

Information about the Cookie Policy

Cookies

How are Cookies used on this Career Site?

This Career Site may request cookies to be set on your device. A cookie is a small text file that is stored on a user's computer for record-keeping purposes. We do not link the information we store in cookies to personally identifiable information you submit while on this Career Site.

We use cookies to let us know when you visit this Career Site and how you interact with us, to enrich your user experience, and to personalize your experience with this Career Site. You can change your cookie preferences by selecting to turn certain cookies off. Please note that blocking some types of cookies may impact your experience on this Career Site and the services we are able to offer.

Essential Cookies

These cookies are strictly necessary to provide you with services available through this Career Site and to use some of its features.

This Career Site gathers certain information automatically when you interact with the site and stores that information in log files. This information includes Internet protocol (IP) addresses, browser type, Internet service provider (ISP), referring/exit pages, operating system, date/time stamp, and clickstream data. IP addresses are not stored after you end your session.

We use this information, which does not identify individual users, to: (i) analyze trends; (ii) administer the site; (iii) track users' movements around the site; and (iv) gather demographic information about our user base as a whole. We do not link this automatically collected data to personally identifiable information.

Because these cookies are strictly necessary to deliver this Career Site, you cannot refuse them without impacting how this site functions. You can block or delete them by changing your browser settings, as described in the "How Can I Control Cookies?" section.

We use HTML5 Local Storage, to store content information and preferences. Various browsers may offer their own management tools for removing Local Storage. Third parties with whom we partner to provide certain features on this Career Site or to display advertising based upon your web browsing activity also use Local Storage to store and collect information. Various browsers may offer their own management tools for removing Local Storage.

Performance and Functionality Cookies

These cookies are used to enhance the performance and functionality of this Career Site but are non-essential to the functionality of the site. However, without these cookies, certain functionality may become unavailable.

We use both session cookies and persistent cookies. We use session cookies to make it easier for you to navigate this Career Site. A session cookie expires when you close your browser. A persistent cookie remains on your hard drive for an extended period of time. You can remove persistent cookies by changing your browser settings, as described in the "How Can I Control Cookies?" section below.

We set a persistent cookie to store your password, so you don't have to enter it more than once. Persistent cookies also enable us to track and target the interests of our users to enhance the

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experience on this Career Site.

We collect a user's location-based information for the purpose of matching the user's job search criteria. We will only share this information with our mapping provider for the sole purpose of providing the user with the location-based job search service. Users may turn off any geo-location tracking at the device level. By turning off the location tracking, any geographically-based services on this Career Site will no longer be provided to you.

Third-Party Cookies

We and our partners and service providers use cookies or similar technologies to analyze trends, administer this Career site, track users' movements around the site, and gather demographic information about our user base as a whole. Third-party cookies are also used to provide certain information from partner websites at the request of the user. Users can control the use of cookies at the individual browser level, as described in the "How Can I Control Cookies?" section.

Our partners and service providers may use session cookies to anonymously track page interactions, which improves the site experience. Our third-party partners employ images and scripts, that help them better manage content on our site.

Third Parties, with whom we partner to provide certain features on this Career Site or to display advertising based upon your web browsing activity, use flash cookies to collect and store information. Flash cookies are different from browser cookies because of the amount and type of data collected as well as how the data is stored. Cookie management tools provided by your browser will not remove flash cookies. You can learn how to manage privacy and storage settings for flash cookies in the "How Can I Control Cookies?" section below.

Our third-party partners do not tie the information gathered to users personally identifiable information.

Users can control the use of the following third-party cookies as follows:

LinkedIn: If you log in to this Career Site through a LinkedIn profile or choose to apply to a job application via a LinkedIn profile, LinkedIn will use a third-party cookie on this Career Site. LinkedIn's practices are governed by its privacy policy, and questions related to LinkedIn's policies and practices should be directed to them. By using LinkedIn to log in to or provide information to this Career Site, you are consenting to the use of a LinkedIn cookie on this Career Site.

Dropbox: If you select to upload any documents via a DropBox account, DropBox will use a third-party cookie on this Career Site. DropBox practices are governed by its privacy policy, and questions related to DropBox's policies and practices should be directed to them. By using DropBox to provide information on this Career Site, you are consenting to the use of a DropBox cookie on this Career Site.

Google Drive: If you select to upload any documents via a Google Drive account, Google Drive will use a third-party cookie on this Career Site. Google Drive's practices are governed by its privacy policy, and questions related to Google Drive's policies and practices should be directed to them. By using Google Drive to provide information on this Career Site, you are consenting to the use of a Google Maps cookie on this Career Site.

Google Maps: This Career Site provides geographical information for job applications. You can deny the

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use of this feature by declining to accept the browser prompt to access your location information. By declining the use of the Google Maps cookie, certain features, such as job distance, will be unavailable.

Google Analytics: This Career Site also uses a third-party tracking service called “Google Analytics” that uses cookies to track non-personally identifiable information about visitors to this site in the aggregate (browser version, geographic region, click path, and bounce rates) to improve the end-user experience. To learn more about Google Analytics’ data practices, please visit <https://support.google.com/analytics/answer/6004245?hl=en>. For opt-out options specific to Google Analytics, please visit <https://tools.google.com/dlpage/gaoptout>.

Declining Cookies

If you decline the use of cookies, you may still use this Career Site, but your ability to use some areas of the 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 the appropriate boxes 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. If you have additional questions regarding any specific browser, please contact your browser support team directly.