls the possibility to unsubscribe from e-mail messages, SMS messages and targeted ads, as well as the ability to manage ad settings. LinkedIn also uses affiliates such as Eire, Google Analytics, BlueKai, DoubleClick, Nielsen, Comscore, Eloqua, and Lotame. The setting of such cookies may be denied under https://www.linkedin.com/legal/cookie-policy. The applicable privacy policy for LinkedIn is available under https://www.linkedin.com/legal/privacy-policy. The LinkedIn Cookie Policy is available under https://www.linkedin.com/legal/cookie-policy.

Purpose of processing is marketing, advertising and increase of user experience as well as acting economically efficient. Legal basis for data processing is Art. 6 (1) (f) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

LinkedIn uses or sets the following cookies for the following purposes:

DOMAIN	COOKIE NAME	TYPE	EXPIRATION	PURPOSE
linkedin.com	li_at	persistent	1 year	Used to authenticate Members and API clients
linkedin.com	liap	persistent	1 year	Used by non-www.domains to denote the logged in status of a member
linkedin.com	leadgen.api_session	session	session	Stores client ID for Leadgen applications
linkedin.com	transaction_state	session	session	Used to redirect users accessing LinkedIn through Third Party apps for authorization
linkedin.com	PLAY_SESSION	session	session	Used by some LinkedIn services to store session information
linkedin.com	lihc_auth_str	session	session	Used by LinkedIn HelpCenter Live Chat to store session information
linkedin.com	lihc_auth_*	session	session	Used by LinkedIn HelpCenter Live Chat to store language and chat start timestamp
linkedin.com	fid	persistent	7 days	Used to track malicious activity on the site
linkedin.com	bcookie	persistent	2 years	Browser Identifier cookie to uniquely identify devices accessing LinkedIn to detect abuse on the platform
linkedin.com	bscookie	persistent	2 years	Used for saving the state of 2FA of a logged in user
linkedin.com	fcookie	persistent	7 days	To determine if a user is a person and not a bot
linkedin.com	ccookie	persistent	20 minutes	To remember if a user received a captcha challenge

linkedin.com	JSESSIONID	session	session	Used for CSRF protection
linkedin.com	chp_token	session	session	Used to denote whether the user has gone through 2FA or solved a Captcha
linkedin.com	li_cu	persistent	15 minutes	Used to map a user to a captcha challenge page
linkedin.com	denial-client-ip	persistent	5 seconds	Used for anti-scraping and DOS prevention
linkedin.com	denial-reason-code	persistent	5 seconds	Used for anti-scraping and DOS prevention
linkedin.com	rtc	persistent	120 seconds	Used as part of anti-abuse processes on LinkedIn
linkedin.com	trkInfo	persistent	5 seconds	Used as part of anti-abuse processes on LinkedIn
linkedin.com	trkCode	persistent	5 seconds	Used as part of anti-abuse processes on LinkedIn
linkedin.com	spectroscopyId	session	session	Used to catch malicious activity through browser extensions
linkedin.com	fptctx2	session	session	Used to prevent abuse in payment workflows for LinkedIn
linkedin.com	MUID	persistent	2 years	Unique user identifier to prevent abuse in payment workflows for LinkedIn
linkedin.com	__ssid	persistent	10 years	Used to monitor payment fraud and abuse
linkedin.com	li_referer	persistent	15 minutes	Used to remember the referring website before redirecting to captcha
p.adsymptotic.com	cf_ob_info	persistent	3 days	Used by Cloudflare to track the request path and status through Cloudflare network to end servers for security purposes
linkedin.com	cf_use_ob	persistent	3 days	Used by Cloudflare in the event servers are down, for showing a cached version of any requested web page
linkedin.com	cfuid	persistent	30 days	Used to detect potential malicious visitors to Cloudfare proxied sites
linkedin.com	f_token	persistent	3 minutes	Used for anti-scraping and DOS prevention
linkedin.com	li_rm	persistent	1 year	Used as part of LinkedIn's Remember Me Feature and is set when a user clicks "Remember me" on their device to make logging in on that device easier
linkedin.com	BizographicsOptOut	persistent	10 years	Used to determine whether a use has opted out of behavioural advertising
linkedin.com	ac_L	persistent	180 days	Counts the number of times the account center banner was closed by a user to determine display logic
linkedin.com	ac_LD	persistent	180 days	Contains the date when the account center was displayed to a user to determine display logic
linkedin.com	recent_history_status	persistent	10 years	Used to determine whether a user enabled or disabled settings of guest recent history
linkedin.com	li_cc	persistent	1 week	Used to ensure users phone number is inputted in China
linkedin.com	all_u_b	persistent	21 days	To know if a user has opted in to viewing LinkedIn on an unsupported browser
linkedin.com	lang	session	session	Used to remember a user's language setting
linkedin.com	uh	session	session	Used to set the user preference for the mobile web platform
linkedin.com	pushPermInfo	persistent	365 days	Used to determine cool off for push notification prompts
linkedin.com	pushPermState	persistent	30 days	Used to determine push notification permission state
linkedin.com	G_AUTHUSER_H	session	session	Used by Google Single Sign On
linkedin.com	G_ENABLED_IDPS	persistent	2 years	Used by Google Single Sign On
linkedin.com	g_state	persistent	180 days	Stores the timestamp and dismiss count for Google's one tap prompt feature
linkedin.com	lidc	persistent	24 hours	To optimize data center selection
linkedin.com	integration_type	persistent	30 days	Used to determine which integration traffic is coming from to render the profile namecard experience
linkedin.com	lissc	persistent	365 days	Used to ensure there is correct SameSite attribute for all cookies in that browser
linkedin.com	interstitial_page_reg_oauth_url	persistent	24 hours	Used to identify if a user has signed up to LinkedIn through a third-party app, to provide the applicable onboarding flow

linkedin.com	wwepo	persistent	90 days	Used to ensure the preference of phone only members
linkedin.com	sdsc	session	session	Signed data service context cookie used for database routing to ensure consistency across all databases when a change is made
linkedin.com	li_gc	persistent	2 years	Used to store consent of guests regarding the use of cookies for non-essential purposes
linkedin.com	li_mc	persistent	2 years	Used as a temporary cache to avoid database lookups for member's consent for use of non-essential cookies and used for having consent information on the client side to enforce consent on the client side
linkedin.com	PLAY_FLASH	session	session	Used by some LinkedIn services to facilitate the display of messages on page transitions
linkedin.com	PLAY_LANG	session	session	Used by some LinkedIn services to remember a user's language preference
linkedin.com	visit	persistent	1 year	To determine whether to take a user to the registration page or the login page
linkedin.com	redirectFromM2MInviteAccept	session	session	Used to notify the user that an invite has been accepted
linkedin.com	redirectFromM2MInviteSent	session	session	Used to notify the user that an invite has been sent
linkedin.com	cookie.policy.banner.eu	persistent	365 days	Used to display cookie banner in LinkedIn Lite
linkedin.com	cookie.policy.banner.nl	persistent	365 days	Used to display cookie banner in LinkedIn Lite
linkedin.com	appName	session	session	Used to identify the source as the LinkedIn Lite app to send the right service worker to the app
linkedin.com	appLang	session	session	Used to set the right language on the LinkedIn Lite app
linkedin.com	lls-integration	persistent	30 days	Validates whitelisted partners for content integrations
linkedin.com	feed-sort	persistent	1 day	Used to remember a member's preference how the feed should be sorted
linkedin.com	first-time-user	session	session	Used to display a banner about the Elevate mobile app to first time Elevate users
linkedin.com	hc_lynda_consent	session	session	Displays a banner to inform individuals regarding their consent choices
linkedin.com	abiRedirect	session	session	Enables import of address book during onboarding flow for users who choose to import their address book
linkedin.com	timezone	persistent	14 days	Used to determine timezone
linkedin.com	lil-lang	session	session	Stores user's selected language setting for LinkedIn Learning
linkedin.com	hc_lynda_notification	session	session	Alerts Lynda users they are signed into their LinkedIn Accounts
linkedin.com	UserMatchHistory	persistent	30 days	LinkedIn Ads ID syncing
linkedin.com	AnalyticsSyncHistory	persistent	30 days	Used to store information about the time a sync with the lms_analytics cookie took place for users in the Designated Countries
linkedin.com	li_oatml	persistent	30 days	Used to identify LinkedIn Members off LinkedIn for advertising and analytics outside the Designated Countries and, for a limited time, advertising in the Designated Countries
linkedin.com	lms_ads	persistent	30 days	Used to identify LinkedIn Members off LinkedIn in the Designated Countries for advertising
linkedin.com	lms_analytics	persistent	30 days	Used to identify LinkedIn Members in the Designated Countries for analytics
Various, first party domain	li_fat_id	persistent	30 days	Member indirect identifier for Members for conversion tracking, retargeting, analytics
linkedin.com	li_sugr	persistent	90 days	Used to make a probabilistic match of a user's identity outside the Designated Countries
.adsymptotic.com	U	persistent	3 months	Browser Identifier for users outside the Designated Countries
linkedin.com	_guid	persistent	90 days	Used to identify a LinkedIn Member for advertising through Google Ads
linkedin.com	BizographicsOptOut	persistent	10 years	Determine opt-out status for 3rd party tracking
yahoo.com	A3	persistent	1 year	Ads targeting cookie for Yahoo
.adxns.com	anj	persistent	3 months	Ads targeting cookie for AppNexus
.adxns.com	uuids	persistent	3 months	Used by ad nexus analytics by AppNexus
linkedin.com	ELOQUA	persistent	2 years	Used for tracking by ELOQUA

linkedin.com	ELQSTATUS	persistent	2 years	Used for tracking by ELOQUA
.dpm.demdex.net	dpm	persistent	6 months	Sends events to Adobe Audience Manager
.demdex.net	dextp	persistent	6 months	Records last time a data synchronization call was performed
.demdex.net	demdex	persistent	6 months	Visitor identification
.lnkd.demdex.net	dst	persistent	6 months	Logs when there is an error sending data to destination. Used as part of Adobe Audience Manager
.lnkd.demdex.net	lnkd	persistent	6 months	Sends event to Adobe Audience Manager
linkedin.com	aam_uuid	persistent	30 days	Set for ID sync for Adobe Audience Manager
.bing.com	MUID	persistent	1 year	Bing Tracking
.bing.com	MR	persistent	6 months	Bing Tracking
.bing.com	MR2	persistent	6 months	Bing Tracking
.doubleclick.com	IDE	persistent	2 years	Ads targeting cookie for DoubleClick
.facebook.com	fr	persistent	3 months	Ads targeting cookie for Facebook
.twitter.com	personalization_id	persistent	2 years	Ads targeting cookie for Twitter
yahoo.com	GUC	persistent	5 months	Yahoo Conversion Tracking
yahoo.com	B	persistent	1 year	Yahoo Conversion Tracking
.doubleclick.com	test_cookie	persistent	1 day	Test for cookie setting permissions in user's browser
linkedin.com	_gcl_au	persistent	3 months	Used through Google Analytics to understand user interaction with the site and advertising
linkedin.com	_gcl_aw	persistent	3 months	Used through Google Ads to understand user interaction with the site and advertising
linkedin.com	_gcl_dc	persistent	3 months	Used through Google Campaign Manager and DV 360 to understand user interaction with the site and advertising
LinkedIn Tracking Domain	brwsr	persistent	2 years	Affiliate Marketing Cookie for LinkedIn
LinkedIn Tracking Domain	ABSELB	persistent	2 years	Load Balancer Cookie for affiliate marketing
LinkedIn Tracking Domain	IRLD	persistent	2 years	Affiliate Marketing Cookie for LinkedIn
linkedin.com	_gac_UA-62256447-1	persistent	3 months	Google Analytics cookie
itack.ilead.it	ASPSESSIONID	session	session	Used for tracking conversion during member sign up process
itack.ilead.it	SERVERID	session	session	Load balancer cookie for Ad Pepper conversion tracking
creative-serving.com	tuuid	persistent	13 months	Stores randomly generated number for recurring visitors for Ad Pepper conversation tracking
creative-serving.com	tuuid_lu	persistent	12 months	Stores randomly generated number for recurring visitors for Ad Pepper conversation tracking
creative-serving.com	c	persistent	12 months	Stores a timestamp for conversion tracking
creative-serving.com	fl_inst	persistent	1 week	Identifies whether a browser accepts flash
creative-serving.com	pvc*	persistent	13 months	Used for Advertising Engagement tracking through Ad Pepper
creative-serving.com	pcc*	persistent	13 months	Used for Advertising Engagement tracking through Ad Pepper
creative-serving.com	trc	persistent	13 months	Used for Advertising Engagement tracking through Ad Pepper
creative-serving.com	ad2	persistent	13 months	Used for tracking ad viewability and brand safety through Ad Pepper
linkedin.com	lms_analytics	persistent	30 days	Used to identify LinkedIn Members in the Designated Countries for analytics
linkedin.com	AnalyticsSyncHistory	persistent	30 days	Used to store information about the time a sync took place with the lms_analytics cookie
linkedin.com	queryString	persistent	30 days	This cookie is used to persist marketing tracking parameters
linkedin.com	SID	session	session	Used to determine what a visitor is doing before they convert on a LinkedIn microsite
linkedin.com	VID	persistent	1 year	ID associated with a visitor to a LinkedIn microsite which is used to determine conversions for lead gen purposes

linkedin.com	_ga	persistent	2 years	Google Analytics cookie
linkedin.com	_gat	persistent	session	Google Analytics cookie
linkedin.com	_gid	persistent	1 day	Google Analytics cookie
linkedin.com	_gac_US-[Property ID]	persistent	90 days	Google Analytics cookie
.scorecardresearch.com	UID	persistent	720 days	Cookie used for market and user research
.scorecardresearch.com	UIDR	persistent	720 days	Cookie used for market and user research
linkedin.com	AMCVS_14215E3D5995C57C0A495C55%40AdobeOrg	session	session	Indicates the start of a session for Adobe Experience Cloud
linkedin.com	AMCV_14215E3D5995C57C0A495C55%40AdobeOrg	persistent	180 days	Unique Identifier for Adobe Experience Cloud
linkedin.com	s_cc	session	session	Used to determine if cookies are enabled for Adobe Analytics
linkedin.com	s_sq	session	session	Used to store information about the previous link that was clicked on by the user by Adobe Analytics
.omtrdc.net	s_vi	persistent	180 days	Unique identifier for Adobe Analytics
linkedin.com	s_fid	persistent	180 days	Unique identifier for Adobe Analytics
.qualaroo.com	ki_r	persistent	5 years	Stores the initial page referrer when available for targeting purposes
.qualaroo.com	ki_s	persistent	5 years	Stores the current state of any survey the user has viewed or interacted with
.qualaroo.com	ki_t	persistent	5 years	Stores the survey timestamps and view counts
.qualaroo.com	ki_u	persistent	5 years	Stores a random UID to associate with survey responses
linkedin.com	gpy_pn	persistent	6 months	Used to retain and fetch previous page visited in Adobe Analytics
linkedin.com	s_plt	session	session	Tracks the time that the previous page took to load
linkedin.com	s_tslv	persistent	6 months	Used to retain and fetch time since last visit in Adobe Analytics
linkedin.com	s_ppv	session	session	Used by Adobe Analytics to retain and fetch what percentage of a page was viewed
linkedin.com	s_pltp	session	session	Provides page name value (URL) for use by Adobe Analytics
linkedin.com	_gac_UA-62256447-1	persistent	3 months	Google Analytics Cookie
linkedin.com	s_ips	persistent	2 years	Tracks percent of page viewed
linkedin.com	s_tp	persistent	2 years	Tracks percent of page viewed
linkedin.com	recent_history	persistent	90 days	Used to remember URLs visited by the guest to show the pages back where they left off
linkedin.com	liveagent_chatted	persistent	10 years	Used to enable live chat functionality
linkedin.com	liveagent_oref	persistent	10 years	Used to enable live chat functionality
linkedin.com	liveagent_ptid	persistent	10 years	Used to enable live chat functionality
linkedin.com	liveagent_sid	persistent	session	Used to enable live chat functionality
linkedin.com	liveagent_vc	persistent	10 years	Used to enable live chat functionality
linkedin.com	sharebox-suggestion	session	session	Displays a banner that provides help text to first time users of the Elevate share box
linkedin.com	at_check	session	session	Used to determine if a visitor has accepted the use of cookies for Adobe Target
linkedin.com	mbox	persistent	180 days	Used by Adobe Target to analyze the relevance of online content
linkedin.com	hc_survey	session	session	Used to provide functions across pages.
linkedin.com	Linkedin_oauth_	session	session	Used to provide functions across pages.
linkedin.com	li-oatml	persistent	1 month	Used to enable ad delivery or retargeting.
linkedin.com	li_sugr	persistent	3 months	Used to store browser details.
linkedin.com	X-LI-IDC	session	session	Used to provide functions across pages.

Cookies may change from time to time. We try to keep the list updated but we will not check all Third Party cookies every day. Therefore, this could be an incomplete list of the cookies used by the Third Party. Please check the website of the Third Party to review if this list is complete and up to date.

29. Data Protection Provisions About The Application And Use Of Reddit.

Willing & Able has integrated components from Reddit and/or has a presence on Reddit.

Reddit is a network of more than 100,000 communities where people can dive into anything through experiences built around their interests, hobbies and passions. Reddit users submit, vote and comment on content, stories and discussions about the topics they care about the most. From pets to parenting, there's a community for everybody on Reddit and with millions of users, it is home to the most open and authentic conversations on the internet.

Reddit is operated by Reddit, Inc., 420 Taylor St, San Francisco, CA 94102, USA. The contact address for European data subjects is: Reddit Ireland Limited, Attn: Reddit EU Data Inquiries, 70 Sir John Rogerson's Quay, Dublin 2, Ireland.

For reasons of Data Protection, we implemented a two-click component to block transmissions to this external service. The following applies only when you have consented to the transfer or if you actively click on the respective component and re-confirm the transfer of the data, or when you confirm that you want to leave our Website or Application to visit the Third Party Website by following a link.

With each call-up to one of the individual pages of this Website, which is operated by us and into which a Reddit component was integrated, the web browser on the information technology system of the Data Subject is automatically prompted to download and display of the corresponding Reddit component from Reddit. Reddit receives and may store your IP address during this process.

If the Data Subject is logged in at the same time on Reddit, Reddit may detect with every call-up to our Website by the Data Subject – and for the entire duration of their stay on our Internet site – which specific sub-site of our Internet page was visited by the Data Subject. This information may be collected by Reddit and associated with the respective Reddit account of the Data Subject. If the Data Subject clicks on one of the Reddit buttons integrated into our Website, Reddit may match this information with the personal Reddit User account of the Data Subject and store this Personal Data.

The Privacy Policy of Reddit and further information how Reddit is processing your Personal Data is available here: https://www.redditinc.com/policies/privacy-policy

Purpose of processing is marketing, advertising and increase of user experience as well as acting economically efficient. Legal basis for data processing is Art. 6 (1) (f) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

Reddit uses or sets the following cookies for the following purposes:

DOMAIN	COOKIE NAME	TYPE	EXPIRATION	PURPOSE
reddit.com	token	persistent	2 years	Stores a login token needed to act as a logged in user.
reddit.com	d2_token	persistent	2 years	Stores a login token needed to act as a logged in user.
reddit.com	reddit_session	session	session	Stores information that identifies your session.
reddit.com	session	session	session	Stores information that identifies your session.
reddit.com	csv	persistent	2 years	Saves the information about log-on Reddit user for the purpose of the advertisement recommendation and updating the content, the content of the cookie is confirmed within the conditions of the Reddit use
reddit.com	edgebucket	persistent	2 years	Saves the information about log-on Reddit user for the purpose of the advertisement recommendation and updating the content, the content of the cookie is confirmed within the conditions of the Reddit use
reddit.com	loid	persistent	2 years, 1 month	Saves the information about log-on Reddit user for the purpose of the advertisement recommendation and updating the content, the content of the cookie is confirmed within the conditions of the Reddit use
reddit.com	recent_srs	persistent	2 years	Saves the information about log-on Reddit user for the purpose of the advertisement recommendation and updating the content, the content of the cookie is confirmed within the conditions of the Reddit use
reddit.com	reddaid	persistent	2 years, 5 months	Saves the information about log-on Reddit user for the purpose of the advertisement recommendation and updating the content, the content of the cookie is confirmed within the conditions of the Reddit use
reddit.com	session_tracker	persistent	2 hours	Stores information that identifies your session.
reddit.com	token_v2	persistent	2 years	Stores a login token needed to act as a logged in user.
reddit.com	OptanonConsent	persistent	1 year	Identification in ad network of Google Inc. , retargeting, some serve technological purpose
google.com	_gid	persistent	1 day	Used to distinguish users.
google.com	_ga	persistent	2 years	Used to distinguish users.
google.com	g_state	persistent	6 months	Stores user status.
google.com	DV	session	session	The cookies collect information in an anonymous form, including the number of visitors to the Site, where visitors have come to the Site from and the pages they visited.
google.com	UULE	session	session	The cookies collect information in an anonymous form, including the number of visitors to the Site, where visitors have come to the Site from and the pages they visited.
google.com	OTZ	session	session	The cookies collect information in an anonymous form, including the number of visitors to the Site, where visitors have come to the Site from and the pages they visited.
google.com	IDE	session	session	Ad tracking cookie.
google.com	_gat_helpspecific	session	session	Manages the rate at which page view requests are made.

google.com	_ga_<container-id>	persistent	2 years	Used to persist session state.
google.com	AMP_TOKEN	persistent	30 seconds to 1 year	Contains a token that can be used to retrieve a Client ID from AMP Client ID service. Other possible values indicate opt-out, inflight request or an error retrieving a Client ID from AMP Client ID service.
google.com	_gac_<property-id>	persistent	90 days	Contains campaign related information for the user. If you have linked your Google Analytics and Google Ads accounts, Google Ads website conversion tags will read this cookie unless you opt-out.
google.com	_gat	persistent	1 minute	Used to throttle request rate.
google.com	__utma	persistent	2 years	Used to distinguish users and sessions. The cookie is created when the javascript library executes and no existing __utma cookies exists. The cookie is updated every time data is sent to Google Analytics.
google.com	__utmt	persistent	10 minutes	Used to throttle request rate.
google.com	__utmb	persistent	30 minutes	Used to determine new sessions/visits. The cookie is created when the javascript library executes and no existing __utmb cookies exists. The cookie is updated every time data is sent to Google Analytics.
google.com	__utmc	session	session	Used to determine whether the user was in a new session/visit.
google.com	__utmz	persistent	6 months	Stores the traffic source or campaign that explains how the user reached your site. The cookie is created when the javascript library executes and is updated every time data is sent to Google Analytics.
google.com	__utmv	persistent	2 years	Used to store visitor-level custom variable data. This cookie is created when a developer uses the _setCustomVar method with a visitor level custom variable. This cookie was also used for the deprecated _setVar method. The cookie is updated every time data is sent to Google Analytics.
google.com	__utmx	persistent	18 months	Used to determine a user's inclusion in an experiment.
google.com	__utmxx	persistent	18 months	Used to determine the expiry of experiments a user has been included in.
google.com	_gaexp	persistent	90 days	Used to determine a user's inclusion in an experiment and the expiry of experiments a user has been included in.
google.com	_opt_awcid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.
google.com	_opt_awmid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.
google.com	_opt_awgid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.
google.com	_opt_awkid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.
google.com	_opt_utmc	persistent	24 hours	Stores the last utm_campaign query parameter.
google.com	_opt_expid	persistent	10 seconds	This cookie is created when running a redirect experiment. It stores the experiment ID, the variant ID and the referrer to the page that's being redirected.

google.com	1P_JAR	persistent	2 months	These cookies are set via embedded YouTube-videos. They register anonymous statistical data on for example how many times the video is displayed and what settings are used for playback. No sensitive data is collected unless you log in to your google account, in that case your choices are linked with your account, for example if you click "like" on a video.
google.com	HSID	persistent	2 years	How many times the video is displayed and what settings are used for playback.
google.com	NID	persistent	6 months	How many times the video is displayed and what settings are used for playback.
google.com	OGPC	persistent	1 month	How many times the video is displayed and what settings are used for playback.
google.com	OTZ	persistent	1 month	How many times the video is displayed and what settings are used for playback.
google.com	SAPISID	persistent	2 years	How many times the video is displayed and what settings are used for playback.
google.com	SID	persistent	2 years	How many times the video is displayed and what settings are used for playback.
google.com	SIDCC	persistent	3 months	How many times the video is displayed and what settings are used for playback.
google.com	SSID	persistent	2 years	How many times the video is displayed and what settings are used for playback.
google.com	VISITOR_INFO1_LIVE	persistent	8 months	How many times the video is displayed and what settings are used for playback.
google.com	YSC	session	session	How many times the video is displayed and what settings are used for playback.
google.com	DV	persistent	persistent cookie	Collects information about how visitors use the site.
google.com	LOGIN_INFO	persistent	2 years	Supports embedded YouTube videos.
google.com	Demographics	persistent	1,5 years	Unique identifiers given to each computer to allow traffic analysis to YouTube.
google.com	Googlepersonalization	persistent	1 year	To store cookie consent preferences.
google.com	Google Maps API	session	session	To request user IP address.
google.com	Google_pub_config	persistent	persistent cookie	Enable ad delivery or retargeting.
google.com	Google_ama_config	persistent	persistent cookie	Enable ad delivery or retargeting.
google.com	Google_ama_settings	persistent	persistent cookie	Store performed actions on the website
google.com	Google_adsense_settings	persistent	persistent cookie	Enable ad delivery or retargeting.
google.com	Google_pem_mod	persistent	persistent cookie	Enable ad delivery or retargeting.
google.com	Google_experiment_mod*	persistent	3 months	Store and track visits across websites.
google.com	Google Fonts API	session	session	To request user IP address.
google.com	_gac_UA-*	persistent	90 days	Contains campaign related information for the user.
google.com	_uetvid	persistent	16 days	Store and track visits across websites.
google.com	Goog_pem_mod	persistent	persistent cookie	Enable ad delivery or retargeting.
google.com	_pin_unauth	persistent	1 day	Google Tag manager cookie.
google.com	Ads/Ga-Audiences	session	session	Store information for remarketing purposes.
google.com	Utm_source	session	session	Google Analytics cookie.
google.com	_uetsid	persistent	1 day	Store and track visits across websites.
google.com	Utm_campaign	session	session	Google Analytics cookie.

twitter.com	ads_prefs	persistent	5 years	Twitter cookie. Allows following our Twitter account easily sharing content via Twitter, and displaying the latest tweet.
twitter.com	at_check	session	session	Twitter set a series of cookies on any page that includes a Twitter feed.
twitter.com	auth_token	persistent	3 months	Twitter cookie. Allows following our Twitter account easily sharing content via Twitter, and displaying the latest tweet.
twitter.com	csrf_same_site	persistent	1 year	These cookies allow social sharing and usage tracking.
twitter.com	csrf_same_site_set	persistent	1 year	These cookies allow social sharing and usage tracking.
twitter.com	ct0	persistent	5 years	This cookie is set due to Twitter integration and sharing capabilities for the social media.
twitter.com	dnt	persistent	5 years	These cookies allow social sharing and usage tracking.
twitter.com	guest_id	persistent	2 years	Detects whether a user is logged into Twitter.
twitter.com	kdt	persistent	17 months	Twitter set a series of cookies on any page that includes a Twitter feed.
twitter.com	mbox	persistent	2 years	These cookies allow social sharing and usage tracking.
twitter.com	remember_checked_on	persistent	20 years	Twitter cookie. Determines if user is logged in during browser session. Allows tweets. Record number of times a page is tweeted.
twitter.com	rweb_optin	persistent	1 year	These cookies allow social sharing and usage tracking.
twitter.com	syndication_guest_id	persistent	1 year	To integrate social sharing capabilities.
twitter.com	twid	persistent	20 years	Twitter cookie. Set due to Twitter integration and sharing capabilities in the social media.
twitter.com	eu_cn	persistent	4 months	Integrates social sharing capabilities.
twitter.com	tfw_exp	persistent	14 days	Used to integrate social sharing capabilities.
twitter.com	_twitter_sess	session	session	This cookie is set due to Twitter integration and sharing capabilities for the social media.
twitter.com	muc	persistent	2 years	This cookie is set due to Twitter integration and sharing capabilities for the social media.
facebook.com	Actppresence	persistent	1 year	Manages ad display frequency.
facebook.com	datr	persistent	2 years	The purpose of the datr cookie is to identify the web browser being used to connect to Facebook independent of the logged in user. This cookie plays a key role in Facebook's security and site integrity features.
facebook.com	c_user	persistent	90 days	The c_user cookie contains the user ID of the currently logged in user.
facebook.com	fr	persistent	3 months	Enables ad delivery or retargeting.
facebook.com	lu	persistent	2 years	The lu cookie is used to manage how the login page is presented to the user.
facebook.com	sct	session	session	Represents the time at which the user logged in. This cookie is used to distinguish between two sessions for the same user, created at different times.
facebook.com	xs	persistent	30 days	Represents the session number
facebook.com	x-referer	session	session	This cookie contains the full referrer URL.

Cookies may change from time to time. We try to keep the list updated but we will not check all Third Party cookies every day. Therefore, this could be an incomplete list of the cookies used by

the Third Party. Please check the website of the Third Party to review if this list is complete and up to date.

30. Data Protection Provisions About The Application And Use Of Pinterest.

Willing & Able has integrated components from Pinterest and/or has a presence on Pinterest.

Pinterest is an image sharing and social media service designed to enable saving and discovery of information on the internet. Pinterest allows to publish images and, on a smaller scale, animated GIFs and videos, in the form of pin boards.

Pinterest is operated by Pinterest, Inc., 651 Brannan St, San Francisco, CA 94107, USA. The contact address for European data subjects is: Pinterest Europe Ltd., Palmerston House, 2nd Floor, Fenian Street, Dublin 2, Ireland, E-Mail: hallo@pinterest.com

For reasons of Data Protection, we implemented a two-click component to block transmissions to this external service. The following applies only when you have consented to the transfer or if you actively click on the respective component and re-confirm the transfer of the data, or when you confirm that you want to leave our Website or Application to visit the Third Party Website by following a link.

With each call-up to one of the individual pages of this Website, which is operated by us and into which a Pinterest component was integrated, the web browser on the information technology system of the Data Subject is automatically prompted to download and display of the corresponding Pinterest component from Pinterest. Pinterest receives and may store your IP address during this process.

If the Data Subject is logged in at the same time on Pinterest, Pinterest may detect with every call-up to our Website by the Data Subject – and for the entire duration of their stay on our Internet site – which specific sub-site of our Internet page was visited by the Data Subject. This information may be collected by Pinterest and associated with the respective Pinterest account of the Data Subject. If the Data Subject clicks on one of the Pinterest buttons integrated into our Website, Pinterest may match this information with the personal Pinterest User account of the Data Subject and store this Personal Data.

The Privacy Policy of Pinterest and further information how Pinterest is processing your Personal Data is available here: https://policy.pinterest.com/en/privacy-policy, https://policy.pinterest.com/de/cookies, and https://help.pinterest.com/en/article/personalized-ads-on-pinterest.

Purpose of processing is marketing, advertising and increase of user experience as well as acting economically efficient. Legal basis for data processing is Art. 6 (1) (f) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

Pinterest uses or sets the following cookies for the following purposes:

DOMAIN	COOKIE NAME	TYPE	EXPIRATION	PURPOSE

pinterest.com	SHR_CACHE_pinterest_*	session	session	Traces user actions on the website.
google.com	_ga	persistent	2 years	Used to distinguish users.
google.com	_gat_helpspecific	session	session	Manages the rate at which page view requests are made.
google.com	_gid	persistent	1 day	Used to distinguish users.
google.com	_ga_<container-id>		2 years	Used to persist session state.
google.com	_gac_<property-id>	persistent	90 days	Contains campaign related information for the user. If you have linked your Google Analytics and Google Ads accounts, Google Ads website conversion tags will read this cookie unless you opt-out.
google.com	_gat	persistent	1 minute	Used to throttle request rate.
google.com	__utma	persistent	2 years	Used to distinguish users and sessions. The cookie is created when the javascript library executes and no existing __utma cookies exists. The cookie is updated every time data is sent to Google Analytics.
google.com	__utmt	persistent	10 minutes	Used to throttle request rate.
google.com	__utmb	persistent	30 minutes	Used to determine new sessions/visits. The cookie is created when the javascript library executes and no existing __utmb cookies exists. The cookie is updated every time data is sent to Google Analytics.
google.com	__utmc	session	session	Used to determine whether the user was in a new session/visit.
google.com	__utmz	persistent	6 months	Stores the traffic source or campaign that explains how the user reached your site. The cookie is created when the javascript library executes and is updated every time data is sent to Google Analytics.
google.com	__utmv	persistent	2 years	Used to store visitor-level custom variable data. This cookie is created when a developer uses the _setCustomVar method with a visitor level custom variable. This cookie was also used for the deprecated _setVar method. The cookie is updated every time data is sent to Google Analytics.
google.com	__utmx	persistent	18 months	Used to determine a user's inclusion in an experiment.
google.com	__utmxx	persistent	18 months	Used to determine the expiry of experiments a user has been included in.
google.com	G_ENABLED_IDPS	persistent	Infinite	Used for Google Single Sign On.
Segment.com	ajs_anonymous_id	persistent	1 year	These cookies are generally used for Analytics and help count how many people visit a certain site by tracking if you have visited before.
Segment.com	ajs_group_id	persistent	1 year	These cookies track visitor usage and events within the website.
Segment.com	ajs_user_id	persistent	1 year	This cookie helps track visitor usage, events, target marketing, and can also measure application performance and stability.
Yandex.com	_ym_uid	persistent	1 year	These cookies are used for identifying site users

Cookies may change from time to time. We try to keep the list updated but we will not check all Third Party cookies every day. Therefore, this could be an incomplete list of the cookies used by the Third Party. Please check the website of the Third Party to review if this list is complete and up to date.

31. Data Protection Provisions About The Application And Use Of Tumblr.

Willing & Able has integrated components from Tumblr and/or has a presence on Tumblr.

Tumblr is an image sharing and social media service designed to enable saving and discovery of information on the internet. Tumblr allows to publish images and, on a smaller scale, animated GIFs and videos, in the form of pin boards.

Tumblr is operated by Tumblr, Inc., 35 E. 21st St., 9th Floor New York, NY 10010 United States. The contact address for European data subjects is: Aut O'Mattic A8C Ireland Ltd., Business Centre, No.1 Lower Mayor Street, International Financial Services Centre, Dublin 1, Ireland.

For reasons of Data Protection, we implemented a two-click component to block transmissions to this external service. The following applies only when you have consented to the transfer or if you actively click on the respective component and re-confirm the transfer of the data, or when you confirm that you want to leave our Website or Application to visit the Third Party Website by following a link.

With each call-up to one of the individual pages of this Website, which is operated by us and into which a Tumblr component was integrated, the web browser on the information technology system of the Data Subject is automatically prompted to download and display of the corresponding Tumblr component from Tumblr. Tumblr receives and may store your IP address during this process.

If the Data Subject is logged in at the same time on Tumblr, Tumblr may detect with every call-up to our Website by the Data Subject – and for the entire duration of their stay on our Internet site – which specific sub-site of our Internet page was visited by the Data Subject. This information may be collected by Tumblr and associated with the respective Tumblr account of the Data Subject. If the Data Subject clicks on one of the Tumblr buttons integrated into our Website, Tumblr may match this information with the personal Tumblr User account of the Data Subject and store this Personal Data.

The Privacy Policy of Tumblr and further information how Tumblr is processing your Personal Data is available here: https://www.tumblr.com/privacy

Purpose of processing is marketing, advertising and increase of user experience as well as acting economically efficient. Legal basis for data processing is Art. 6 (1) (f) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

Tumblr uses or sets the following cookies for the following purposes:

DOMAIN	COOKIE NAME	TYPE	EXPIRATION	PURPOSE
Tumblr.com	Scorecard Research Beacon	tracker	persistent	Related to comScore, it provides market research data to website owners through a mixture of online surveys and the use of web beacons.
Tumblr.com	Jetpack	tracker	persistent	It begins tracking site traffic without any extra setup or configuration on your part, and immediately generates graphs based on the collected data.
Tumblr.com	Oath	tracker	persistent	Oath is a webtracker which collects user data on different websites.

Tumblr.com	devicePixelRatio	persistent	1 day	Determines which device is used by the visitor - This allows the webiste to adjust the optimal resoltion for the specific device.
Tumblr.com	locale	persistent	1 day	Th e cookie determines the preferred language and country of the visitor.
Tumblr.com	CMPlist	persistent	persistent cookie	Unclassified
Tumblr.com	DocumentWidth	persistent	1 day	Unclassified
Tumblr.com	palette	persistent	1 year	Unclassified
Tumblr.com	tumblrAdBlockerEnabled	session	session	Unclassified
google.com	lang	session	session	This cookie is set due to Twitter integration and sharing capabilities for the social media.
google.com	_ga	persistent	2 years	Used to distinguish users.
google.com	_gat_helpspecific	session	session	Manages the rate at which page view requests are made.
google.com	_gid	persistent	1 day	Used to distinguish users.
google.com	_ga_<container-id>		2 years	Used to persist session state.
google.com	AMP_TOKEN	persistent	30 seconds to 1 year	Contains a token that can be used to retrieve a Client ID from AMP Client ID service. Other possible values indicate opt-out, inflight request or an error retrieving a Client ID from AMP Client ID service.
google.com	_gac_<property-id>	persistent	90 days	Contains campaign related information for the user. If you have linked your Google Analytics and Google Ads accounts, Google Ads website conversion tags will read this cookie unless you opt-out.
google.com	_gat	persistent	1 minute	Used to throttle request rate.
google.com	__utma	persistent	2 years	Used to distinguish users and sessions. The cookie is created when the javascript library executes and no existing __utma cookies exists. The cookie is updated every time data is sent to Google Analytics.
google.com	__utmt	persistent	10 minutes	Used to throttle request rate.
google.com	__utmb	persistent	30 minutes	Used to determine new sessions/visits. The cookie is created when the javascript library executes and no existing __utmb cookies exists. The cookie is updated every time data is sent to Google Analytics.
google.com	__utmc	session	session	Used to determine whether the user was in a new session/visit.
google.com	__utmz	persistent	6 months	Stores the traffic source or campaign that explains how the user reached your site. The cookie is created when the javascript library executes and is updated every time data is sent to Google Analytics.
google.com	__utmv	persistent	2 years	Used to store visitor-level custom variable data. This cookie is created when a developer uses the _setCustomVar method with a visitor level custom variable. This cookie was also used for the deprecated _setVar method. The cookie is updated every time data is sent to Google Analytics.

google.com	__utmx	persistent	18 months	Used to determine a user's inclusion in an experiment.
google.com	__utmxx	persistent	18 months	Used to determine the expiry of experiments a user has been included in.
google.com	_gaexp	persistent	90 days	Used to determine a user's inclusion in an experiment and the expiry of experiments a user has been included in.
google.com	_opt_awcid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.
google.com	_opt_awmid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.
google.com	_opt_awgid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.
google.com	_opt_awkid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.
google.com	_opt_utmc	persistent	24 hours	Stores the last utm_campaign query parameter.
google.com	_opt_expid	persistent	10 seconds	This cookie is created when running a redirect experiment. It stores the experiment ID, the variant ID and the referrer to the page that's being redirected.
google.com	1P_JAR	persistent	2 months	These cookies are set via embedded YouTube-videos. They register anonymous statistical data on for example how many times the video is displayed and what settings are used for playback. No sensitive data is collected unless you log in to your google account, in that case your choices are linked with your account, for example if you click "like" on a video.
google.com	APISID	persistent	20 months	Same as above
google.com	CONSENT	persistent	20 years 1 month	Same as above
google.com	GPS	persistent	1 hour	Same as above
google.com	HSID	persistent	2 years	How many times the video is displayed and what settings are used for playback.
google.com	NID	persistent	6 months	How many times the video is displayed and what settings are used for playback.
google.com	OGPC	persistent	1 month	How many times the video is displayed and what settings are used for playback.
google.com	OTZ	persistent	1 month	How many times the video is displayed and what settings are used for playback.
google.com	PREF	persistent	8 months	How many times the video is displayed and what settings are used for playback.
google.com	SAPISID	persistent	2 years	How many times the video is displayed and what settings are used for playback.
google.com	SID	persistent	2 years	How many times the video is displayed and what settings are used for playback.
google.com	SIDCC	persistent	3 months	How many times the video is displayed and what settings are used for playback.
google.com	SSID	persistent	2 years	How many times the video is displayed and what settings are used for playback.
google.com	VISITOR_INFO1_LIVE	persistent	8 months	How many times the video is displayed and what settings are used for playback.
google.com	YSC	session	session	How many times the video is displayed and what settings are used for playback.
google.com	DV	persistent	persistent cookie	Collects information about how visitors use the site.

google.com	LOGIN_INFO	persistent	2 years	Supports embedded YouTube videos.
google.com	PREF	persistent	8 months	Tracks the number of views for a particular video.
google.com	Demographics	persistent	1,5 years	Unique identifiers given to each computer to allow traffic analysis to YouTube.
google.com	Googlepersonalization	persistent	1 year	To store cookie consent preferences.
google.com	Google Maps API	session	session	To request user IP address.
google.com	Google_pub_config	persistent	persistent cookie	Enable ad delivery or retargeting.
google.com	Google_ama_config	persistent	persistent cookie	Enable ad delivery or retargeting.
google.com	Google_ama_settings	persistent	persistent cookie	Store performed actions on the website
google.com	Google_adsense_settings	persistent	persistent cookie	Enable ad delivery or retargeting.
google.com	Google_pem_mod	persistent	persistent cookie	Enable ad delivery or retargeting.
google.com	Google_experiment_mod*	persistent	3 months	Store and track visits across websites.
google.com	Google Fonts API	session	session	To request user IP address.
google.com	_gac_UA-*	persistent	90 days	Contains campaign related information for the user.
google.com	_uetvid_exp	persistent	persistent cookie	Google Tag manager cookie.
google.com	_uetvid	persistent	16 days	Store and track visits across websites.
google.com	Goog_pem_mod	persistent	persistent cookie	Enable ad delivery or retargeting.
google.com	_pin_unauth	persistent	1 day	Google Tag manager cookie.
google.com	Ads/Ga-Audiences	session	session	Store information for remarketing purposes.
google.com	Utm_source	session	session	Google Analytics cookie.
google.com	_uetsid	persistent	1 day	Store and track visits across websites.
google.com	Utm_campaign	session	session	Google Analytics cookie.
accounts.google.com	ACCOUNT_CHOOSER	persistent	2 years	Chooses accounts on the same-site connections.
accounts.google.com	LSOLH	persistent	2 years	Chooses accounts on the same-site connections.
accounts.google.com	SMSV	persistent	10 years	Google Accounts cookie.
accounts.google.com	__Host-3PLSID	persistent	2 years	Google Calendar cookie.
accounts.google.com	__Host-GAPS	persistent	2 years	Google Accounts cookie.
calendar.google.com	OSID	persistent	2 years	Google Calendar cookie.
calendar.google.com	__Secure-OSID	persistent	2 years	Same as above
.scholar.google.com	GSP	persistent	2 years	Google Scholar cookie.
google.com	DV	session	session	The cookies collect information in an anonymous form, including the number of visitors to the Site, where visitors have come to the Site from and the pages they visited.
google.com	UULE	session	session	The cookies collect information in an anonymous form, including the number of visitors to the Site, where visitors have come to the Site from and the pages they visited.
google.com	OTZ	session	session	The cookies collect information in an anonymous form, including the number of visitors to the Site, where visitors have come to the Site from and the pages they visited.
google.com	IDE	session	session	Ad tracking cookie.

Cookies may change from time to time. We try to keep the list updated but we will not check all Third Party cookies every day. Therefore, this could be an incomplete list of the cookies used by the Third Party. Please check the website of the Third Party to review if this list is complete and up to date.

32. Data Protection Provisions About The Application And Use Of Twitter.

Willing & Able has integrated components of Twitter and operates a Twitter Account and Twitter Channel. Twitter is a multilingual, publicly-accessible microblogging Service on which Users may publish and spread so-called 'tweets,' e.g. short messages, which are limited to 280 characters. These short messages are available for everyone, including those who are not logged on to Twitter. The tweets are also displayed to so-called followers of the respective User. Followers are other Twitter Users who follow a User's tweets. Furthermore, Twitter allows you to address a wide audience via hashtags, links or retweets.

The operating company of Twitter is Twitter, Inc., 1355 Market Street, San Francisco, California, USA. The controller in the EU is: Twitter International Company, One Cumberland Place, Fenian Street Dublin 2, D02 AX07, Ireland.

For reasons of Data Protection, we implemented a two-click component to block transmissions to this external service. The following applies only when you have consented to the transfer or if you actively click on the respective component and re-confirm the transfer of the data, or when you confirm that you want to leave our Website or Application to visit the Third Party Website by following a link.

With each call-up to one of the individual pages of this Internet site, which is operated by Willing & Able and on which a Twitter component (Twitter button) was integrated, the Internet browser on the information technology system of the Data Subject is automatically prompted to download a display of the corresponding Twitter component. Further information about the Twitter buttons is available under https://about.twitter.com/de/resources/buttons. During the course of this technical procedure, Twitter gains knowledge of what specific sub-page of our Website was visited by the Data Subject.

If the Data Subject is logged in at the same time on Twitter, Twitter detects with every call-up to our Website by the Data Subject and for the entire duration of their stay on our Internet site which specific sub-page of our Internet page was visited by the Data Subject. This information is collected through the Twitter component and associated with the respective Twitter account of the Data Subject. If the Data Subject clicks on one of the Twitter buttons integrated on our Website, then Twitter assigns this information to the personal Twitter User account of the Data Subject and stores the Personal Data.

Twitter receives information via the Twitter component that the Data Subject has visited our Website, provided that the Data Subject is logged in on Twitter at the time of the call-up to our Website. This occurs regardless of whether the person clicks on the Twitter component or not. If such a transmission of information to Twitter is not desirable for the Data Subject, then he or she may prevent this by logging off from their Twitter account before a call-up to our Website is made.

The purpose of the integration of the Twitter component is a retransmission of the contents of this Website to allow our Users to introduce this web page to the digital world and increase our visitor numbers, marketing, advertising and increase of user experience as well as acting economically efficient. Legal basis for data processing is Art. 6 (1) (f) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

The applicable Data Protection provisions of Twitter may be accessed under https://twitter.com/privacy?lang=en.

Twitter uses or sets the following cookies for the following purposes:

DOMAIN	COOKIE NAME	TYPE	EXPIRATION	PURPOSE
api.twitter.com	lang	session	session	This cookie is set due to Twitter integration and sharing capabilities for the social media.
.help.twitter.com	_ga	persistent	2 years	Used to distinguish users.
.help.twitter.com	_gat_helpspecific	session	session	Manages the rate at which page view requests are made.
.help.twitter.com	_gid	persistent	1 day	Used to distinguish users.
.twitter.com	ads_prefs	persistent	5 years	Twitter cookie. Allows following our Twitter account easily sharing content via Twitter, and displaying the latest tweet. Read Twitter's cookie policy here.
.twitter.com	at_check	session	session	Twitter set a series of cookies on any page that includes a Twitter feed.
.twitter.com	auth_token	persistent	3 months	Twitter cookie. Allows following our Twitter account easily sharing content via Twitter, and displaying the latest tweet. Read Twitter's cookie policy here.
.twitter.com	csrf_same_site	persistent	1 year	These cookies allow social sharing and usage tracking.
.twitter.com	csrf_same_site_set	persistent	1 year	These cookies allow social sharing and usage tracking.
.twitter.com	ct0	persistent	5 years	This cookie is set due to Twitter integration and sharing capabilities for the social media.
.twitter.com	dnt	persistent	5 years	These cookies allow social sharing and usage tracking.
.twitter.com	guest_id	persistent	2 years	Detects whether a user is logged into Twitter.
.twitter.com	kdt	persistent	17 months	Twitter set a series of cookies on any page that includes a Twitter feed.
.twitter.com	mbox	persistent	2 years	These cookies allow social sharing and usage tracking.
.twitter.com	remember_checked_on	persistent	20 years	Twitter cookie. Determines if user is logged in during browser session. Allows tweets. Record number of times a page is tweeted. Read Twitter's cookie policy here.
.twitter.com	rweb_optin	persistent	1 year	These cookies allow social sharing and usage tracking.
.twitter.com	syndication_guest_id	persistent	1 year	To integrate social sharing capabilities.
.twitter.com	twid	persistent	20 years	Twitter cookie. Set due to Twitter integration and sharing capabilities in the social media. Read Twitter's cookie policy here.
.twitter.com	_ga_<container-id>	persistent	2 years	Used to persist session state.
.twitter.com	_gat	persistent	1 minute	Used to throttle request rate.
.twitter.com	AMP_TOKEN	persistent	30 seconds to 1 year	Contains a token that can be used to retrieve a Client ID from AMP Client ID service. Other possible values indicate opt-out, inflight request or an error retrieving a Client ID from AMP Client ID service.
.twitter.com	_gac_<property-id>	persistent	90 days	Contains campaign related information for the user. If you have linked your Google Analytics and Google Ads accounts, Google Ads website conversion tags will read this cookie unless you opt-out.
.twitter.com	__utma	persistent	2 years	Used to distinguish users and sessions. The cookie is created when the javascript library executes and no existing __utma cookies exists. The cookie is updated every time data is sent to Google Analytics.
.twitter.com	__utmt	persistent	10 minutes	Used to throttle request rate.
.twitter.com	__utmb	persistent	30 minutes	Used to determine new sessions/visits. The cookie is created when the javascript library executes and no existing __utmb cookies exists. The cookie is updated every time data is sent to Google Analytics.
.twitter.com	__utmc	session	session	Used to determine whether the user was in a new session/visit.
.twitter.com	__utmz	persistent	6 months	Stores the traffic source or campaign that explains how the user reached your site. The cookie is created when the javascript library executes and is updated every time data is sent to Google Analytics.
.twitter.com	__utmv	persistent	2 years	Used to store visitor-level custom variable data. This cookie is created when a developer uses the _setCustomVar method with a visitor level custom variable. This cookie was also used for the deprecated _setVar method. The cookie is updated every time data is sent to Google Analytics.
.twitter.com	__utmx	persistent	18 months	Used to determine a user's inclusion in an experiment.
.twitter.com	__utmxx	persistent	18 months	Used to determine the expiry of experiments a user has been included in.
.twitter.com	_gaexp	persistent	90 days	Used to determine a user's inclusion in an experiment and the expiry of experiments a user has been included in.
.twitter.com	_opt_awcid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.

.twitter.com	_opt_awmid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.
.twitter.com	_opt_awgid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.
.twitter.com	_opt_awkid	persistent	24 hours	Used for campaigns mapped to Google Ads Customer IDs.
.twitter.com	_opt_utmc	persistent	24 hours	Stores the last utm_campaign query parameter.
.twitter.com	_opt_expid	persistent	10 seconds	This cookie is created when running a redirect experiment. It stores the experiment ID, the variant ID and the referrer to the page that's being redirected.
.twitter.com	personalization_id	persistent	2 years	This cookie is set due to Twitter integration and sharing capabilities for the social media.
.twitter.com	_twitter_sess	session	session	This cookie allows the use of Twitter features without having to log in, and contains some tracking information that Twitter uses to improve their services.
.twitter.com	eu_cn	persistent	4 months	Integrates social sharing capabilities.
.twitter.com	tfw_exp	persistent	14 days	Used to integrate social sharing capabilities.
.twitter.com	_twitter_sess	session	session	This cookie is set due to Twitter integration and sharing capabilities for the social media.
.twitter.com	muc	persistent	2 years	This cookie is set due to Twitter integration and sharing capabilities for the social media.

Cookies may change from time to time. We try to keep the list updated but we will not check all Third Party cookies every day. Therefore, this could be an incomplete list of the cookies used by the Third Party. Please check the website of the Third Party to review if this list is complete and up to date.

33. Payment Method: Data Protection Provisions About The Use of Stripe As A Payment Processor

Willing & Able has integrated components of Stripe. Stripe is an online payment service provider. Payments are processed via so-called Stripe accounts, which represent virtual private or business accounts. Stripe is also able to process virtual payments through credit cards when a user does not have a Stripe account. A Stripe account is managed via an e-mail address, which is why there are no classic account numbers. Stripe makes it possible to trigger online payments to Third Parties or to receive payments.

The European operating company of Stripe is Stripe Payments Europe Ltd, C/O A&L Goodbody, Ifsc, North Wall Quay, Dublin 1, Ireland. This company transfers data, inter alia, to Stripe, Inc. 510 Townsend Street, San Francisco, CA 94103, USA.

If the data subject chooses "Stripe" as the payment option during the ordering process, we automatically transmit the data of the data subject to Stripe.

The personal data transmitted to Stripe is usually first name, last name, address, email address, IP address, telephone number, mobile phone number, or other data necessary for payment processing. The processing of the purchase contract also requires such personal data, which are in connection with the respective order.

The transmission of the data is aimed at payment processing and fraud prevention. Willing & Able will transfer personal data to Stripe, in particular, if a legitimate interest in the transmission is given. The personal data exchanged between Stripe and Willing & Able for the processing of the data will be transmitted by Stripe to economic credit agencies. This transmission is intended for identity and creditworthiness checks.

Stripe shares Personal Data with a limited number of their service providers. They have service providers that provide services on their behalf, such as identity verification services, website hosting, data analysis, information technology and related infrastructure, customer service, email delivery, and auditing services. These service providers may need to access Personal Data to perform their services. Stripe authorizes such service providers to use or disclose the Personal Data only as necessary to perform services on their behalf or comply with legal requirements. Stripe requires such service providers to contractually commit to protect the security and confidentiality of Personal Data they process on behalf. Their service providers are predominantly located in the European Union and the United States of America. Personal Data may be subject to disclosure as mentioned in the Privacy Policy of Stripe.

The data subject has the possibility to revoke consent for the handling of personal data at any time from Stripe. A revocation will not have any effect on personal data, which must be processed, used or transmitted in accordance with (contractual) payment processing.

The Data Protection provisions of Stripe may be retrieved under https://stripe.com/de/privacy. The Cookie Policy is available at https://stripe.com/cookies-policy/legal. The Stripe Services providers are listed under https://stripe.com/service-providers/legal. The Privacy Center is available under https://stripe.com/privacy-center/legal.

Purpose of processing is payment processing and fraud prevention. Legal basis for data processing is Art. 6 (1) (f) and Art. 6 (1) (b) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

Stripe uses or sets the following cookies for the following purposes:

DOMAIN	COOKIE NAME	DESCRIPTION	EXPIRATION	PRPOSE
stripe.com	__stripe_mid (or "muid"; part of stripe.js)	Fraud prevention and detection	1 year	Security
m.stripe.com	m (or "guid"; part of stripe.js)	Fraud prevention and detection	2 years	Security
m.stripe.com	__stripe_sid (or "sid"; part of stripe.js)	Fraud prevention and detection	30 mins	Security
m.stripe.com	__stripe_mid (or "muid"; part of stripe.js)	Fraud prevention and detection	1 year	Security
m.stripe.com	__stripe_sid (or "sid"; part of stripe.js)	Fraud prevention and detection	30 mins	Security
m.stripe.com	m (or "guid"; part of stripe.js)	Fraud prevention and detection	2 years	Security
stripe.com	session	Login session for Stripe Dashboard	Up to 90 days	Security
stripe.com	lsession	Login session for Stripe Express Dashboard for Stripe Express Users	7 days	Security
stripe.com	stripe.csrf	Cross-site request forgery protection for Stripe Dashboard Users	1 year	Security
stripe.com	cliauth_secret	Used to confirm authentication for the Stripe CLI	Session	Security
stripe.com	art_token	Used to confirm authentication for - account recovery	Session	Security
stripe.com	cbt_token	Used to confirm authentication for - account recovery	Session	Security
stripe.com	cct_token	change of bank account	Session	Security
stripe.com	cdt_token	login challenge	Session	Security
stripe.com	ect_toksvt_token	password reset	Session	Security
stripe.com	lc_ token	support request	Session	Security
stripe.com	prt_token	adding an email	Session	Security
stripe.com	act_token	new device	Session	Security

google.com	NID	Used by reCAPTCHA, an additional security measure that is sometimes used when logging in to Stripe.	6 months	Security
stripe.com	locale	Localization setting for language to use for the Site and docs	Session	Preference
stripe.com	country	Country localization settings to adjust product and features availability	Session	Preference
stripe.com	lang	Programming language to use for the code examples in Stripe's docs	1 year	Preference
stripe.com	has_intentionally_selected_curl	Show the code examples in curl in Stripe's docs	1 year	Preference
stripe.com	persisted-tab-#{id}	Remembers which tab of the docs you are on between page refreshes	1 year	Preference
stripe.com	disable_cmd_f_override	Disable Stripe's docs search cmd+f/ctrl+f shortcut and use the browser default behavior (search the current page) instead	1 year	Preference
stripe.com	double_cmd_f_uses	Tracks use of the cmd+f/ctrl+f shortcut in Stripe's docs. Used to improve UX by not telling Users about a feature they have already used	1 year	Preference
stripe.com	expanded-topics	Remembers which topics are expanded in Stripe's docs between page refreshes	1 year	Preference
stripe.com	checkout-test-session / checkout-live-session	Used to power Legacy Checkout's Remember Me function	1 year	Preference
stripe.com	_ga	Google Analytics cookies used for analytics and service improvement	2 years	Analytics
stripe.com	_gat	Google Analytics cookies used for analytics and service improvement	1 minute	Analytics
stripe.com	_gat_UA-ID_OF_SITE	Google Analytics cookies used for analytics and service improvement	1 minute	Analytics
stripe.com	_gid	Google Analytics cookies used for analytics and service improvement	1 day	Analytics
stripe.com	cid	Stripe analytics "client ID" used for service improvement	Session	Analytics
stripe.com	site_sid __stripe_id	Stripe "session ID" used for analytics and service improvement	2 hours 30 mins	Analytics
stripe.com	__stripe_orig_props	Used to measure the effectiveness of marketing campaigns	1 year	Analytics
runkit.com	__utma	Runkit's Google Analytics	2 years	Analytics
runkit.com	__utmb	Runkit's Google Analytics	1 hour	Analytics
runkit.com	__utmc	Runkit's Google Analytics	Session	Analytics
runkit.com	__utmt	Runkit's Google Analytics	10 mins	Analytics
runkit.com	__utmz	Runkit's Google Analytics	6 months	Analytics
marketo munchkin	_mkto_trk	Tracks page visits and email campaign effectiveness	2 years	Analytics
twitter	muc	Stripe Atlas Twitter marketing campaigns	1 year	Analytics
facebook.com	_fbp	Facebook advertising	3 months	Advertising
facebook.com	fr	Facebook advertising	3 months	Advertising
google.com	IDE	Google advertising	2 years	Advertising
linkedin.com	Lidc	LinkedIn Marketing Solutions Insights Tag	1 day	Advertising
linkedin.com	Li_sugr	LinkedIn Marketing Solutions Insights Tag	90 days	Advertising
linkedin.com	bcookie	LinkedIn advertising	1 year	Advertising
linkedin.com	bscookie	LinkedIn advertising	1 year	Advertising
linkedin.com	lang	LinkedIn advertising	1 day	Advertising
linkedin.com	Li_sugr	LinkedIn advertising	2 years	Advertising
linkedin.com	lidc	LinkedIn advertising	2 years	Advertising
linkedin.com	UserMatchHistory	LinkedIn advertising	2 years	Advertising

Cookies may change from time to time. We try to keep the list updated but we will not check all Third Party cookies every day. Therefore, this could be an incomplete list of the cookies used by

the Third Party. Please check the website of the Third Party to review if this list is complete and up to date.

34. Payment Method: Data Protection Provisions About The Use Of PayPal As A Payment Processor.

Willing & Able has integrated components of PayPal. PayPal is an online payment Service provider. Payments are processed via so-called PayPal accounts, which represent virtual private or business accounts. PayPal is also able to process virtual payments through credit cards when a User does not have a PayPal account. A PayPal account is managed via an e-mail address, which is why there are no classic account numbers. PayPal makes it possible to trigger online payments to Third Parties or to receive payments. PayPal also accepts trustee functions and offers buyer protection Services.

The European operating company of PayPal is PayPal (Europe) S.à.r.l. et Cie, S.C.A., 22-24 Boulevard Royal L-2449, Luxemburg.

If the Data Subject chooses "PayPal" as the payment option in during the ordering process, we automatically transmit the data of the Data Subject to PayPal.

The Personal Data transmitted to PayPal is usually first name, last name, address, email address, IP address, telephone number, mobile phone number, or other data necessary for payment Processing. The Processing of the purchase contract also requires such Personal Data, which are in connection with the respective order.

The transmission of the data is aimed at payment Processing and fraud prevention. Willing & Able will transfer Personal Data to PayPal, in particular, if a legitimate interest in the transmission is given. The Personal Data exchanged between PayPal and Willing & Able for the Processing of the data will be transmitted by PayPal to economic credit agencies. This transmission is intended for identity and creditworthiness checks.

PayPal will, if necessary, pass on Personal Data to affiliates and Service providers or subcontractors to the extent that this is necessary to fulfil contractual obligations or for data to be processed on behalf of PayPal.

The Data Subject has the possibility to revoke Consent for the handling of Personal Data at any time from PayPal. A revocation will not have any effect on Personal Data which must be processed, used or transmitted in accordance with (contractual) payment Processing.

The applicable Data Protection provisions of PayPal may be retrieved under https://www.paypal.com/us/webapps/mpp/ua/privacy-full.

Purpose of processing is payment processing and fraud prevention. Legal basis for data processing is Art. 6 (1) (f) and Art. 6 (1) (b) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

PayPal uses or sets the following cookies for the following purposes:

DOMAIN	COOKIE NAME	TYPE	EXPIRATION	PRPOSE
paypal.com	_ga	Performance	2 years(persistant)	Distinguishes users using a unique ID. It is used by Google Analytics to calculate visitor, session, and campaign data. By default, the configuration setting that sets this cookie is disabled.
paypal.com	!lithiumSSO:{client_id}	Strictly necessary	session	Used for passing authentication information to Lithium
paypal.com	LiSESSIONID	Strictly necessary	session	Session management
paypal.com	lia.anon.{setting or config name}	Functional	1 year(persistant)	Stores community-wide configurations and settings for anonymous users
paypal.com	lithium.anonymous.usersetting.{setting name}	Functional	1 year(persistant)	Remembers user preferences
paypal.com	lithium.anonymous.usersetting.profile.language	Functional	1 year(persistant)	Remembers language preferences
paypal.com	lithiumLogin:ppl	Functional	30 days (persistent)	Keeps users logged in when they make a request after their session has expired. It is triggered when a user checks Save login name and password. The cookie is encrypted and includes a unique user secure ID in the database.
paypal.com	LithiumNotifications	Functional	session	Temporarily stores Realtime Notification messages (Toast messages)
paypal.com	LithiumUserInfo	Strictly necessary	session	Session management
paypal.com	LithiumVisitor	Tracking, targeting, sharing	Default = 10 years	Replaces VISITOR_BEACON. Lithium currently uses both for backward compatibility. This cookie computes billing visits, registered billing visits, visits, registered visits, and unique visitors metrics. The cookie is encrypted and stores when it was first issued, when it was last seen by Lithium, an unique visitor ID (which is unique per visitor's browser).
paypal.com	P{poll_id}U{user_id}R{reset_count}	Functional	1,000000+ days (persistent)	Tracks when a user has voted in a poll and tracks the answer value. The cookie is used to prevent a user from voting multiple times in a single poll.
paypal.com	PushyAuthToken	Strictly necessary	Manually cleared when the user logs out or when their session expires due to inactivity	Authenticates the user for a session with Realtime Notifications service (Pushy)
paypal.com	VISITOR_BEACON	Tracking, targeting, sharing	10 years	Computes billing visits, registered billing visits, visits, registered visits, and unique visitors metrics. The cookie is encrypted and stores, when it was first issued, when it was last seen by Lithium, the user ID, and its own unique ID.
paypal.com	VISITORID	Strictly necessary	3 years(session)	Distinguishes between human and bot traffic
paypal.com	ValueSurveyParticipation	Functional	Default is 90 days. Configurable in Community Admin	Stores a timestamp storing the creation time of this cookie, which is used in value survey trigger logic.
paypal.com	ValueSurveyVisitorCount	Functional	Expires when the Value SurveyParticipation cookie is either set or expires	Stores the survey visit count of the user, which is used in logic that determines when a survey is triggered. This cookie is used in conjunction with the ValueSurvey Participation cookie. When the Value SurveyParticiation is set, the count for ValueSurveyVisitorCount cookie is reset to 0.
paypal.com	emp	Functional	Persistant	Remembers if browser has been used to log into the community as a PayPal employee to provide employee specific login button.
paypal.com	acctsharingoptout	Functional	90 days	Remembers if logged in user has decline offer to share their PayPal account country and account type with other community members. This cookies prevents the community from proactively asking the use if they want to share if they choose "No thanks".
paypal.com	{alertid}	Functional	Persistant	Local Storage Cookie. Cookie names will vary based on the specific alert. Alerts are small banners in the community that display on all or many community pages. These alerts have a small "X" icon that users can click to hide the alert after it has been read. The cookie is used to remember if the customer has hidden the specific alert associated with the alert id to keep it hidden for that user.
paypal.com	eu-cookie	Functional	Persistant	Local Storage Cookie. Remembers if user has closed the cookie notification browser that appears on every page.
paypal.com	disclaimer	Functional	7 days	This cookie is used to track when a logged out community visit has acknowledged the first time visit disclaimer which advises the user about the community terms and conditions.

Cookies may change from time to time. We try to keep the list updated but we will not check all Third Party cookies every day. Therefore, this could be an incomplete list of the cookies used by the Third Party. Please check the website of the Third Party to review if this list is complete and up to date.

35. Legal Basis For The Processing.

For processing operations where we do not mention a specific legal basis, the following applies:

Art. 6(1) lit. a GDPR serves as the legal basis for Processing operations for which we obtain Consent for a specific Processing purpose. If the Processing of Personal Data is necessary for the performance of a contract to which the Data Subject is or shall be party, as is the case, for example, when Processing operations are necessary for the supply of goods or to provide any other Service, the Processing is based on Article 6(1) lit. b GDPR. The same applies to such Processing operations which are necessary for carrying out pre-contractual measures, for example in case of inquiries concerning our products or Services. If our company is subject to a legal obligation by which Processing of Personal Data is required, such as for the fulfilment of tax obligations, the Processing is based on Art. 6(1) lit. c GDPR. In rare cases, the Processing of Personal Data may be necessary to protect the vital interests of the Data Subject or of another natural person. This would be the case, for example, if a visitor were injured in our company and his/her name, age, health insurance data or other vital information would have to be passed on to a doctor, hospital or other Third Party. Then the Processing would be based on Art. 6(1) lit. d GDPR. Finally, Processing operations could be based on Article 6(1) lit. f GDPR. This legal basis is used for Processing operations which are not covered by any of the abovementioned legal grounds, if Processing is necessary for the purposes of the legitimate interests pursued by our company or by a Third Party, except where such interests are overridden by the interests or fundamental rights and freedoms of the Data Subject which require protection of Personal Data. Such Processing operations are particularly permissible because they have been specifically mentioned by the European legislator. He considered that a legitimate interest could be assumed if the Data Subject is a client of Willing & Able (Recital 47 Sentence 2 GDPR).

36. The Legitimate Interests Pursued By Willing & Able Or By A Third Party.

Where the Processing of Personal Data is based on Article 6(1) lit. f GDPR our legitimate interest is to carry out our business in favour of the well-being of all our employees, the shareholders, our Subscribers, and Third Parties.

37. Period For Which The Personal Data Will Be Stored.

The criteria used to determine the period of storage of Personal Data is the respective statutory retention period. After expiration of that period, the corresponding data is routinely deleted, as long as it is no longer necessary for the fulfilment of the contract or the initiation of a contract.

38. Provision Of Personal Data As Statutory Or Contractual Requirement; Requirement Necessary To Enter Into A Contract; Obligation Of The Data Subject To Provide The Personal Data; Possible Consequences Of Failure To Provide Such Data.

We clarify that the provision of Personal Data is partly required by law (e.g. tax regulations) or can also result from contractual provisions (e.g. information on the contractual partner). Sometimes it may be necessary to conclude a contract that the Data Subject provides us with Personal Data, which must subsequently be processed by us. The Data Subject is, for example, obliged to provide us with Personal Data when our company signs a contract with him or her. The non-provision of the Personal Data would have the consequence that the contract with the Data Subject could not be concluded. Before Personal Data is provided by the Data Subject, the Data Subject can contact any employee of Willing & Able. The employee can clarify to the Data Subject whether the provision of the Personal Data is required by law or contract or is necessary for the conclusion of the contract, whether there is an obligation to provide the Personal Data and the consequences of non-provision of the Personal Data.

39. International Data Transfers.

We are a global SaaS Application provider. Personal Data may be stored and processed in any country where we have operations or where we engage Service providers. We may transfer Personal Data that we maintain about you to Recipients in countries other than the country in which the Personal Data was originally collected, including to the United States. Those countries may have Data Protection rules that are different from those of your home country. However, we will take measures to ensure that any such transfer complies with applicable Data Protection laws and that Personal Data remains protected to the standards described in this Privacy Policy. In certain circumstances, courts, law enforcement agencies, regulatory agencies or security authorities in those other countries may be entitled to access your Personal Data. Where applicable law requires us to ensure that an international data transfer is governed by a data transfer mechanism, we use one or more mechanisms, such as country specific Standard Contractual Clauses with a Data Recipient outside the EEA, Switzerland or the UK.

40. Links To Other Websites.

Our Websites, Applications and Services may provide the ability to connect to other Websites. These Websites may operate independently from us and may have their own privacy notices or policies, which we strongly suggest you to review. If any linked Website is not owned or controlled by us, we are not responsible for its content, cookies, and external connections, any use of the Website or the privacy practices of the operator of the Website.

41. Consent And Withdraw Of Consent.

Different places within our Applications, on our Websites or on webpages operated by Third Parties will allow you to express your Consent, and to allow us Processing of your Personal Data. On all such places, you need to click or press a button to declare your Consent, for example to contact you, for marketing purposes, or other specified purposes. You have the right to withdraw your Consent at any time. The withdrawal of Consent shall not affect the lawfulness of Processing based on Consent before its withdrawal.

42. Existence Of Automated Decision-Making.

As a responsible company, we do not use automatic decision-making or Profiling.

43. United States - California Residents.

This section provides additional details about the personal information we collect about California consumers as well as the rights of California consumers under the California Consumer Privacy Act (CCPA).

a. How we collect, use, and disclose your Personal Information. Here will be described the personal information we may have collected over the last 12 months, including the categories of sources of that information. We collect this information for the purposes described in this Privacy Policy. We share this information with our Subscribers, Group Companies and Affiliates. We use cookies, including advertising cookies, as described in this Privacy Policy.

b. Your CCPA Rights and Choices. As a California consumer and subject to certain limitations under the CCPA, you have choices regarding our use and disclosure of your personal information:

Exercising the right to know. You may request, up to twice in a 12-month period, the following information about the personal information we have collected about you during the past 12 months:

- the categories and specific pieces of personal information we have collected about you;
- the categories of sources from which we collected the personal information;
- the business or commercial purpose for which we collected the personal information;
- the categories of Third Parties with whom we shared the personal information; and
- the categories of personal information about you that we disclosed for a business purpose, and the categories of Third Parties to whom we disclosed that information for a business purpose.

Exercising the right to delete. You may request that we delete the personal information we have collected from you, subject to certain limitations under applicable law.

Exercising the right to opt-out from a sale. You may request to opt out of any "sale" of your personal information that may take place. As described in this Privacy Policy, we do not use, share, rent or sell the Personal Data of our Users for interest-based advertising. We do not sell or rent the Personal Data of our Users, the Business Partners or our Website visitors.

Non-discrimination. The CCPA provides that you may not be discriminated for exercising these rights.

To submit a request to exercise any of the rights described above, you may contact us at dpo@willing-able.com. We may need to verify your identity before responding to your request, such as verifying that the email address from which you sent the request matches your email address that we have on file. Authentication based on a government-issued and valid identification document may be required.

44. Updates To This Privacy Policy And Notifications.

We may change this Privacy Policy from time to time to reflect new Applications, Websites or Services, changes in our Personal Data practices or relevant laws. Any changes are effective when we post the revised Privacy Policy on our Websites. We may provide you with disclosures and alerts regarding the Privacy Policy or Personal Data collected by posting them on our Website and by contacting you through your Dashboard, email address and/or the physical address listed in your account.

45. Transparency Document With All Information In Accordance with Art. 13 And 14 GDPR

For Data Subjects that are resident in the EU, EEA and in the UK, we published a transparency document with all information in accordance with Art. 13 and 14 GDPR. The transparency document is valid for UK based Data Subjects, and should be – in relation to them – interpreted in light of UK GDPR and DPA 2018.

46. Data Protection Provisions About The Application And Use Of Matomo

We have integrated Matomo. Matomo is an open-source software tool for web analysis. Web analysis is the collection, gathering and evaluation of data about the behaviour of visitors of websites. A web analysis tool collects, inter alia, data about the website from which a data subject came to a website (so-called referrer), which pages of the website were accessed or how often and for which period of time a sub-page was viewed. A web analysis is mainly used for the optimization of a website and the cost-benefit analysis of Internet advertising.

The software and the data log files are stored exclusively on our own server.

The purpose of the Matomo component is the analysis of the visitor flows on our website. We use the obtained data and information, inter alia, to evaluate the use of this website in order to compile online reports which are showing the activities on our webpages. Legal basis for data processing is Art. 6 (1) (f) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

Matomo sets cookies on your computer or device. The definition of cookies is explained above. By setting the cookies, an analysis of your use of our website becomes possible. With each call-up to one of the individual page of this website, the Internet browser on your computer or device is automatically prompted to submit site visitation data to our server. During this technical procedure, we obtain knowledge about you, such as your anonymized IP address, which serves to understand the origin of visitors and clicks.

The cookies are used to store personal information, such as the access time, the location from which access was made, and the frequency of visits to our website. With each visit of our webpages, these data, including the anonymized IP address, are transferred to our server. This data will be stored by us. We do not forward this data to third parties.

You may, as stated above, prevent setting of cookies at any time by such means provided by your web browser and thus permanently deny cookies. Such an adjustment of your web-browser would also prevent Matomo from setting cookies on your computer or device. In addition, cookies already in use by Matomo may be deleted at any time via a web browser or other software programs.

Further information and the applicable data protection provisions of Matomo may be retrieved under https://matomo.org/privacy/.

Matomo uses or sets the following cookies for the following purposes:

DOMAIN	COOKIE NAME	TYPE	EXPIRATION	PURPOSE
willing-able.com	__cfduid	persistent	30 days	Helps detect malicious visitors and minimizes blocking legitimate users. It may be placed on the devices of our customers' End Users to identify individual clients behind a shared IP address and apply security settings on a per-client basis.
willing-able.com	MATOMO_SESSID	session	session	Helps prevent CSRF security issues.
willing-able.com	_pk_id.2.b141	persistent	13 months	Used to store a few details about the user such as the unique visitor ID
willing-able.com	_pk_ses.2.b141	persistent	13 months	Makes it possible to follow the click behavior of an anonymous visitor based on an ID

47. Data Protection Provisions About Our Cookie Banner

We have integrated a cookie banner on our website. The cookie banner allows us to receive consent for cookies an external connections from you, and to guarantee your right to withdraw your consent at any time. Furthermore, it allows us to grant the residents of California the right to switch on a "Do not sell my personal information (CCPA-Compliance)." button.

The purpose of Processing is legal compliance. Legal basis for data processing is Art. 6 (1) (c) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

Our cookie banner uses or sets the following cookies for the following purposes:

DOMAIN	COOKIE NAME	TYPE	EXPIRATION	PURPOSE
willing-able.com	checkbox-advertisement	persistent	1 year	This cookie is set by GDPR Cookie Consent plugin. The cookies is used to store the user consent for the cookies in the category "Advertisement".
willing-able.com	checkbox-analytics	persistent	1 year	This cookie is set by GDPR Cookie Consent plugin. The cookies is used to store the user consent for the cookies in the category "Analytics".
willing-able.com	checkbox-functional	session	session	Checks if cookies can be placed.
willing-able.com	checkbox-necessary	persistent	1 year	This cookie is set by GDPR Cookie Consent plugin. The cookies is used to store the user consent for the cookies in the category "Necessary".
willing-able.com	checkbox-others	session	session	Records the default button state of the corresponding category. It works only in coordination with the primary cookie, viewed_cookie_policy. Keeps track of the user's cookie consent.

DOMAIN	COOKIE NAME	TYPE	EXPIRATION	
willing-able.com	checkbox-performance	persistent	1 year	This cookie is set by GDPR Cookie Consent plugin. The cookies is used to store the user consent for the cookies in the category "Performance".
willing-able.com	CookieLawInfoConsent	persistent	1 year	The cookie is used to store the summary of the consent given for cookie usage. It does not store any personal data.
willing-able.com	viewed_cookie_policy	persistent	1 hour	The cookie is set by the GDPR Cookie Consent plugin and is used to store whether or not user has consented to the use of cookies. It does not store any personal data.

48. Data Protection Provisions About Cloudflare

We have integrated Cloudflare on our website. Cloudflare is a content delivery network and IT security provider, which also provides DDOS prevention technology and therefore, data protection services.

The purpose of Processing is legal compliance. Legal basis for data processing is Art. 6 (1) (c) GDPR and similar or corresponding Paragraphs or Articles from national laws or regulations.

Cloudflare uses or sets the following cookies for the following purposes:

DOMAIN	COOKIE NAME	TYPE	EXPIRATION	PURPOSE

Version: 1.04
Classification: Public
Document Owner: Heiko Maniero.
Information Contained: Business Data
Approved by: Davit Mnatsakanyan.
Date: 2022.06.21

cloudflare.com	__cflb	session	24 hours	Allows to return an End User to the same Customer origin for a specific period of time (Customer-configured), which in turn allows the Customer origin to maintain an End User's experience seamlessly.
cloudflare.com	__cf_bm	persistent	30 minutes	The cookie contains information related to the calculation of Cloudflare's proprietary bot score and, when Anomaly Detection is enabled on Bot Management, a session identifier. The information in the cookie (other than time-related information) is encrypted and can only be decrypted by Cloudflare.
cloudflare.com	__cf_ob_info	session	session	Provides the HTTP Status Code returned by the origin web server, the Ray ID of the original failed request, and the data center serving the traffic.
cloudflare.com	__cf_use_ob	session	session	The __cf_use_ob cookie informs Cloudflare to fetch the requested resource from the Always Online cache on the designated port.

cloudflare.com	__cfwaitingroom	persistent	24 hours	The __cfwaitingroom cookie is only used to track visitors that access a Waiting Room enabled host and path combination for a zone. The __cfwaitingroom cookie also provides time estimates for entering the application and serves visitors in the correct order. The __cfwaitingroom cookie also allows visitors to re-enter the application after leaving for a customer-specified amount of time without having to be put in the Waiting Room.
cloudflare.com	__cfduid	session	30 days	The __cfduid cookie collects and anonymizes End User IP addresses using a one-way hash of certain values so they cannot be personally identified.
cloudflare.com	__cfruid	persistent	30 minutes	Cookie associated with sites using CloudFlare, used to identify trusted web traffic.
cloudflare.com	cf_clearance	session	session	Clearance Cookie that stores the proof of challenge passed. It is used to no longer issue a captcha or jschallenge challenge if present. It is required to reach origin server.

cloudflare.com	cf-cc-XXX	session	session	These cookies are used by Cloudflare for the execution of Javascript or Captcha challenges. They are not used for tracking or beyond the scope of the challenge. They can be deleted if seen.
cloudflare.com	cf-chl-cc-XXX	session	session	These cookies are used by Cloudflare for the execution of Javascript or Captcha challenges. They are not used for tracking or beyond the scope of the challenge. They can be deleted if seen.
cloudflare.com	cf-chl-seq-XXX	session	session	These cookies are used by Cloudflare for the execution of Javascript or Captcha challenges. They are not used for tracking or beyond the scope of the challenge. They can be deleted if seen.
cloudflare.com	cf-chl-prog	session	session	These cookies are used by Cloudflare for the execution of Javascript or Captcha challenges. They are not used for tracking or beyond the scope of the challenge. They can be deleted if seen.
cloudflare.com	cf-chl-XXXX	session	session	This cookie is used to check whether the [Cloudflare Edge server](https://www.cloudflare.com/en-gb/learning/cdn/glossary/edge-server/) supports cookies. It can be deleted if seen.

cloudflare.com	cf-chl-rc-i	session	session	These cookies are for internal use which allows Cloudflare to identify production issues on clients.
cloudflare.com	cf-chl-rc-ni	session	session	These cookies are for internal use which allows Cloudflare to identify production issues on clients.
cloudflare.com	BIGipServerab13 web-nginx-app_https	session	session	This cookie name is associated with the BIG-IP product suite from company F5. Usually associated with managing sessions on load balanced servers, to ensure user requests are routed consistently to the correct server. The common root is BIGipServer most commonly followed by a domain name, usually the one that it is hosted on, but not always.

cloudflare.com	OptanonConsent	persistent	1 year	This cookie is set by the cookie compliance solution from OneTrust. It stores information about the categories of cookies the site uses and whether visitors have given or withdrawn consent for the use of each category. This enables site owners to prevent cookies in each category from being set in the users browser, when consent is not given. The cookie has a normal lifespan of one year, so that returning visitors to the site will have their preferences remembered. It contains no information that can identify the site visitor.
cloudflare.com	eupubconsent	persistent	7984.5 years	This cookie is used by the IAB Europe Transparency & Consent Framework to store the user's consent to the data collection Purposes. The cookie holds an encrypted consent string that vendors participating in the framework can read and determine the user's consent.

cloudflare.com	OptanonAlertBoxClosed	persistent	1 year	This cookie is set by websites using certain versions of the cookie law compliance solution from OneTrust. It is set after visitors have seen a cookie information notice and in some cases only when they actively close the notice down. It enables the website not to show the message more than once to a user. The cookie has a one year lifespan and contains no personal information.
cloudflare.com	_mkto_trk	persistent	2 years	This cookie is used to link visitor behaviour on the Cloudflare website to the recipient of an email marketing campaign to measure campaign effectiveness.
cloudflare.com	cfmrk_userLangRedirect	persistent	1 year	Necessary functional cookie.
cloudflare.com	cfmrk_cic	persistent	90 days	Necessary functional cookie.
cloudflare.com	_biz_flagsA	persistent	1 year	Necessary perfomance cookie.
cloudflare.com	_ga	persistent	2 years	This domain is owned by Cloudflare, a USA based company providing technology to improve web page loading speeds for high traffic websites.

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google.com	_gat_UA-10218544-29	session	a few seconds	This is a pattern type cookie set by Google Analytics, where the pattern element on the name contains the unique identity number of the account or website it relates to. It appears to be a variation of the _gat cookie which is used to limit the amount of data recorded by Google on high traffic volume websites.
cloudflare.com	_gid	persistent	1 day	This domain is owned by Cloudflare, a USA based company providing technology to improve web page loading speeds for high traffic websites.
criteo.com	uid	persistent	1 year	Targeting cookie. This domain is owned by Criteo. The main business activity is: Advertising
bing.com	MUID	persistent	1 year	Targeting cookie. This domain is owned by Mircosoft - it is the site for the search engine Bing.
cloudflare.com	@@scroll#	session	session	Supposedly tracks user activity on the site, scrolling habits, or previous browsing history.
linkedin.com	lang	session	session	Used to remember a user's language setting.
linkedin.com	AnalyticsSyncHistory	persistent	30 days	Used to store information about the time a sync with the lms_analytics cookie took place for users in the Designated Countries

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linkedin.com	bcookie	persistent	2 years	Browser Identifier cookie to uniquely identify devices accessing LinkedIn to detect abuse on the platform
linkedin.com	bscookie	persistent	2 years	Used for saving the state of 2FA of a logged in user
linkedin.com	lidc	persistent	24 hours	To optimize data center selection.
linkedin.com	UserMatchHistory	persistent	30 days	LinkedIn Ads ID syncing
rlcdn.com	ck1	persistent	6 months	This cookie is generally provided by rlcdn.com and is used for advertising purposes.

49. General Terms and Conditions for Data Protection

Our Terms and Conditions for Data Protection, which include, among other things, all five versions of the EU Standard Contractual Clauses, the UK International Data Transfer Agreement, the UK Addendum to the EU Standard Contractual Clauses, a Data Processing Agreement governed by UK law, and a Data Protection and Confidentiality Agreement for suppliers, will automatically form part of all agreements entered into with us. By entering into any other agreement with us, you automatically agree to the respective terms. In detail:

1. EU Standard Contractual Clauses 2021/915 between Controller and Processor:

If you are an EU/EEA-based vendor of ours that processes personal data on our behalf, by conducting business for or with us, you automatically consent to the applicability of our published Standard Contractual Clauses 2021/915. If we are your processor, the Standard Contractual Clauses 2021/915 published by us will also automatically apply between you and us.

2. EU Standard Contractual Clauses 2021/914 MODULE ONE: Transfer Controller to Controller:

To the extent that you are a vendor of ours located in a third country and receive personal data (protected by the GDPR, Member State law or European Economic Area law) from us as a Controller and act as a Controller, by conducting business for or with us, you automatically consent to the applicability of the published Standard Contractual Clauses 2021/914 Module One. The same applies if you act as a Controller and transfer personal data to us as a Controller.

3. EU Standard Contractual Clauses 2021/914 MODULE TWO: Transfer Controller to Processor:

To the extent that you are a vendor of ours located in a third country and receive personal data (protected by the GDPR, Member State law or European Economic Area law) from us as a Controller and act as a Processor, by conducting business for or with us, you automatically consent to the applicability of the published Standard Contractual Clauses 2021/914 Module Two. The same applies if you act as a Controller and transfer personal data to us as a Processor.

4. EU Standard Contractual Clauses 2021/914 MODULE THREE: Transfer Processor to Processor:

To the extent that you are a vendor of ours and we are acting as a Processor (e.g., for a subsidiary or a third party), you are located in a third country and receive international data transfers of personal data (protected by the GDPR, Member State law or European Economic Area law), and you are therefore a (Sub)Processor, by conducting business for or with us, you automatically consent to the applicability of the published Standard Contractual Clauses 2021/914 Module Three. The same applies if you act as a Processor and transfer personal data to us as a (Sub)Processor.

5. EU Standard Contractual Clauses 2021/914 MODULE FOUR: Transfer Processor to Controller:

To the extent that you are a vendor of ours and we are acting as a Processor (e.g., for a subsidiary or a third party), you are located in a third country and receive international data transfers of personal data (protected by the GDPR, Member State law or European Economic Area law), and you are a Controller, by conducting business for or with us, you automatically consent to the applicability of the published Standard Contractual Clauses 2021/914 Module Four. The same applies if you act as a Processor and transfer personal data to us as a Controller.

6. Confidentiality and Data Protection Agreement for Vendors:

If you are a vendor of ours that is not a processor, or if you receive other and non-personal data from us, by conducting business for or with us, you automatically consent to the applicability of the published Confidentiality and Data Protection Agreement for Vendors.

7. Confidentiality and Data Protection Agreement for Customers:

If you are a customer of ours and data is exchanged between us, we may separately agree to the published Confidentiality and Data Protection Agreement for Customers by a concurring statement. This Confidentiality Agreement shall only become effective upon a separately declaration of intent by the parties.

8. International Data Transfer Agreement (United Kingdom)

To the extent that you are a party to an agreement with us, and personal data transferred by us to you belongs to individuals who are from the United Kingdom or we are based in the United Kingdom, and you yourself are based outside the United Kingdom and receive personal data (protected by the UK GDPR or UK law) from us, by conducting or transacting business for or with us, you automatically consent to the applicability of the published "International Data Transfer Agreement".

9. International Data Transfer Addendum to the European Commission's Standard Contractual Clauses for International Data Transfers (United Kingdom)

To the extent that you are a party to an agreement with us, and personal data we transfer to you belongs to individuals who are based in the UK or where we are based in the UK and you yourself are based outside the UK and receive personal data (which is protected by the UK GDPR or UK law) from us, by carrying out or transacting business for or with us, you automatically consent to the applicability of the published " International Data Transfer Addendum to the European Commission's Standard Contractual Clauses for International Data Transfers".

10. Data Processing Agreement for the United Kingdom

To the extent that you are a party to an agreement with us, and both we and you have our registered office in the United Kingdom, and you process personal data (which is protected by the UK GDPR or UK law) on our behalf, you automatically agree to the applicability of the published "Data Processing Agreement for the United Kingdom" by executing or conducting business for or with us. The same applies if you act as a Controller and transfer personal data to us as a Processor.

A list of our sub-processors must be requested separately from us.