1. Data of website operator

The operator of the website is Adamic Digital Kft.

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2. What is a cookie?

Cookies are short data files that the visited website places on the computer of the user. The purpose of the cookie is to make the given infocommunication and internet service easier and more convenient. There are many types of cookie, but they can generally be divided into two major groups. One is a temporary cookie that a website places on a user's device only during a particular session (e.g., during the security authentication of an Internet banking), and the other type is a persistent cookie (e.g., a website's language setting) that remains on the computer until the user deletes it. Cookies [unless absolutely necessary to use the service] may only be placed on the user's device with the user's consent.

3. What is a cookie good for?

When a user revisits a website, the cookie allows the website to recognize the user's browser. Cookies can also store user settings (e.g. selected language) and other information. Among other things, they collect information about the user and his device, memorize the user's individual settings, they can be used e.g. when using online shopping carts. Cookies generally facilitate the use of the website, help the website provide a real web experience for users and provide an effective source of information, and ensure that the website operator monitors the operation of the website, prevents abuse and ensures the smooth and appropriate quality of the website.

4. What kind of information is collected?

If the user does not explicitly provide personal data or information on the website, the operator will not collect or process any personal data about the user in a way that would allow the user to be personally identifiable.

By visiting the website and pressing the "Accepting all" button, the user consents to the operator's use of cookies managed by external service providers to record the data and information contained in this policy in connection with the website.

The user also has the option to select the cookies/service providers whose use user wishes to consent to. User can change these settings at any time on the website.

The user also has the option, when starting to use the website by clicking the "Deny all" button, to deny the use of all cookies the use of which is not essential for the operation of the website.

The operator only uses cookies managed by external service providers (e.g. Google) on the website for the following purposes:

Measuring website traffic

The operator uses the services of the Google Analytics system in connection with the website. Cookies managed by Google Analytics help measure website traffic and other web analytics data.

During the operation of Google Analytics, it logs a number of characteristics of the User:

- which website user is coming from;
- what internet browser user use;
- what operating system user use;
- what monitor resolution and color depth is used;
- which pages user views on the website;
- how much time user spends visiting each page;
- what searches user perform using the website's own search engine.

The information collected by the cookies is transmitted to and stored on external servers operated by Google. The data stored by Google Analytics is not suitable for identifying the user by name, however, during a subsequent visit, it can recognize that someone from the user's computer, with the browser used by the user, has visited the website before.

The purpose of the measurement is to learn about user habits, thereby expanding and developing the website based on the information obtained in this way. Its purpose is also to assess the search habits of users who come to the site, to map the used search terms in order to learn about the interests of users, so that the new content is better adapted to the information sought.

If the user does not want Google Analytics to measure the above data in the manner and for the purpose described, install this blocking accessory in his browser.

Advertisements

The operator's advertisements are displayed on websites by external service provider (Google). Google use cookies to store the user's previous visit to the website and, based on this, to display the advertisements to the user in a personalized manner (i.e. to carry out remarketing activities).

The cookie used by Google enables Google and its partners to display ads to users based on their visits to other places on the internet.

Google cookies can be disabled using Ads Preferences (more information at http://www.google.com/policies/privacy/ads/). Users can also disable third-party cookies on the opt-out page of the Network Advertising Initiative (http://www.networkadvertising.org/choices/)

The data processing of the above-mentioned external service providers is governed by the data protection regulations set by these service providers, and the operator does not take any responsibility for such data processing.

5. How the operator uses these information?

In principle, the data collected with the above-mentioned technologies may not be used to identify the user, and the operator will only combine this data with other data that may be identifiable if the user expressly consents to the operator's use of identifiable cookies in connection with it. The following cookies are used:

Name and type of the cookie	Provider	Purpose of data processing	Duration of processing
lms_analytics	LinkedIn	Used to identify LinkedIn Members off LinkedIn for analytics	30 days
AnalyticsSyncHistory	LinkedIn	Used to store information about the time a sync took place with the lms_analytics cookie	30 days
queryString	LinkedIn	This cookie is used to persist marketing tracking parameters	15 days
SID	LinkedIn	Used to determine what a visitor is doing before they convert on a LinkedIn microsite	Session
VID	LinkedIn	ID associated with a visitor to a LinkedIn microsite which is used to determine conversions for lead gen purposes	1 year
IDE	Google	Ads targeting cookie for DoubleClick	2 years
test_cookie	Google	Test for cookie setting permissions in user's browser	1 day
_gcl_au	Google	Used to measure ad and campaign performance and conversion rates for Google ads on a site visited	3 months
_gcl_aw	Google	Used through Google Ads to understand user interaction with the site and advertising	3 months
_gcl_dc	Google	Used through Google Campaign Manager and DV 360 to understand user interaction with the site and advertising	3 months
brwsr	LinkedIn	Affiliate Marketing Cookie for LinkedIn	2 years
ABSELB	LinkedIn	Load Balancer Cookie for affiliate marketing	2 years
IRLD	LinkedIn	Affiliate Marketing Cookie for LinkedIn	2 years
l_page	LinkedIn	Used for measuring conversion metrics on LinkedIn	6 months
recent_history	LinkedIn	Used to remember URLs visited by the guest to show the pages back where they left off	90 days
NID	Google	Used by Google to store user preferences	6 months
sharebox-suggestion	LinkedIn	Displays a banner that provides help text to first time users of the Elevate share box	Session
li_cc	LinkedIn	Used to ensure a user's phone number is inputted in China	1 week

lss_bundle_viewer	LinkedIn	Stores consent when a user agrees to view a Smartlinks link	1 month
interstitial_page_reg_oauth_url	LinkedIn	Stores the referring page to ensure the Authentication screen displays correctly	1 day
li_at	LinkedIn	Used to authenticate Members and API clients	1 year
liap	LinkedIn	Used by non-www.domains to denote the logged in status of a member	1 year
leadgen.api_session	LinkedIn	Stores client ID for Leadgen applications	Session
transaction_state	LinkedIn	Used to redirect users accessing LinkedIn through third party apps for authorization	Session
lihc_auth_str	LinkedIn	Used by LinkedIn HelpCenter Live Chat to store session information.	Session
lihc_auth_*	LinkedIn	Used by LinkedIn HelpCenter Live Chat to store language and chat start timestamp. Example names of this cookie include lihc_auth_en, lihc_auth_es, depending on language preference.	Session
li_a	LinkedIn	Used to authenticate enterprise users on Sales Navigator and Recruiter	30 days
li_ep_auth_context	LinkedIn	User to authenticate LinkedIn enterprise customers	1 year
G_AUTHUSER_H	Google	Used by Google Single Sign On to identify if a user is logged into Google on their browser.	Session
G_ENABLED_IDPS	Google	Used by Google Single Sign On.	2 years
g_state	Google	Stores the timestamp for the purpose of honoring the cool off period and dismiss count for Google's one tap prompt feature.	180 days
fid	LinkedIn	Used to track malicious activity on the site	7 days
bcookie	LinkedIn	Browser Identifier cookie to uniquely identify devices accessing LinkedIn to detect abuse on the platform	1 year
bscookie	LinkedIn	Used for remembering that a logged in user is verified by two factor authentication and has previously logged in	1 year
fcookie	LinkedIn	Used for bot detection.	7 days

ccookie	LinkedIn	To remember if a user received a captcha challenge.	20 minutes
JSESSIONID	LinkedIn	Used for Cross Site Request Forgery (CSRF) protection and URL signature validation.	Session
chp_token	LinkedIn	Used to denote whether the user has gone through two factor authentication or solved a Captcha.	Session
li_cu	LinkedIn	Used to map a user to a captcha challenge page	15 minutes
denial-client-ip	LinkedIn	Stores user IP address for anti-scraping and DOS prevention	5 seconds
denial-reason-code	LinkedIn	Used for anti-scraping and DOS prevention	5 seconds
rtc	LinkedIn	Used as part of anti-abuse processes on LinkedIn	120 seconds
trkInfo	LinkedIn	Threat analysis and de-bugging used as part of anti-abuse processes on LinkedIn	5 seconds
trkCode	LinkedIn	Used as part of anti-abuse processes on LinkedIn	5 seconds
spectroscopyId	LinkedIn	Used to catch malicious activity through browser extensions	Session
li_referer	LinkedIn	Used to detect bots. Cookie remembers the referring website before redirecting the user to captcha for authorization	15 minutes
f_token	LinkedIn	Used to detect bots for anti-scraping	3 minutes
bcookie	LinkedIn	Browser Identifier cookie used for diagnostic purposes.	1 year
li_rm	LinkedIn	Used as part of LinkedIn's Remember Me Feature and is set when a user clicks "Remember me" on their device to make logging in on that device easier	1 year
BizographicsOptOut	LinkedIn	Used to determine opt-out status for non-members	10 years
ac_L	LinkedIn	Counts the number of times the account center banner, which is displayed to inform users with an incomplete profile how to complete their profile, was closed by a user to determine display logic	180 days

recent_history_status	LinkedIn	Used to determine whether a user enabled or disabled the Guest Recent History Setting	10 years
all_u_b	LinkedIn	To know if a user has opted in to viewing LinkedIn on an unsupported browser	21 days
lang	LinkedIn	Used to remember a user's language setting to ensure LinkedIn.com displays in the language selected by the user in their settings.	Session
uh	LinkedIn	Used to set the user preference for the mobile web platform via a user's settings	Session
pushPermInfo	LinkedIn	Used across multiple LinkedIn services to determine cool off for push notification prompts	365 days
pushPermState	LinkedIn	Used across multiple LinkedIn services to determine the user's push notification permission preference	30 days
lidc	LinkedIn	To facilitate data center selection	24 hours
wwepo	LinkedIn	Used to ensure that useres who choose to sign up using phone only have that setting and preference respected	90 days
sdsc	LinkedIn	Signed data service context cookie used for database routing to ensure consistency across all databases when a change is made. Used to ensure that user-inputted content is immediately available to the submitting user upon submission.	Session
li_gc	LinkedIn	Used to store consent of guests regarding the use of cookies for non-essential purposes	6 months
li_mc	LinkedIn	Used as a temporary cache to avoid database lookups for a member's consent for use of non-essential cookies and used for having consent information on the client side to enforce consent on the client side	6 months
li_ec	LinkedIn	Used to store unbound enterprise users' cookie consent	6 months

li_gpc	LinkedIn	Used to remember a user's preferences on LinkedIn's Global Privacy Control	1 hour
li_gp	LinkedIn	Stores privacy preferences for guests to LinkedIn	1 year
PLAY_FLASH	LinkedIn	Used by some LinkedIn services to facilitate the display of messages on page transitions . Users include notifying a user when a form is successfully submitted or fails , and to provide other similar notifications.	Session
PLAY_LANG	LinkedIn	Used by some LinkedIn services to remember a user's language preference	Session
PLAY_SESSION	LinkedIn	Used by some LinkedIn services to store session information	Session
visit	LinkedIn	To determine whether to take a non-authenticated user to the registration page or the login page	1 year
redirectFromM2MInviteAccept	LinkedIn	Determines the appropriate profile display logic when a user accepts an invitation to connect on LinkedIn from a LinkedIn member via email.	Session
redirectFromM2MInviteSent	LinkedIn	Used to notify and provide the appropriate profile display logic when the user sends an invitation to connect on LinkedIn from a LinkedIn member via email.	Session
cookie.policy.banner.eu	LinkedIn	Used to display cookie banner in LinkedIn Lite	365 days
cookie.policy.banner.nl	LinkedIn	Used to display cookie banner in LinkedIn Lite on the Netherlands site.	365 days
appName	LinkedIn	Used to identify the source as the LinkedIn Lite app to send the right service worker to the app	Session
appLang	LinkedIn	Used to set the right language on the LinkedIn Lite app	Session
lls-integration	LinkedIn	Validates whitelisted partners for content integrations	30 days
feed-sort	LinkedIn	Used to remember a member's preference how the feed should be sorted	1 day

abiRedirect	LinkedIn	Enables import of address book during onboarding flow for users who choose to import their address book	Session
timezone	LinkedIn	Used to determine user's timezone	14 days
lil-lang	LinkedIn	Stores user's selected language setting for LinkedIn Learning	Session
sj_ubid	LinkedIn	Used for debugging across multiple browsers when visiting a page with tutorial functionality provided by Skilljar	20 years
li_alerts	LinkedIn	Used to track impressions of LinkedIn alerts, such as the Cookie Banner and to implement cool off periods for display of alerts	1 year
li_theme	LinkedIn	Remembers a user's display preference/theme setting	6 months
integration_type	LinkedIn	Used to determine which integration traffic is coming from to render the profile namecard experience	30 days
li_theme_set	LinkedIn	Remembers which users have updated their display / theme preferences	6 months
li_er	LinkedIn	Used to keep enterprise data center routing context for the selected contract	8 hours
cap_force_desktop	LinkedIn	To force the desktop site of Recruiter for a mobile user	Session
cap_session_id	LinkedIn	Used to ensure incoming requests are coming from the same browser associated with an enterprise account, to prevent seat sharing	30 days
u_tz	LinkedIn	Used for storing timezone in Recruiter	30 days
_cap_profile	LinkedIn	Used to store contract type in Recruiter	30 days
li_ce	LinkedIn	Used to allow enterprise users in China to access enterprise features on linkedin.com	7 days
li_g_recent_logout	LinkedIn	Used to support Google Auto-Login on guest pages for users who have enabled this feature	60 minutes
li_g_view	LinkedIn	Used to count guest views before prompting a login page	30 days

bcookie	LinkedIn	Browser Identifier cookie to uniquely indentify devices accessing LinkedIn to detect abust on the platform and diagnostic purposes	1 year
bscookie	LinkedIn	Used for remembering that a logged in user is verified by two factor authentication and has previously logged in	1 year
JSESSIONID	LinkedIn	Used for Cross Site Request Forgery (CSRF) protection and URL signature validation	Session
lang	LinkedIn	Used to remember a user's language setting to ensure LinkedIn.com displays in the language selected by the user in their settings	Session
lidc	LinkedIn	To facilitate data center selection	24 hours
sdsc	LinkedIn	Signed data service context cookie used for database routing to ensure consistency across all databases when a change is made. Used to ensure that user-inputted content is immediately available to the submitting user upon submission	Session
li_gc	LinkedIn	Used to store consent of guests regarding the use of cookies for non-essential purposes	6 months
li_mc	LinkedIn	Used as a temporary cache to avoid database lookups for a member's consent for use of non-essential cookies and used for having consent information on the client side to enforce consent on the client side	6 months
UserMatchHistory	LinkedIn	LinkedIn Ads ID syncing	30 days
AnalyticsSyncHistory	LinkedIn	Used to store information about the time a sync took place with the lms_analytics cookie	30 days
lms_ads	LinkedIn	Used to identify LinkedIn Members off LinkedIn for advertising	30 days
lms_analytics	LinkedIn	Used to identify LinkedIn Members off LinkedIn for analytics	30 days

li_fat_id	LinkedIn	Member indirect identifier for Members for conversion tracking, retargeting, analytics	30 days
li_sugr	LinkedIn	Used to make a probabilistic match of a user's identity outside the Designated Countries	90 days
_guid	LinkedIn	Used to identify a LinkedIn Member for advertising through Google Ads	90 days
BizographicsOptOut	LinkedIn	Used to determine opt-out status for non-members	10 years
li_giant	LinkedIn	Indirect indentifier for groups of LinkedIn Members used for conversion tracking	7 days
__gpi	AdSense, Google Ad Manager	Advertising	13 months
__gpi_optout	AdSense, Google Ad Manager	Advertising	13 months
NID	AdSense for Search, Google Ads	Security, Analytics, Functionality, Advertising	6 months
DSID	AdSense, Campaign Manager, Google Ad Manager, Google Analytics, Display & Video 360, Search Ads 360	Security, Functionality, Advertising	2 weeks
test_cookie	AdSense, Campaign Manager, Google Ad Manager, Google Analytics, Display & Video 360, Search Ads 360	Functionality	15 minutes
id	AdSense, Campaign Manager, Display & Video 360, Google Ad Manager, Search Ads 360	Functionality, Advertising	OPT_OUT: fixed expiration (year 2030/11/09), non-OPT_OUT: 13 months EEA UK / 24 months elsewhere

__gads	AdSense, Display & Video 360, Google Ad Manager, Google Ads	Advertising	13 months
GED_PLAYLIST_ACTIVITY	AdSense, Google Ad Manager, YouTube	Advertising	Session
ACLK_DATA	AdSense, Google Ad Manager, YouTube	Advertising	5 minutes
pm_sess	Campaign Manager, Display & Video 360, Google Ads, Search Ads 360	Security, Functionality	30 minutes
pm_sess_NNN	Campaign Manager, Display & Video 360, Google Ads, Search Ads 360	Security, Functionality	30 minutes
aboutads_sessNNN	Campaign Manager, Display & Video 360, Google Ads, Search Ads 360	Security, Functionality	30 minutes
FPAU	Campaign Manager, Display & Video 360, Google Ads, Search Ads 360	Analytics, Advertising	90 days
ANID	Campaign Manager, Display & Video 360, Google Ads, Search Ads 360	Advertising	13 months EEA UK / 24 months elsewhere
AID	Campaign Manager, Display & Video 360, Google Ads, Search Ads 360	Analytics, Advertising	13 months EEA UK / 540 days elsewhere

IDE	Campaign Manager, Display & Video 360, Google Ad Manager, Google Analytics, Search Ads 360	Advertising	13 months EEA UK / 24 months elsewhere
TAID	Campaign Manager, Display & Video 360, Google Ads, Search Ads 360	Analytics, Advertising	14 days
_gcl_au	Campaign Manager, Display & Video 360, Google Ads, Search Ads 360	Analytics, Advertising	90 days
RUL	Display & Video 360, Google Ads	Advertising	12 months
FPGCLAW	Google Ads	Analytics, Advertising	90 days
FPGCLGB	Google Ads	Analytics, Advertising	90 days
_gcl_gb	Google Ads	Analytics, Advertising	90 days
_gac_gb_<wpid>	Google Ads	Analytics, Advertising	90 days
_gcl_aw	Google Ads	Analytics, Advertising	90 days
1P_JAR	Google Ads	Advertising	30 days
Conversion	Google Ads	Advertising	90 days
YSC	Google Ads, YouTube	Security	Session
VISITOR_INFO1_LIVE	Google Ads, YouTube	Security, Advertising	180 days
VISITOR_INFO1_LIVE__k	Google Ads, YouTube	Security, Advertising	180 days
VISITOR_INFO1_LIVE__default	Google Ads, YouTube	Security, Advertising	180 days
FPLC	Google Analytics	Analytics	20 hours
_ga	Google Analytics	Analytics	2 years
gac<wpid>	Google Analytics	Advertising	90 days
_gid	Google Analytics	Analytics	24 hours
gat[<customname>]	Google Analytics	Analytics	1 minute
__utma	Google Analytics	Analytics	2 years

__utmb	Google Analytics	Analytics	30 minutes
__utmc	Google Analytics	Analytics	Session
__utmt	Google Analytics	Analytics	10 minutes
__utmz	Google Analytics	Analytics	6 months
__utmv	Google Analytics	Analytics	2 years
AMP_TOKEN	Google Analytics	Functionality	30 seconds to 1 year
FPID	Google Analytics	Analytics	2 years
GA_OPT_OUT	Google Analytics	Functionality	10 Nov 2030 (all cookies)
_ga_<wpid>	Google Analytics 360	Analytics	2 years
_dc_gtm_<property-id>	Google Analytics, Google Tag Manager	Analytics	1 minute
_gaexp	Google Analytics, Optimize	Analytics	Set by customer; max of 93 days
_gaexp_rc	Google Analytics, Optimize	Google Analytics, Optimize	10 seconds
_opt_awcid	Google Analytics, Optimize	Google Analytics, Optimize	24 hours
_opt_awmid	Google Analytics, Optimize	Google Analytics, Optimize	24 hours
_opt_awgid	Google Analytics, Optimize	Google Analytics, Optimize	24 hours
_opt_awkid	Google Analytics, Optimize	Google Analytics, Optimize	24 hours
_opt_utmc	Google Analytics, Optimize	Google Analytics, Optimize	24 hours

In addition to the above, the operator may use this information to analyze the tendencies of use and to improve and develop the functions of the website, as well as to obtain comprehensive traffic data on the overall use of the website.

The operator can use the information obtained in that manner to create and analyze statistics on the use of the website, and to transfer such statistical data, which are not suitable for identification (e.g.,

number of visitors and registrations, most frequently viewed topics and contents) to third parties, or to publish them on a consolidated basis with anonymous data.

6. **How to disable the cookies?**

If the user does not want the information described above to be collected in connection with the use of the website, he may disable the use of cookies in part or in full in the settings of the Internet browser or otherwise change the settings of cookie messages.

User can find information about the cookie settings of the most popular browsers at the links below:
• Google Chrome: https://support.google.com/accounts/answer/61416?hl=hu
• Firefox: https://support.mozilla.org/hu/kb/sutik-engedelyezese-es-tiltasa-amit-weboldak-haszn
• Microsoft Internet Explorer 11: http://windows.microsoft.com/hu-hu/internet-explorer/delete-manage-cookies#ie=ie-11
• Microsoft Internet Explorer 10: http://windows.microsoft.com/hu-hu/internet-explorer/delete-manage-cookies#ie=ie-10-win-7
• Microsoft Internet Explorer 9: http://windows.microsoft.com/hu-hu/internet-explorer/delete-manage-cookies#ie=ie-9
• Microsoft Internet Explorer 8: http://windows.microsoft.com/hu-hu/internet-explorer/delete-manage-cookies#ie=ie-8
• Microsoft Edge: http://windows.microsoft.com/hu-hu/windows-10/edge-privacy-faq
• Safari: https://support.apple.com/hu-hu/HT201265

7. **Third party cookies**

The website may contain information, in particular advertisements, from third parties, advertising service providers who are not in connection with the website. These third parties may also place cookies, web beacons on a user's computer, or collect data using similar technologies in order to send an advertising message to the user in connection with their own services. In such cases, the data processing shall be governed by the data protection regulations set by these third parties and the operator shall not be liable for such data processing.