Cookies policy

This cookies policy (this **"Cookies Policy"**) provides information about the cookies used with this site, pdri.com, which is presented by Personnel Decisions Research Institutes, LLC., 1911 N. Fort Myer Drive, Suite 410, Arlington, VA 22209, ("**PDRI**") in collaboration with its parent and affiliated companies ("**Pearson**"). Please read this Cookies Policy in conjunction with the conjunction with the Privacy Policy that is linked here (the **"Privacy Policy"**) and, if applicable, the Supplement Privacy Statement linked here (the **"Privacy Statement"**).

Like many other websites, this site uses cookies to store user preferences, make the website more user-friendly, collect information about site usage and performance, and facilitate targeted messaging and marketing.

Do Not Sell or Share My Personal Information

Several states including CA, CO, CT, NV, UT and VA give residents varying rights to opt out of the sale of their Personal Information, sharing of their Personal Information, or both.

Disabling or blocking cookies

Cookies may be blocked or disabled through internet browser settings on each computer and browser used by a user. In addition, a user can use opt-out tools for ad networks and firms who participate in the Network Advertising Initiative at http://optout.networkadvertising.org/ or the Digital Advertising Alliance at http://optout.aboutads.info/.

To effectively manage cookies via browser settings or through these ad industry opt-out tools, opt-out and set cookie preferences on all browsers and all devices used. In addition, check and reset preferences after clearing cache or cookies.

Please note that disabling or blocking cookies may reduce the functionality of this and other sites.

The following provides information about viewing and changing browser settings to disable or block cookies:

> *Google Chrome*
> Click on the spanner icon (top menu in browser) and select 'Settings'
> Click the 'Under the Bonnet' tab on the left, then select the 'Content settings' button
> Under the cookies section, choose the option that best suits your needs.

Microsoft Internet Explorer
Click on 'Tools' (top menu in browser) and select 'Internet options'
Click on the 'Privacy' tab
Move the privacy slider to the level of privacy you require. Settings above Medium will disable cookies.

Mozilla Firefox
Click on 'Tools' (top menu in browser) and select 'Options'
Select the Privacy icon
In the history section choose 'Use custom settings for history' from the dropdown menu
Cookies can be enabled or disabled by clicking on the appropriate check boxes.

Safari
Click on the Cog icon (top menu in browser) and select 'Preferences'
Click on Privacy tab and choose the option that best suits your needs.

Opera
Click on the 'Tools' at the top of your browser window and select 'Preferences'
Select the 'Advanced' tab and choose Cookies from the list on the left
Choose the option that best suits your needs.

Safari on OSX
Click on 'Safari' at the top of your browser window and select 'Preferences'
Click on the 'Privacy' tab
Adjust the level of cookie acceptance here.

Firefox
Click on 'Firefox' at the top of your browser window and select 'Preferences'
Select the Privacy icon
In the history section choose 'Use custom settings for history' from the dropdown menu
Cookies can be enabled or disabled by clicking on the appropriate check boxes.

List of Cookies

Cookies generally fall into four categories: (1) strictly necessary cookies; (2) performance cookies; (3) functionality cookies; and (4) behaviorally targeted advertising/marketing cookies.

This site, pdri.com, together with its subpages and subdomains (collectively, this "**Site**"), includes cookies that are strictly necessary and functionality cookies that include (but not be limited to) those listed below. PDRI reserves the right to use any type of cookie in order to enhance our products and services.

Please note that cookies usage on other PDRI sites, including our online product and services, may differ and may exclude, for example, behaviorally targeted marketing cookies.

Strictly Necessary Cookies

- Palladium: PDRI's talent management platform for Surveys, Assessments, Interviews, Reports, etc.
  - PF_WBID – apply branding to workflows
  - PF_ABID – apply branding to assessments
  - PF_SBID – apply branding to surveys
  - PF_RBID – apply branding to reports
  - PF_IVBID – apply branding to interviews
  - WF_LANG – apply the candidate's language to workflows
  - A_LANG – apply the candidate's language to workflows
  - S_LANG – apply the candidate's language to surveys
  - R_LANG – apply the candidate's language to reports
  - IV_LANG – apply the candidate's language to reports
  - CloudFront-Policy – CDN policy details to securely access
  - CloudFront-Signature – CDN signature details
  - CloudFront-Key-Pair-Id – CDN key info

• Google Analytics: Gather data on how users use and interact with the site. Used to analyze how well our sites are performing and optimize customer experience.

- **_utma** – Google Analytics cookie to track unique visitors
- **_utmb** – Google Analytics cookie to track visitor behavior and measure site performance
- **_utmc** - Google Analytics cookie to track visitor behavior and measure site performance
- **_utmt** – Google Analytics cookie to throttle request rate for the service
- **_utmv** – Google Analytics cookie used for user classification
- **_utmz** – Google Analytics cookie
- **_ga** – Google Analytics cookie to distinguish users
- **_gat** - Identifier for Google Analytics Account Number
- **_gid** – Google Analytics cookie to distinguish users

- **_rollupGa** – Google Analytics cookie to store a unique client identifier

Performance Cookies

- None used at this time

Functionality Cookies

- Palladium: PDRI's talent management platform for surveys, assessments, interviews, reports, etc.
    - PF_RM_admin – used to remember the username of the last user who logged into Palladium.
    - IV_DEVICE_INFO – remember previously used devices / settings for interviews

Behaviorally targeted advertising cookies

- None used at this time

Changes

We may revise this Cookies Policy through an updated posting. We will identify the effective date of the revision in the posting. Often updates may be made to provide greater clarity or to comply with changes in regulatory requirements. If the updates involve material changes, we will provide notice of the change through a conspicuous notice on this site or other appropriate way. Continued use of the site after the effective date of a posted revision evidences acceptance. Please contact us if you have any questions, concerns or any objection about any changes.

Contact Us

Please contact support@pdri.com about this Cookies Policy, or with any requests or questions relating to the privacy of personal information collected or processed by PDRI.

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