Cookie Notice for FCS Compliance

We use cookies to enhance your experience on our website. Cookies help us understand how you interact with our site, allowing us to improve functionality, provide relevant content, and better serve your interests.

Types of Cookies We Use

1. Necessary Cookies
These are required for the basic functioning of the website. They enable security, page navigation, and access to secure areas of the site.

2. Analytics Cookies
These allow us to measure and improve the performance of our website by tracking user behavior anonymously.

3. Functional Cookies
These remember your preferences and settings to personalize your experience on our site.

4. Marketing Cookies
These cookies track your browsing habits across websites to help display relevant ads and content, often used by third-party social media platforms and advertising networks.

Cookie Table

Cookie Name	Type	Purpose	Duration
PHPSESSID	Necessary	Maintains user session across page requests.	Session
_ga	Analytics	Google Analytics: Distinguishes users.	2 years
_gid	Analytics	Google Analytics: Distinguishes users.	24 hours
_gat	Analytics	Google Analytics: Throttles request rate.	1 minute
CONSENT	Functional	Google: Stores user consent preferences.	2 years
NID	Marketing	Google: Stores user preferences and	6 months

		Google services data.	
__Secure-ENID	Marketing	Google: Prevents fraudulent login attempts.	13 months
AEC	Necessary	Google: Ensures requests are made by legitimate users.	6 months
__hstc	Analytics	HubSpot: Tracks visitors over time.	6 months
hubspotutk	Analytics	HubSpot: Identifies a visitor to avoid duplicates.	6 months
__hssc	Analytics	HubSpot: Keeps track of sessions.	30 minutes
__hssrc	Analytics	HubSpot: Determines if the user has restarted their browser.	Session
li_gc	Functional	LinkedIn: Stores guest consent for cookie use.	2 years
lidc	Functional	LinkedIn: Data center selection for performance.	1 day
bcookie	Marketing	LinkedIn: Identifies the browser ID for LinkedIn.	2 years
bscookie	Marketing	LinkedIn: Securely identifies browser ID for LinkedIn.	2 years

Managing Your Cookie Preferences

When you visit our site, you'll see a cookie banner asking for your consent. You can choose to accept all cookies or manage your preferences. You may also change your cookie settings anytime via your browser.

Helpful links for managing cookies:

- Google Chrome: https://support.google.com/chrome/answer/95647

- Mozilla Firefox: https://support.mozilla.org/en-US/kb/enable-and-disable-cookies-website-preferences

- Apple Safari: https://support.apple.com/en-us/HT201265

- Microsoft Edge: https://support.microsoft.com/en-us/microsoft-edge/delete-cookies-in-microsoft-edge-63947406-40ac-c3b8-57b9-2a946a29ae09

Contact Us

If you have any questions about our use of cookies or this notice, please contact:

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