Strategic HRM, LLC Website Cookie Policy

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This Cookie Policy explains how Strategic HRM, LLC, doing business as Strategic HRM ("**Company**," "**we**," "**us**," and "**our**") uses cookies and similar technologies to recognize you when you visit our websites at www.strategichrmvi.com ("**Websites**"). It explains what these technologies are and why we use them, as well as your rights to control our use of them.

In some cases, we may use cookies to collect personal information, or that becomes personal information if we combine it with other information.

What are cookies?

Cookies are small data files that are placed on your computer or mobile device when you visit a website. Cookies are widely used by website owners in order to make their websites work, or to work more efficiently, as well as to provide reporting information.

Cookies set by the website owner (in this case, Strategic HRM) are called "first party cookies". Cookies set by parties other than the website owner are called "third party cookies". Third party cookies enable third party features or functionality to be provided on or through the website (e.g., like advertising, interactive content and analytics). The parties that set these third-party cookies can recognize your computer both when it visits the website in question and also when it visits certain other websites.

Why do we use cookies?

We use first and third party cookies for several reasons. Some cookies are required for technical reasons in order for our Websites to operate, and we refer to these as "essential" or "strictly necessary" cookies. Other cookies also enable us to track and target the interests of our users to enhance the experience on our Online Properties. Third parties serve cookies through our Websites for advertising, analytics and other purposes. This is described in more detail below.

The specific types of first and third party cookies served through our Websites and the purposes they perform are described below (please note that the specific cookies served may vary depending on the specific Online Properties you visit):

How can I control cookies?

You have the right to decide whether to accept or reject cookies. You can exercise your cookie rights by setting your preferences in the Cookie Consent Manager. The Cookie Consent Manager allows you to select which categories of cookies you accept or reject. Essential cookies cannot be rejected as they are strictly necessary to provide you with services.

The Cookie Consent Manager can be found in the notification banner and on our website. If you choose to reject cookies, you may still use our website though your access to some functionality and areas of our website may be restricted. You may also set or amend your web browser controls to accept or refuse cookies. As the means by which you can refuse cookies through your web browser controls vary from browser-to-browser, you should visit your browser's help menu for more information.

In addition, most advertising networks offer you a way to opt out of targeted advertising. If you would like to find out more information, please visit https://optout.aboutads.info/ or https://www.youronlinechoices.com/.

The specific types of first and third party cookies served through our Websites and the purposes they perform are described in the table below (please note that the specific cookies served may vary depending on the specific Online Properties you visit):

This website, like most websites, stores or retrieves information on your browser in the form of cookies (as well as related technologies such as beacons, tags and scripts).

This information might be about you, your preferences or your device and is mostly used to make the site work as you expect it to. The information does not usually directly identify you, but it can give you a more personalized web experience.

Because we respect your right to privacy, you can choose not to allow some types of cookies. However, blocking some types of cookies may impact your experience of the site and the services we are able to offer.

Necessary cookies

These cookies are essential for you to move around and use the features of our website as intended. You can disable these in your browser, but this may mean we're not able to provide services you ask for like requesting a quote.

JSESSIONID

This is a session cookie comprising a unique random string of letters and numbers. It's required to follow your progress through our website and ensure our website is performing as expected. Without it, every page you visit would treat you as a completely new visitor. This cookie does not identify you personally and is not linked to any other information we store about you. It's is deleted when you close your web browser.

CookieControl

This cookie records your cookie preferences.

Google reCaptcha

PREF, NID, HSID, APISID, SID

These cookies are used in our forms to stop spam.

Functionality cookies

Some of our webpages use third-party services, such as maps, online videos or social media that may set cookies. If they are disabled, some website features may not work quite as you'd expect.

YouTube

GPS, VISITOR_INFO1_LIVE, YSC, yt-remote-cast-installed, yt-remote-connected-devices, yt-remote-device-id, yt-remote-fast-check-period, yt-remote-session-app, yt-remote-session-name

Google set a number of cookies on any page that includes a YouTube video. These measure the number and behaviour of YouTube users and include registering of a unique ID to keep track of what videos you've watched, your video player preferences, an estimate of your bandwidth and, on mobile devices, tracking based on your geographical GPS location. Information about your use of our website, including your IP address, may be transmitted to Google and stored on servers in the United States. They may also link your visits to our website with your Google account if you are signed in to one.

Google maps

SAPISID, SSID, NID

Google set a number of cookies on any page that includes a Google Map to measure the number and behaviour of Google Maps users. We have no control over these.

Analytics and performance cookies

These cookies help us understand how people are using our website and to monitor and improve its performance.

Google Analytics

_ga, _gid, _gat, __utma, __umtb, __utmc, __utmt, __utmv, __utmz

Google Analytics is a web analytics service provided by Google to help us see how our website is used. Information from thousands of users is combined via cookies to create an overall picture of, for example, how frequently people revisit the website, how the website is found (from advertising or referring websites), and which pages are viewed most frequently. Google Analytics anonymizes the IP addresses which can be used to identify an individual user so it never identifies you personally.

How to opt out of tracking technologies from Google Analytics

Advertising cookies

These record your visit to the website, the pages you have visited and the links you have followed. Third parties may use this information to display adverts elsewhere relevant to your interests.

Doubleclick.net

IDE

Browsing to a page where there is content such as AdWords or YouTube (also owned by Google), may set cookies on behalf of DoubleClick, Google's advert management solution. While we do not have external advertising on our own sites, Google can pool this information with information from other websites that you browse to show you relevant advertising.

test_cookie

This cookie determines if your browser supports cookies.

Your cookie choices

When you first navigate to our website, you are asked to provide your consent to cookies. You can choose to provide or withhold your consent in relation to each of the categories listed above (except for 'necessary cookies'). As well as using the pop-out consent box, you can control acceptance of cookies by modifying your internet browser preferences. However, if you choose to block all cookies (including strictly necessary cookies) you may not be able to access all or parts of our site and or to use engage in activities that require cookies.

Other sites and cookies

This website may contain links to other websites or 'share', 'like' or other similar buttons. These other websites, services and applications may set their own cookies on your computer, collect data or solicit personal information. Please refer to their privacy policies to understand how your information may be collected and used.

Contact us

If you have any questions about this policy or our use of cookies generally, please refer to the contact information in our Privacy Policy. If you have any questions about our use of cookies or other technologies, please email us at info@strategichrmvi.com or by post to:

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