

## Cookies Policy

Last update: June 1, 2023

At Solar Staff, we make a point of being transparent about the technologies we use. In this Cookies Policy, we explain what types of cookies we use when you access our website (<https://solar-staff.com>, <https://solarstaff.com>), web applications, or the Solar Staff Service at <https://solar-staff.com>, <https://solarstaff.com> (jointly the "website" or the "Solar Staff website"), as well as what purposes we use them for and how you can reject cookies or withdraw your consent to their use.

A "cookie" is a small data file that is placed on your computer or mobile device when you use the website. Cookies do many useful jobs. We may deploy cookies to collect, store, and sometimes track information to improve the Solar Staff Service and the functionality and services it offers by storing user preferences and recording session information, pages you visit, and your past activity. This helps us ensure you are not repeatedly sent the same advertising materials or notifications and collect other information that you send or that may be required for maintenance, improvement, and enhancement of the Solar Staff Service.

### Types of cookies we use

There are two main categories of cookies:

- Essential cookies (also known as "strictly necessary cookies"). These cookies are necessary to enable you to browse the website and for the website to provide online services and function correctly. Their absence would affect the core website functionality, so they cannot be disabled in our system.
- Non-essential cookies (functional cookies, performance cookies, marketing cookies).

We may use both cookie categories. By clicking **Accept all** on the cookies banner on our website, you give us your express consent to place on your computer or device and access all cookies and other tracking technologies as set out herein. We may also deploy web beacons and similar techniques to assist with delivering cookies to your computer or mobile device.

In order to ensure your right of limiting cookies only to the strictly necessary ones, we give you an option to choose **Accept only essential** cookies on our website's cookie banner, thus blocking any non-essential cookies.

Please note that blocking or rejecting cookies on your computer or another device may hinder your ability to access or use certain functionalities or services available on the Solar Staff website.

Below is a classification of cookies according to their functionality and the relevant tables. Since the number, names, and characteristics of cookies may change, the information contained in the tables below may be updated from time to time.

### Essential cookies

These cookies keep the website operational by enabling basic features like page navigation, privacy preferences, and sign-in to the Solar Staff Service.

Cookie name	Provider	Lifespan
cookies.js	solar-staff.com	Session
PHPSESSID	solar-staff.com	Session

_ct	solar-staff.com	5 years
_ct_client_global_id	solar-staff.com	5 years
_ct_client_global_id	solar-staff.com	5 years
_ct_ids	solar-staff.com	Session
_ct_session_id	solar-staff.com	Session
_ct_site_id	solar-staff.com	Session
activity	solar-staff.com	Session
call_s	solar-staff.com	1 day
cted	solar-staff.com	Session
mgo_cnt	solar-staff.com	2913757 days
mgo_sb_current	solar-staff.com	179 days
mgo_sb_first	solar-staff.com	179 days
mgo_sb_migrations	solar-staff.com	179 days
mgo_sb_session	solar-staff.com	1 day
mgo_sid	solar-staff.com	1 day
mgo_uid	solar-staff.com	2913757 days
tasks	solar-staff.com	Persistent
i	yandex.ru	10 years
JSESSIONID	nr-data.net	Session
li_gc	linkedin.com	2 years
rc::a	google.com	Persistent
rc::c	google.com	Session

## Functional cookies

Functional cookies enable our website to provide a personalized and enhanced user experience (e.g., language selection). They may be set by us or third parties whose services we integrate into our website (see the "Third-party cookies" section for details).

Cookie name	Provider	Lifespan
intercom-id-#	solar-staff.com	270 days
intercom-session-#	solar-staff.com	6 days
lang	ads.linkedin.com	Session
UserMatchHistory	.linkedin.com	1 month
bcookie	.linkedin.com	2 years
lang	.linkedin.com	Session
bscookie	.www.linkedin.com	2 years
intercom.intercom-state-#	solar-staff.com	Persistent

## Performance cookies

Performance cookies help us understand how you interact with the website by collecting and reporting information anonymously (e.g., number of visitors and sources of user traffic).

Cookie name	Provider	Lifespan
__vw_tab_guid	solar-staff.com	Session
_ga	solar-staff.com	2 years
_gat	solar-staff.com	1 day
_tt_enable_cookie	solar-staff.com	1 year
AnalyticsSyncHistory	linkedin.com	29 days
yandexuid	yandex.ru	1 year
ymex	yandex.ru	1 year
_gcl_a	solar-staff.com	3 months
_gid	solar-staff.com	1 day
_gat_UA-61863440-1	solar-staff.com	1 minute

## Marketing Cookies

Solar Staff or third parties may use marketing cookies to build a profile of your interests and display adverts that are relevant for you on other websites. These cookies may identify your browser and internet device for the purposes of ad targeting, but do not directly store your personal data.

Cookie name	Provider	Lifespan
_fbp	solar-staff.com	3 months
_gcl_au	solar-staff.com	3 months
_ttp	solar-staff.com	1 year
_ttp	solar-staff.com	1 year
_ym#_lastHit	solar-staff.com	Persistent
_ym#_lsid	solar-staff.com	Persistent
_ym_d	solar-staff.com	1 year
_ym_isad	solar-staff.com	1 day
_ym_uid	solar-staff.com	1 year
_ym_uid	solar-staff.com	Persistent
_ym_visorc	solar-staff.com	1 day
_ym_wv2rf:#:0	solar-staff.com	Persistent
ads/ga-audiences	google.com	Session
fr	facebook.com	3 months
lidc	linkedin.com	1 day
metrika_enabled	solar-staff.com	Session
tr	facebook.com	Session
tt_appInfo	solar-staff.com	Session
tt_pixel_session_index	solar-staff.com	Session
tt_sessionId	solar-staff.com	Session
UserMatchHistory	linkedin.com	30 days
VISITOR_INFO1_LIVE	youtube.com	179 days
webvisor/#	yandex.ru	Session
yabs-sid	yandex.ru	Session
yuidss	yandex.ru	1 year
_ym29709265:0_reqNum	solar-staff.com	Persistent
ym_retryReqs	solar-staff.com	Persistent
_ym_uid	solar-staff.com	1 year
_ym_d	solar-staff.com	1 year
_ym_isad	solar-staff.com	20 hours

We use cookies classified as **first-party cookies** and **third-party cookies**.

The Solar Staff Service mainly uses first-party cookies, which are associated with the domain name of the Solar Staff website you browse and controlled by the Solar Staff Service. Meanwhile, third-party cookies are attached to different domain names maintained by the respective third parties. These cookies may be used to achieve the above-mentioned purposes (e.g., keep our website operational, collect statistics, or store preferences) and, in cases where they constitute essential cookies, cannot be switched off in our system.

Moreover, some pages on our website may display content from external providers (e.g., links to our clients' websites). To view this third-party content, you may first have to accept their terms and cookies policies, which we have no control over. However, if you do not follow the relevant links, no third-party cookies shall be placed on your device.

## Third-party cookies

Please note that the third-party services described below lie outside of the Solar Staff Service's control. These third parties may, at any time, change their terms of service or the purposes and practices of how they use cookies, among other things.

Our website uses Google Analytics, a web analytics service provided by Google, Inc. ("Google"). Google places cookies on your computer to help us analyze how you use our website. The information associated with the cookies (including your IP address) may be transmitted to and stored by Google on its servers, which are located in many countries around the world. Google uses this information to analyze your use of the website, compile reports on website activity for website operators, and provide other services relating to website activity and internet usage. Google may also transfer this information to third parties where so required by law or where such third parties process the information on Google's behalf. You can reject cookies by selecting the appropriate settings in your browser, but if you do so, you shall not be able to make use of our website's full functionality. You may also opt out of Google's personalized advertising in [My Ad Center](#). Please read Google's [privacy policy](#) to find out more about its data collection and processing practices.

We also use Facebook Business Tools, including Facebook Connect, Custom Audience, and Pixel, all provided by Meta Platforms, Inc., which operates as Meta and was formerly known as Facebook, Inc. ("Facebook"). These technologies help us to integrate with Facebook, gauge the performance of our products and services, and provide a better experience for people who use or might be interested in our products and services. Similarly to Google, Facebook uses cookies to collect information when you visit or use our website. If you register on our website using your Facebook profile, Facebook may be able to link information about your visits and actions on our website with your Facebook profile information. To learn more about Facebook's data collection and cookie practices, please read its [privacy policy](#) and [cookies policy](#). You can also use your Facebook [ad preferences](#) to learn why you get particular ads and control how Facebook uses the information it collects to deliver you ads. To show you better ads, Facebook uses data it receives from advertisers and other partners about your activity outside of Facebook products, including on websites and in apps. You can control whether Facebook uses this data to show you ads in your Facebook [ad settings](#).

You can opt out of seeing online interest-based ads from Google and other participating companies through the [European Interactive Digital Advertising Alliance](#) in Europe, the [Digital Advertising Alliance](#) in the US, the [Digital Advertising Alliance of Canada](#) in Canada, or through your mobile device settings. Please note that ad blockers and tools that restrict cookie use may interfere with these controls.

We also provide some amount of your personal data (e.g., the sign-up date and your email address) to Intercom, Inc. ("Intercom") and utilize Intercom to collect data for analytics purposes when you visit the Solar Staff website or use the Solar Staff Service. As a data processor, Intercom analyzes your use of the Solar Staff website and/or the Solar Staff Service and tracks our interaction by way of cookies and similar technologies so that Solar Staff can improve its service for your benefit. For more information on Intercom's use of cookies, please see its [cookie policy](#). Solar Staff may also use Intercom as a medium for communications, either via email or through messages within the Solar Staff Service. Intercom's products Messenger Apps and Apps in Inbox can also give you access to other third-party applications such as Stripe. You should review these third parties' privacy notices for information on their use of your personal data. Intercom collects publicly available contact and social information related to you, such as your email address, gender, company, job title, photos, website URLs, social network handles and physical addresses to enhance your user experience. For more information on the privacy practices of Intercom, please see its [privacy policy](#). Intercom's services are governed by Intercom's [terms of use](#). If you would like to opt out of having your personal data collected by or submitted to Intercom, please contact us at [dpo@solar-staff.com](mailto:dpo@solar-staff.com).

Our website also uses cookies managed by the Yandex.Metrica web analytics service provided by Yandex Oy Limited, located at 6 Moreenikatu, 04600 Mantsala, Finland ("Yandex"). Information collected via these cookies does not reveal your identity, but it can help us improve our website performance. Information about your use of this website collected via such cookies is transferred to Yandex and stored on Yandex's servers in the EU and the Russian Federation (as stipulated by applicable laws). Yandex processes this information to assess how you use the website, compile reports on our website performance, and provide other services. Yandex processes this information in accordance with the [Terms of Use of Yandex.Metrica Service](#) (for users of the Russian Federation). If a user is subject to the territorial scope of the General Data Protection Regulation (dated April 27, 2016), the use of the Yandex.Metrica service shall be governed by the [Terms of Use of Yandex.Metrica Service and AppMetrica \(GDPR\)](#). You can opt out of using cookie files by choosing

the corresponding settings in your browser. You can also use the [Yandex.Metrica opt-out add-on](#). However, it can affect certain website functions. By using this website, you agree to the processing of your data by Yandex in the above manner and for the above purposes.

In addition, some cookies on our website may come from LinkedIn, as we integrate such LinkedIn tools as Insight Tag, post embeds, and Sign In with LinkedIn. These services use a small subset of cookies listed in the tables above. You can choose the [cookie settings](#) you want to allow. If you turn off a cookie category or do not consent to the use of cookies, the cookie(s) belonging to that category shall be removed from your browser. You can also manage your [cookie settings](#) and have the preferences apply only to the browser in which you do so. Learn more about how your [cookie and ads settings interact](#).

## Managing cookies on your device

- **Managing cookies in browsers (including deleting all cookies)**

You can delete all existing cookies that are already present on your device by clearing the browsing history of your web browser, allowing or blocking all cookies, and setting preferences for specific websites. Please note that if you choose to delete and/or block all cookies, thus preventing certain types of cookies from being stored on your device, some of our website's components may not function correctly.

Each browser's functionality may differ. To find out how to delete and manage cookies in your browser, you can use the following links:

[Google Chrome](#)

[Safari \(Mac\)](#)

[Mozilla Firefox](#)

[Internet Explorer](#)

[Opera](#)

[Samsung Internet \(Mobile\)](#)

[Safari \(Mobile\)](#)

- **Withdrawal of your consent to accepting all non-essential cookies on our website**

You can update your cookie preferences at any time by clearing the history for the Solar Staff website in your browser. After that, you can access our website again and select "Accept only essential."

- **Managing cookies of specific third parties**

For information on how to opt out of cookies from third parties, see the "Third-party cookies" section hereof or follow the links below:

[Google](#)

[Facebook](#)

[Intercom](#)

[Yandex.Metrica](#)

[LinkedIn](#)

If you have any questions or comments about this Cookies Policy, please contact us at [dpo@solar-staff.com](mailto:dpo@solar-staff.com).