

Cookie Policy

Last change to Cookie Policy: 22nd September 2022

This Cookie Policy relates to the Phenom hosted career site that will go-live at the end of March 2022.

Cookies are small text files that are placed on your computer by websites that you visit. They are widely used in order to make websites work, or work more efficiently, as well as to provide information to the owners of the site.

Below is a detailed list of the cookies we use on our Website. We classify cookies in the following categories:

- Essential (Strictly Necessary) Cookies
- Performance/Analytics Cookies
- Targeting/Advertising Cookies
- Third Party Cookies

Essential (Strictly Necessary) Cookies

These cookies are essential in order to provide the website content and/or features.

These cookies do not gather information about you that could be used for marketing or remembering where you have been on the internet.

You can disable these cookies in your browser. However, please note that if you disable these cookies, you may not be able to access all or parts of our website or features.

Performance/Analytics Cookies

These cookies allow us to count visits and traffic sources so we can measure and improve the performance of our site. They help us to know which pages are the most and least popular and see how visitors move around the site. All information these cookies collect is aggregated and therefore anonymous. If you do not accept these cookies we will not know when you have visited our site, and will not be able to monitor its performance.

Targeting/Advertising Cookies

These cookies and similar technologies gather information about your browsing habits. They remember that you've visited a website and share this information with other organizations, such as advertisers and platforms on which we advertise.

They do this in order to provide you with ads that are more relevant to you and your interests. Although these cookies and similar technologies can track your visits to other websites.

Without these cookies, online advertisements you encounter will be less relevant to you and your interests.

Third party cookies

We work with third parties and these third parties may use cookies which they place on your computer or device. However, please note that we have no control over the cookies they may use. Please refer to the third party's website for information on how they use cookies.

Third parties may undertake the following activities for us:

- research the use of our website and activities on it;
- evaluate the effectiveness of our advertising and promotions on third party websites; and
- provide services for us which you can navigate to from our website.

From time to time, we may also embed external content from third party websites (e.g. LinkedIn, Dropbox, Google Maps, Google Drive) within our website.

Cookie Name	Description	Type	Expiration	Cookie Category
JSESSIONID	Cookie allows user to have session identified and search history provided on next visit. Without this cookie anonymous users would not retain preferences set on prior session. Used for session management (article available here on session management: https://pages.nist.gov/800-63-3-Implementation-Resources/63B/Session/)	Strictly Necessary	Session	Essential
jwtToken	Used for login session management when using a feature with username/password (e.g. Candidate Home/Profile). Users using this feature will be able to save preferences for language, location and job interests aligned to the profile.	Strictly Necessary	30 Days	Essential
PHPPPE_GCC	Tracks if the user has declined cookie tracking on cookie banner / settings page	Strictly Necessary	90 Days	Essential
PLAY_SESSION	Used to prevent malicious actors from tampering with a user's session (cross-site forgery; article here: https://owasp.org/www-community/attacks/csrf)	Strictly Necessary	Session	Essential
PHPPPE_NPS	Tracks if user has seen NPS feedback popup or not. It's an optional feature to capture a candidate's feedback on the	Strictly Necessary	Session	Essential

Cookie Name	Description	Type	Expiration	Cookie Category
	site (pops up in the corner of the site after the user has navigated to a few pages).			
VISITED_LANG	Career site Language (ex: en,fr) the candidate picks; only applicable if using multiple language sites. Without this cookie the user is not able to maintain language preferences on the site.	Strictly Necessary	365 Days	Essential
VISITED_VARIANT	Visited Site type or persona (Elavon); only applicable if using persona sites (personas are used to present different experiences within the same site for different brands, business units, etc.)	Strictly Necessary	365 Days	Essential
VISITED_COUNTRY	The country that the candidate chooses if they're not automatically redirected to a language subtenant. Without this cookie the user is not able to maintain language or country preferences on the site.	Strictly Necessary	365 Days	Essential
in_ref	Original referring source of traffic to the career site; this is essentially the site that the candidate came from without including personal or identifiable information.	Performance/ Analytics	Session	Non-essential
utm_source	Used to identify if anonymous user has responded to a campaign or email referring to open jobs. Identifies the advertiser, site, publication, etc of the referring URL (article here on UTM: https://blog.hubspot.com/marketing/what-are-utm-trackingcodes-ht)	Performance/ Analytics	Session	Non-essential

Cookie Name	Description	Type	Expiration	Cookie Category
utm_medium utm_source	The advertising or marketing medium specified by the referring URL marketing team (article here on UTM: https://blog.hubspot.com/marketing/what-are-utm-tracking-codes-ht)Used to identify if anonymous user has responded to a campaign or email referring to open jobs. Identifies the advertiser, site, publication, etc of the referring URL (article here on UTM: https://blog.hubspot.com/marketing/what-are-utm-trackingcodes-ht)	Performance/ Analytics	Session	Non-essential
utm_campaign utm_medium utm_source	The individual campaign name of the referring URL (article here on UTM: : https://blog.hubspot.com/marketing/what-are-utm-tracking-codes-ht) The advertising or marketing medium specified by the referring URL marketing team (article here on UTM: https://blog.hubspot.com/marketing/what-are-utm-tracking-codes-ht)Used to identify if anonymous user has responded to a campaign or email referring to open jobs. Identifies the advertiser, site, publication, etc of the referring URL (article here on UTM: https://blog.hubspot.com/marketing/what-are-utm-trackingcodes-ht)	Performance/ Analytics	Session	Non-essential
utm_content utm_campaign utm_medium	Used to differentiate similar content, or links within the same ad from the referring URL (article here on UTM: https://blog.hubspot.com/marketing/what-are-utm-tracking-codes-ht) The	Performance / Analytics	Session	Non-essential

Cookie Name	Description	Type	Expiration	Cookie Category
	individual campaign name of the referring URL (article here on https://blog.hubspot.com/marketing/what-are-utm-tracking-codes-ht) The advertising or marketing medium specified by the referring URL marketing team (article here on https://blog.hubspot.com/marketing/what-are-utm-tracking-codes-ht)			
utm_term utm_content utm_campaign	Keyword to identify a campaign (article here on https://blog.hubspot.com/marketing/what-are-utm-tracking-codes-ht) Used to differentiate similar content, or links within the same ad from the referring URL (article here on https://blog.hubspot.com/marketing/what-are-utm-tracking-codes-ht) The individual campaign name of the referring URL (article here on https://blog.hubspot.com/marketing/what-are-utm-tracking-codes-ht)	Performance/ Analytics	Session	Non-essential
utm_term utm_content	Keyword to identify a campaign (article here on https://blog.hubspot.com/marketing/what-are-utm-tracking-codes-ht) Used to differentiate similar content, or links within the same ad from the referring URL (article here on https://blog.hubspot.com/marketing/what-are-utm-tracking-codes-ht)	Performance/ Analytics	Session	Non-essential

Cookie Name	Description	Type	Expiration	Cookie Category
PHPPPE_NPS VISITED_COUNTRY utm_term	Tracks if user has seen NPS feedback popup or not. It's an optional feature to capture a candidate's feedback on the site (pops up in the corner of the site after the user has navigated to a few pages).The country that the candidate chooses if they're not automatically redirected to a language subtenant. Without this cookie the user is not able to maintain language or country preferences on the site. Keyword to identify a campaign (article here on UTM: https://blog.hubspot.com/marketing/what-are-utm-tracking-codes-ht)	Strictly Necessary	Session 365 Days	Essential (if using NPS widget) Non-essential
VISITED_LANG PHPPPE_NPS VISITED_COUNTRY	Career site Language (ex: en,fr) the candidate picks; only applicable if using multiple language sites. Without this cookie the user is not able to maintain language preferences on the site. Tracks if user has seen NPS feedback popup or not. It's an optional feature to capture a candidate's feedback on the site (pops up in the corner of the site after the user has navigated to a few pages).The country that the candidate chooses if they're not automatically redirected to a language subtenant. Without this cookie the user is not able to maintain language or country preferences on the site.	Strictly Necessary	365 Days	Essential (if using language subtenants) Essential (if using NPS widget) Essential
VISITED_LANG PHPPPE_NPS	Career site Language (ex: en,fr) the candidate picks; only applicable if using multiple language sites. Without this cookie the user is not able to maintain language	Strictly Necessary	365 Days Session	Essential (if using language subtenants)

Cookie Name	Description	Type	Expiration	Cookie Category
	<p>preferences on the site. Tracks if user has seen NPS feedback popup or not. It's an optional feature to capture a candidate's feedback on the site (pops up in the corner of the site after the user has navigated to a few pages).</p>			Essential (if using NPS widget)
<p>Per_UniqueID VISITED_VARIANT VISITED_LANG</p>	<p>System generated unique Identifier for browser thumbprint; used to remember personalization across sessions for job recommendations (browsing history, any interests specified) Visited Site type or persona (Elavon); only applicable if using persona sites (personas are used to present different experiences within the same site for different brands, business units, etc.) Career site Language (ex: en,fr) the candidate picks; only applicable if using multiple language sites. Without this cookie the user is not able to maintain language preferences on the site.</p>	Strictly Necessary	365 Days	<p>Non-essential</p> <p>Essential (if using personas)</p> <p>Essential (if using language subtenants)</p>
<p>P_REF_CNG Per_UniqueID VISITED_VARIANT</p>	<p>Flag to avoid wrong referring source when using social account sign-in feature; when using social media to sign in, it overwrites the referring URL; this flag is used to keep the original referring URL intact System generated unique Identifier for browser thumbprint; used to remember personalization across sessions for job recommendations (browsing history, any interests specified) Visited Site type or persona (Elavon); only</p>	Strictly Necessary	<p>Session</p> <p>365 Days</p>	<p>Non-essential</p> <p>Essential (if using personas)</p>

Cookie Name	Description	Type	Expiration	Cookie Category
	applicable if using persona sites (personas are used to present different experiences within the same site for different brands, business units, etc.)			
P_REF_CNG Per_UniqueID	Flag to avoid wrong referring source when using social account sign-in feature; when using social media to sign in, it overwrites the referring URL; this flag is used to keep the original referring URL intact System generated unique Identifier for browser thumbprint; used to remember personalization across sessions for job recommendations (browsing history, any interests specified)	Strictly Necessary	Session 365 Days	Non-essential
P_REF_CNG	Flag to avoid wrong referring source when using social account sign-in feature; when using social media to sign in, it overwrites the referring URL; this flag is used to keep the original referring URL intact	Performance	Session	Non-essential

Declining Cookies

If you decline consent to cookies, you may still use this career site, but your ability to use some areas of our site, will be limited. For example, you cannot receive job recommendations on this career site based on your browsing activity and this career site will not be able to personalize your experience. You will still be able to apply for jobs through our job application forms, log in to this career site using LinkedIn, join the Talent Community or subscribe to Similar Job Alerts.

How can I control cookies?

Personalization and Performance cookies can be controlled by checking or unchecking your consent on this page. Overall, you are able to control cookies from your browser-level settings. Each browser typically allows a user to enable, disable, block, allow, or remove cookies by visiting the settings, tools, or preferences tab that can be located within the browser itself. For additional questions regarding any specific browser, please contact your browser support directly.

For users in the EEA

If you have queries, please contact EUDataProtectionOffice@elavon.com

EU Data Protection Office, Block F1, Cherrywood Business Park, Cherrywood, Dublin 18, D18 W2X7

All other users please contact

Elavon

Attn: Compliance/Privacy Policy

Two Concourse Pkwy

Suite 800

Atlanta, Georgia 30328

privacypolicyinfo@elavon.com