| Cookie ID               | Category   | Description                                    |
|-------------------------|------------|--|
| cf_bm                   | Necessary  | This cookie, set by Cloudflare, is used to     |
|                         |            | support Cloudflare Bot Management.             |
| _cfuvid                 | Necessary  | Calendly sets this cookie to track users       |
|                         |            | across sessions to optimize user               |
|                         |            | experience by maintaining session              |
|                         |            | consistency and providing personalized         |
|                         |            | services                                       |
| hssrc                   | Necessary  | This cookie is set by Hubspot whenever it      |
|                         |            | changes the session cookie. Thehssrc           |
|                         |            | cookie set to 1 indicates that the user has    |
|                         |            | restarted the browser, and if the cookie       |
|                         |            | does not exist, it is assumed to be a new      |
|                         |            | session.                                       |
| hssc                    | Necessary  | HubSpot sets this cookie to keep track of      |
|                         |            | sessions and to determine if HubSpot           |
|                         |            | should increment the session number and        |
|                         |            | timestamps in thehstc cookie.                  |
| wpEmojiSettingsSupports | Necessary  | WordPress sets this cookie when a user         |
|                         |            | interacts with emojis on a WordPress site.     |
|                         |            | It helps determine if the user's browser       |
|                         |            | can display emojis properly.                   |
| cookieyes-consent       | Necessary  | CookieYes sets this cookie to remember         |
|                         |            | users' consent preferences so that their       |
|                         |            | preferences are respected on subsequent        |
|                         |            | visits to this site. It does not collect or    |
|                         |            | store any personal information about the       |
|                         |            | site visitors.                                 |
| rc::a                   | Necessary  | This cookie is set by the Google recaptcha     |
|                         |            | service to identify bots to protect the        |
|                         |            | website against malicious spam attacks.        |
| rc::c                   | Necessary  | This cookie is set by the Google recaptcha     |
|                         |            | service to identify bots to protect the        |
|                         |            | website against malicious spam attacks.        |
| li_gc                   | Functional | Linkedin set this cookie for storing visitor's |
|                         |            | consent regarding using cookies for non-       |
|                         |            | essential purposes.                            |
| lidc                    | Functional | LinkedIn sets the lidc cookie to facilitate    |
|                         |            | data center selection.                         |
| hstc                    | Analytics  | Hubspot set this main cookie for tracking      |
|                         |            | visitors. It contains the domain, initial      |
|                         |            | timestamp (first visit), last timestamp (last  |
|                         |            | visit), current timestamp (this visit), and    |

|                |               | session number (increments for each  |
|----------------|---------------|--|
|                |               | subsequent session).   |
| hubspotutk     | Analytics     | HubSpot sets this cookie to keep track of the visitors to the website. This cookie is passed to HubSpot on form submission and used when deduplicating contacts.   |
| _fbp           | Analytics     | Facebook sets this cookie to display advertisements when either on Facebook or on a digital platform powered by Facebook advertising after visiting the website.   |
| _sp_ses.*      | Analytics     | Snowplow sets this cookie to store user information that is created when a user first visits a site and is updated on subsequent visits.   |
| _sp_id.*       | Analytics     | Snowplow sets this cookie to store user information that is created when a user first visits a site and is updated on subsequent visits.   |
| _ga            | Analytics     | Google Analytics sets this cookie to calculate visitor, session and campaign data and track site usage for the site's analytics report. The cookie stores information anonymously and assigns a randomly generated number to recognize unique visitors.                    |
| _gid           | Analytics     | Google Analytics sets this cookie to store information on how visitors use a website while also creating an analytics report of the website's performance. Some of the collected data includes the number of visitors, their source, and the pages they visit anonymously. |
| _gat_gtag_UA_* | Analytics     | Google Analytics sets this cookie to store a unique user ID.   |
| _ga_*          | Analytics     | Google Analytics sets this cookie to store and count page views.   |
| _gcl_au        | Analytics     | Google Tag Manager sets the cookie to experiment advertisement efficiency of websites using their services.  |
| bcookie        | Advertisement | LinkedIn sets this cookie from LinkedIn share buttons and ad tags to recognize browser IDs.  |

| sp            | Advertisement | This cookie is set by the host c.jabmo.app. This cookie is used to serve the content based on user interest and improve content creation.             |
|---------------|---------------|---|
| test_cookie   | Advertisement | doubleclick.net sets this cookie to determine if the user's browser supports cookies.   |
| IDE           | Advertisement | Google DoubleClick IDE cookies store information about how the user uses the website to present them with relevant ads according to the user profile. |
| sosense       | Uncategorized | Description is currently not available.   |
| sessionStart  | Uncategorized | Description is currently not available.   |
| sessionWarn   | Uncategorized | Description is currently not available.   |
| sessionExpire | Uncategorized | Description is currently not available.   |
| shvt          | Uncategorized | Description is currently not available.   |
| spottingId    | Uncategorized | Description is currently not available.   |
| _zitok        | Uncategorized | Description is currently not available.   |