Cookie Policy

Last Updated: August 29, 2018

By using or accessing WerkApp's websites ("Site"), you are consenting to WerkApp's use of Cookies as outlined below. All references to Job Seeker and Employer are defined as provided for in the WerkApp Terms of Service Introduction.

For the purposes of this Cookie Policy, "WerkApp" or "we" means Werk Technologies Inc. if you are a Job Seeker or Employer.

Introduction: What is a cookie?

This Cookie policy helps to explain the occasions when and why cookies may be sent to visitors to the Site (referred to in this policy as "we", "us" or "our"). "Cookies" are text-only pieces of information that a website transfers to an individual's hard drive or other website-browsing equipment for record-keeping purposes. Cookies allow the Site to remember important information that will make your use of the site more convenient. A cookie will typically contain the name of the domain from which the cookie has come, the "lifetime" of the cookie, and a randomly generated unique number or other value. Certain cookies will be used on the Site regardless of whether you are logged in to your account or not.

Session Cookies are temporary cookies that remain in the cookie file of your browser until you leave the Site.

Persistent Cookies remain in the cookie file of your browser for much longer (though how long will depend on the lifetime of the specific cookie). When we use session cookies to track the total number of visitors to our Site, this is done on an anonymous aggregate basis (as cookies do not in themselves carry any personal data). We may also employ cookies so that we remember your computer when it is used to return to the Site to help customize your WerkApp web experience. We may associate personal information with a cookie file in those instances.

How WerkApp uses cookies

Like most websites, we use cookies for a variety of purposes in order to improve your online experience, for analytics and for marketing, but specifically we use Cookies on the Site for the following purposes:

Analytical Purposes	We use cookies to analyze user activity in order to improve the Site. For example, we can use cookies to look at aggregate patterns like the average number of job searches that users perform. We can use such analysis to gain insights about how to improve the functionality and user experience of the Site.
Your Preferences & User Experience	We use cookies to gather certain information about users, such as browser type, server, language preference, and country setting, in order to store user preferences on our Site to make your user experience more consistent and convenient. For example, we may store the recent searches you have performed in a cookie so that we can allow you to easily repeat those searches when you return to our Site. In addition, we use cookies to maintain your logged in state when you visit our Site repeatedly. We may also use your IP address to determine your geographic location in order to provide you with the most relevant search results.
Marketing	We use cookies from third-party partners such as Google and Facebook for marketing purposes. These cookies allow us to display WerkApp promotional material to you on other sites you visit across the Internet. WerkApp may also share information about your behavior on the Site with third parties (including operators of third-party websites and/or social networking sites) in order to show you targeted advertisements and other content that has been customized for you.
Referral Tracking	We use cookies to associate user activity with the third party website that referred the user to our Site, or to associate user activity that WerkApp referred to a third party website. These third party partner websites receive credit for the activity of users they refer to our Site, or give WerkApp credit for the activity of users referred to such third party websites. We do not share any personal information or information about individual user activities with these partner entities. We also use cookies to associate user activity with the email campaign that referred the user to our Site.
Security Purposes	We use cookies to limit certain types of cyber attacks.
Testing, Usability, and Performance Improvement Purposes	We use cookies to ensure users receive a consistent user experience while we conduct A/B testing on certain aspects of our Site in order to improve our product offerings. We also use cookies to improve the performance and reliability of our Site.
Fraud/Spam prevention	We use cookies during fraud reviews and investigations. Some of our cookie/device tracking happens via 3rd party vendors like SiftScience, other times we use our own indexes to identify activity related to specific cookies.

Managing cookies in your browser

Use the options in your web browser if you do not wish to receive a cookie or if you wish to set your browser to notify you when you receive a cookie. You can easily delete and manage any cookies that have been installed in the cookie folder of your browser by following the instructions provided by your particular browser manufacturer.

- **Google Chrome**
- **Internet Explorer**
- **Mozilla Firefox**
- **Safari (Desktop)**
- **Safari (Mobile)**
- **Android Browser**
- **Opera**
- **Opera Mobile**

If your browser is not listed here, consult the documentation that your particular browser manufacturer provides. You may also consult your mobile device documentation for information on how to disable cookies on your mobile device. If you disable all cookies, you may not be able to take advantage of all the features of this Site. Please note that if you have not cleared your cookies or cache, the contents of which may affect autofill functions on the WerkApp site and you are responsible for any such actions.

In addition, WerkApp may also provide an employer with code for a Conversion Tracker to place on its Site that pings the job seeker web beacon and tracks whenever a job seeker has applied to a job on that employer's website. This Conversion Tracker will attribute an application to WerkApp any time the job seeker started their search on WerkApp, despite any intervening activity. WerkApp does not have access to the cookies in the employer's domain. The Conversion Tracker is simply a counter that notifies WerkApp that a job seeker has applied. If a job seeker has disabled the web beacon, the Conversion Tracker will have no functionality.

WerkApp uses the AdWords and Remarketing Lists features of Google Analytics for Display Advertisers. WerkApp and Google use first-party cookies (such as the Google Analytics cookie) and third-party cookies (such as the DoubleClick cookie) together to inform, optimize, and serve ads based on your past visits to our Site. This means that vendors including Google will display WerkApp promotional material on other sites you visit across the Internet.

You may opt-out of Google Analytics for Display Advertisers including AdWords and opt-out of customized Google Display Network ads by visiting the Google Ads Preferences Manager. To provide website visitors more choice on how their data is collected by Google Analytics, Google has developed an Opt-out Browser add-on, which is available by visiting Google Analytics Opt-out Browser Add-on, to enable you to opt-out of Google's programs.

Changes To Our Cookie Policy

From time to time, it may be necessary for us to change this cookie policy. We suggest that you check here periodically for any changes.