

METHODS COOKIE POLICY

Use of Cookies

Our website use cookies to distinguish you from other users of our website. This helps us to provide you with a good experience when you browse our website and also allows us to improve our site.

A cookie is a small file of letters and numbers that we store on your browser or the hard drive of your computer if you agree. Cookies contain information that is transferred to your computer's hard drive.

Types of Cookies

We use the following cookies:

- **Strictly necessary cookies.** These are cookies that are required for the operation of our website. They include, for example, cookies that enable you to log into secure areas of our website.
- **Analytical or performance cookies.** These allow us to recognise and count the number of visitors and to see how visitors move around our website when they are using it. This helps us to improve the way our website works, for example, by ensuring that users are finding what they are looking for easily.
- **Functionality cookies.** These are used to recognise you when you return to our website. This enables us to personalise our content for you, greet you by name and remember your preferences (for example, your choice of language or region).
- **Targeting cookies.** These cookies record your visit to our website, the pages you have visited and the links you have followed. We will use this information to make our website more relevant to your interests.

Specific Cookies

You can find more information about the specific cookies we use and the purposes for which we use them in the table below:

Cookie Name	Provider	Purpose
__cf_bm	Marketo	This cookie is used to distinguish between humans and bots. This is beneficial for the website, in order to make valid reports on the use of the website.
__cf_bm	Podbean	This cookie is used to distinguish between humans and bots. This is beneficial for the website, in order to

		make valid reports on the use of the website.
AWSELB	Podbean	Used to distribute traffic to our website on several servers in order to optimise response times.
AWSELBCORS	Podbean	Registers which server-cluster is serving you. This is used in context with load balancing, in order to optimise your user experience.
BIGipServer#	Marketo	Used to distribute traffic to our website on several servers in order to optimise response times.
RSMKTO1	Marketo	This cookie is used in context with load balancing - This optimises the response rate between visitors and our website, by distributing the traffic load on multiple network links or servers.
lang	LinkedIn	Remembers your selected language version of our website.
stream.estimatedBandwidth	Videidelivery.net	Used to determine the optimal video quality based on your device and network settings.
_at.hist.#	Podbean	Used by the social sharing platform AddThis to store your usage history of the AddThis sharing widget.
_ga	Google	Registers a unique ID that is used to generate statistical data on how you use our website.
_gat	Google	Used by Google Analytics to throttle request rate.
_gid	Google	Registers a unique ID that is used to generate statistical data on how you use our website.
AnalyticsSyncHistory	LinkedIn	Used in connection with data-synchronization with third-party analysis service.

vuid	Vimeo	Collects data on the user's visits to the website, such as which pages have been read.
_at.cww	Podbean	Used by the social sharing platform AddThis.
_ccmsi	Google	Used to track which users have shown interest in what job postings. The cookie ensures that the most relevant job postings are shown to the specific user.
_mkto_trk	Marketo	Contains data on visitor behaviour and website interaction. This is used in context with the email marketing service Marketo.com, which allows the website to target visitors via email.
ads/ga-audiences	Google	Used by Google AdWords to re-engage visitors that are likely to convert to customers based on the visitor's online behaviour across websites.
at-lojson-cache-#	AddThis	Used by the social sharing platform AddThis.
at-rand	AddThis	Used by the social sharing platform AddThis.
bcookie	LinkedIn	Used by the social networking service, LinkedIn, for tracking the use of embedded services.
bscookie	LinkedIn	Used by the social networking service, LinkedIn, for tracking the use of embedded services.
lang	LinkedIn	Set by LinkedIn when a web page contains an embedded "Follow us" panel.
lidc	LinkedIn	Used by the social networking service, LinkedIn, for tracking the use of embedded services.
loc	AddThis	Geolocation, which is used to help Methods determine how users who share information with each other are

		geographically located (at county level).
UserMatchHistory	LinkedIn	Used to track visitors on multiple websites, in order to present relevant advertisement based on the visitor's preferences.
uvc	AddThis	Detects how often the social sharing service, AddThis, encounters the same user.
xtc	AddThis	Registers the user's sharing of content via social media.

How do I change my cookie settings?

You can change your cookie settings and preferences at any time through your browser settings. To find out more about cookies, including how to see what cookies have been set, visit www.aboutcookies.org or www.allaboutcookies.org.

Find out how to manage cookies on popular browsers by clicking the following links:

[Google Chrome](#)

[Microsoft Edge](#)

[Mozilla Firefox](#)

[Microsoft Internet Explorer](#)

[Opera](#)

[Apple Safari](#)

To find information relating to other browsers, visit the browser developer's website.

To opt out of being tracked by Google Analytics across all websites, visit this [link](#).