

# Eworks handling of Cookies

These guidelines for cookies ("Guidelines") Apply to Ework Group AB and its subsidiaries ("Ework") use of cookies on Ework websites, meaning. [www.eworkgroup.com](http://www.eworkgroup.com), with associated underlining websites ("Websites").

Please note that if you do not allow Ework to use cookies, this may affect your use and experience on the site.

## What are Cookies?

Cookies" are small text files sent from the server to your browser (for Ex. Ms internet Explorer or Mozilla FireFox), when your computer or when you visit a web page. If your browser set to accept this information, these Cookies will be saved in your browser, and on the hard drive or on your computer's memory, and it will become active at the specified "expiration date". When a Cookie reaches its expiration date, it is automatically deleted from the browser directory file concerned. A cookie usually contains the name of the site from which the cookie comes, the cookie's life span (Meaning, how long it will be stored on your device) and a value, which is usually a randomly generated unique number.

## What Ework use Cookies for?

Ework use Cookies to offer you the best possible, customize online experience when you search for websites. When you allow Ework to place Cookies on your computer, the sittings you make will be saved. When you visit the website again, you do not need to redo them. This general informations do not allow Ework to distinguish its visitors. **No personal data is collected in this process.**

Ework also uses Cookise that make it possible to optimize the site's features, to enhance your experience and individualize future visits by remembering your user preferences. Cookies also aim to confirm you when you log in to "My Ework" and to verify users. Ework also use Cookies for marketing and marketing research, including demographic studies, so that Ework can optimize and customize the quality of its services for you. Furthermore, Cookies are used to compile anonymous, aggregated statistics to understand how users use the websites, and which help Ework to improve its structure and content.

## What Cookies are Ework Using?

Cookie	Details	Name & expiration date
Consent	This cookie controls whether or not to display cookie information.	cookiesconcent_dismissed = 1 year
Language	WP Language cookies to remember which language a user has.	wpml = 24 hours
Language	WP Language cookies to remember which language a user has.	_icl_ = 48 hours
Geolocation	Cookie som samarbetar med WPLanguage cookie för att hålla reda på från vilket land användaren använder webbsajten, så att sajten kan leverera rätt och efterfrågad data och uppdrag.	Geoip = 30 days
Google Analytics	These cookies are placed by our analytics tool "Google Analytics" and are used to gather information about how visitors use the webpage. We use the information to make reports and help us improve the page. These cookies can not identify you, they collect anonymous form information sent to, and stored at, Google on servers in the United States in accordance with their privacy practices. Read more about Google Analytics Data Protection Policy: <a href="https://support.google.com/analytics/answer/6004245">https://support.google.com/analytics/answer/6004245</a> .	_ga = 2 years _gid = 24 hours _gat = 10 hours
Google AdWords	This cookie is used to measure the performance of our online ads. Read more about Google AdWord's use here: <a href="http://www.google.com/policies/technologies/ads/">http://www.google.com/policies/technologies/ads/</a> .	-
LinkedIn	This cookie is placed by LinkedIn's share and follow-up buttons that we have implemented to easily allow you to share interesting information from our website. Read more about LinkedIn's cookie routines at: <a href="https://www.linkedin.com/legal/cookie-policy">https://www.linkedin.com/legal/cookie-policy</a>	A number of cookies with different expiration dates. See their data protection policy for more information.
Freespee	This cookie indicates whether the visitor can see unique phone numbers or share the phone number with others in certain situations. Set by Freespees JavaScript.	__fs_dncls_extrack
Freespee	Used to link multiple page visits with a browsing session for a specific visitor.	__fs_dncls_sessionid = Max 30 days.
Freespee	This cookie is used to bind multiple browsing sessions from a specific user.	__fs_dncls_trackingid = Max 1 year

My Ework	Contains user session ID and random numbers for security. Created by ColdFusion.	CFGLOBALS = About 30 years
My Ework	Contains user session ID. Created by ColdFusion.	CFID = 24 hours
My Ework	Contains random numbers (hex) for security. Created by ColdFusion.	CFTOKEN = 24 hours
My Ework (Special case)	This cookie is set if the user in any way succeeds in accessing the ErrorMessage_framed.cfm page. may occur if something goes wrong.  Old way to set language for the user. Should be removed from all pages-	LANGUAGEIDCOOKIE = session length
Ework Support (support.eworkgroup.com)	For site visitor statistics and performance measurements.	__ga, __gat, __gat_bTracker, __gat_c
Ework Support (support.eworkgroup.com)	Ensures that messages are sent securely.	csrftoken
Ework Support (support.eworkgroup.com)	Keep track of whether the user is logged in and fill in a number of form fields in advance.	sessionid
<b>Cookies set in a visitor's browser by HubSpot</b>		
<p>HubSpot's tracking code sets a number of tracking cookies when a visitor lands on your site. These cookies fall into two general categories:</p> <ul style="list-style-type: none"> <li>• Essential/necessary cookies: essential cookies which do not require consent.</li> <li>• Consent banner cookies: cookies included in the consent banner under GDPR.</li> </ul>		
<b><i>Essential/necessary cookies</i></b>		
HubSpot	This cookie is used by the opt-in privacy policy to remember not to ask the visitor to accept cookies again. This cookie is set when you give visitors the choice to opt out of cookies.	__hs_opt_out <i>(Expires: 2 years)</i>
HubSpot	This cookie can be set to prevent the tracking code from sending any information to HubSpot. Setting this cookie is different from opting out of cookies, as it still allows anonymized information to be sent to HubSpot.	__hs_do_not_track <i>(Expires: 2 years)</i>
HubSpot	This cookie is used to test whether the visitor has support for cookies enabled.	__hs_testcookie <i>(Expires: end of session)</i>

HubSpot	This cookie is used to consistently serve visitors the same version of an A/B test page they've seen before.	hs_ab_test <i>(Expires: end of session)</i>
HubSpot	When visiting a password-protected page, this cookie is set so future visits to the page from the same browser do not require login again. The cookie name is unique for each password-protected page.	<id>_key
HubSpot	This cookie is used to determine and save whether the chat widget is open for future visits. It resets to re-close the widget after 30 minutes of inactivity.	hs-messages-is-open <i>(Expires: 30 minutes)</i>
HubSpot	This cookie is used to prevent the welcome message from appearing again for one day after it is dismissed.	hs-messages-hide-welcome-message <i>(Expires: 1 day)</i>
HubSpot	This cookie is set when visitors log in to a HubSpot-hosted site.	__hsmem
<b>Consent banner cookies</b>		
HubSpot	The main cookie for tracking visitors. It contains the domain, utk, initial timestamp (first visit), last timestamp (last visit), current timestamp (this visit), and session number (increments for each subsequent session).	__hstc <i>(Expires: 2 years)</i>
HubSpot	This cookie is used to keep track of a visitor's identity. This cookie is passed to HubSpot on form submission and used when deduplicating contacts.	Hubspotutk <i>(Expires: 10 years)</i>
HubSpot	This cookie keeps track of sessions. This is used to determine if HubSpot should increment the session number and timestamps in the __hstc cookie. It contains the domain, viewCount (increments each pageView in a session), and session start timestamp.	__hssc <i>(Expires: 30 min)</i>
HubSpot	Whenever HubSpot changes the session cookie, this cookie is also set to determine if the visitor has restarted their browser. If this cookie does not exist when HubSpot manages cookies, it is considered a new session.	__hssrc <i>(Expires: end of session)</i>

HubSpot	This cookie is used to recognize visitors who chat with you via the messages tool. If the visitor leaves your site before they're added as a contact, they will have this cookie associated with their browser. If you chat with a visitor who later returns to your site in the same cookie'd browser, the messages tool will load their conversation history.	messagesUtk
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## How to block or/and delete cookies

Most browsers have a default setting that accepts the use of cookies, but you can set the usage and extent of cookies in your computer settings. You can also set up your computer so that you will be notified each time a cookie is placed or you can turn off all cookies through your browser and delete existing cookies (in the Help feature of your browser, you can read more about how to change or update your cookies).

Ework wants to point out that this is a computer setting and that these settings only apply to the computer on which the settings are made. If you are using more than one computer, the settings must be made on each computer.

## Changes to the Guidelines and questions

Ework may update these Guidelines. The date of the last change is stated at the end of the Guidelines.

If you have any questions regarding these Guidelines or Eworks use of cookies, you are welcome to contact Ework at [legal@eworkgroup.com](mailto:legal@eworkgroup.com).