



Talent Square Cookie and Tracking Notice

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This notice explains website cookies and similar technologies and your choices. TalentSquare Inc., a Delaware corporation, with correspondence address at 2143 Lansing St SE, Grand Rapids, Michigan 49506, United States is responsible for the website. Contact support@jobstalentsquare.com. The Website and Business Privacy Notice provides more information about recipients, transfers and your rights.

1 Your choices

You can accept optional categories, reject them or choose them individually in Cookie settings. The same Cookie settings apply on www.jobstalentsquare.com and in the app at app.jobstalentsquare.com. Optional analytics, advertising and external media requiring consent stay off until you choose them. You can reopen Cookie settings and withdraw as easily as you accepted. Refusing optional tracking does not prevent applying for a job or opening an account.

Recognised opt-out signals such as Global Privacy Control apply to covered sale, sharing or targeted advertising, including equivalent server-side events. No account is required for that choice. If a control is unavailable or your choice is not respected, contact us. Optional tracking cannot operate without its required choice controls.

2 Technologies and purposes

Cookies, local storage, pixels and server events can receive IP addresses, device information, page events and identifiers. A hashed email or phone number is still potentially personal information. The absence of a browser cookie does not make a server-side disclosure anonymous.

Category	Services within the website scope	Purpose and choice
Essential functions	Session and authentication services; proportionate security controls	Keep your requested service working and secure. Only technically and legally necessary functions operate without optional consent.
Analytics	Google Analytics 4 and PostHog	Understand page and product use. Google Analytics 4 receives your IP address, device information and full page URLs and may process them in the United States. PostHog receives an anonymous ID, clicks and URLs, records sessions in the app with form entries masked, runs in-app surveys and detects unresponsive clicks; it is hosted in the EU. Optional analytics depend on your choice.
Diagnostics and replay	Sentry	Investigate failures. When an error occurs, Sentry records a short replay of the affected page with text and form entries masked, together with URLs and browser information. Hosted in Germany. Application answers and CV contents are excluded.

Category	Services within the website scope	Purpose and choice
Advertising	Meta Pixel and Conversions API	Measure and improve job advertising. Only with your consent and subject to US opt-outs, Meta receives your hashed email address and phone number, IP address, browser information, Meta cookies and the page view or application event on job pages. The Meta click identifier from an advert link (fbclid) is stored in your browser for the same purpose. Talent Square and Meta Platforms Ireland Limited are jointly responsible for this collection. CVs, answers and scores are never sent.
External content	YouTube and Vimeo	Display videos on job pages and the FAQ. Optional content requiring consent loads only after your choice; an alternative is provided where needed.
Requested integrations	Google Sign-In, reCAPTCHA, Maps and Fonts; Brevo forms	Provide sign-in, abuse protection, address search, fonts and the contact form. The Google scripts load on every page and send your IP address and device information to Google LLC, which may process them in the United States; reCAPTCHA may store a cookie to detect abuse. Submitting a form does not subscribe you to a newsletter.

3 Names and duration

The active technology list in Cookie settings identifies each cookie or storage key, provider, purpose and expiry or removal condition before optional activation. The list is specific to the page and enabled services. An optional technology without that information remains disabled. Session items normally end with the relevant session; persistent items last for the period shown in the list.

Provider-side event retention differs from a cookie's lifetime. Relevant retention periods are described in the Website and Business Privacy Notice. Deleting cookies in your browser does not necessarily delete information already held by a provider; you can make a separate privacy request.

4 Recipients and changes

Providers can receive device and event information through EU and US routes. The Trust Centre Information describes service functions and relevant transfer safeguards; you can request details and copies through our contact. Meta campaign administration is distinct from website tracking. New purposes or material changes are explained before activation, with a new choice where required. Ordinary job application or account acceptance does not authorise optional tracking.