



Cookies Policy

Our website uses cookies to distinguish you from other users of our website.

Through the insight we gain into our visitors we are able to improve our site and focus the content to our viewers' interests. By continuing to browse [<https://staffing.the-challenge.org>] ("Our Site"), you are agreeing to our use of cookies.

A cookie is a small file of letters and numbers that we store on your browser or the hard drive of your computer if you agree. Cookies contain information that is transferred to your computer's hard drive.

We use the following cookies:

- **Strictly necessary cookies.** These are cookies that are required for the operation of our website. They include, for example, cookies that enable you to log into secure areas of our website.
- **Analytical/performance cookies.** They allow us to recognise and count the number of visitors and to see how visitors move around our website when they are using it. This helps us to improve the way our website works, for example, by ensuring that users are finding what they are looking for easily.

How Cookies are used on Our Site

We use a tool called Google Analytics to collect information about how you use Our Site. We do this to measure performance of Our Site, for example to find out the most visited pages of Our Site, and the most frequently asked questions, but also to help make sure the site is meeting the needs of its visitors and to help us make improvements.

Google Analytics stores information including but not limited to:

- the pages you visit on our website;
- the link you clicked on (or other way) to come to our website;
- the amount of time you spend on each page of our website; and
- what you click on while you're visiting the site.

A cookie is logged on your computer the first time you visit Our Site.

You can find more information about the individual cookies we use and the purposes for which we use them in the table below:

Please note that third parties (including, for example, advertising networks and providers of external services like web traffic analysis services) may also use cookies, over which we have no control.

Cookie	Expiration	Purpose	More information
__utma	2 years from set/update.	Used to distinguish users and sessions.	The cookie is created when the javascript library executes and no existing __utma cookies exist. The cookie is updated every time data is sent to Google Analytics.
__utmb	30 mins from set/update.	Used to determine new sessions/visits.	The cookie is created when the javascript library executes and no existing __utmb cookies exist. The cookie is updated every time data is sent to Google Analytics.
__utmc	End of browser session.	Not used in ga.js. Set for interoperability with urchin.js.	Historically, this cookie operated in conjunction with the __utmb cookie to determine whether the user was in a new session/visit.
__utmz	6 months from set/update.	Stores the traffic source or campaign that explains how the user reached our site.	The cookie is created when the javascript library executes and is updated every time data is sent to Google Analytics.
_ga	2 years.	Used to distinguish users.	
_gat	10 minutes.	Used to throttle request rate.	
VISITOR_INFO1_LIVE	9 months	Allows Youtube to count the views of embedded Youtube videos.	
PREF		Used to remember your preferences/settings such as language, preferred resolution size.	



NID		Used to remember your selections or preferences that you've already made when looking at information or using a service.
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Changing your cookie preference

Most web browsers allow some control of most cookies through the browser settings.

You can block cookies by activating the settings on your browser that allows you to refuse the setting of all or some cookies. However, if you use your browser settings to block all cookies (including essential cookies) you may not be able to access all or parts of Our Site.