

GLOBAL ONLINE PRIVACY POLICY

This Privacy Policy explains how Quanta Services and/or its affiliate (“we”) collects, uses, discloses, and secures personal information through our website or any social media page we maintain that contains a link to this Privacy Policy (“Website”) and through other interactions with individuals who reach out to us directly by email or telephone. As used in this Privacy Policy, “personal information” means information that identifies, relates to, or describes an identified or identifiable natural person.

California residents should also see the [Supplemental California Privacy Notice and Rights](#) section below. Website visitors in the European Economic Area (“EEA”) should review our [EEA Privacy Policy Provisions](#) for EEA data controllers and additional information applicable to them.

INFORMATION COLLECTION AND PROCESSING

We collect and process personal information for our internal and Website-related purposes.

Contact submissions. When you use a Website contact form, we collect personal information from you to evaluate and respond to your request, and we may also use the information to improve our Website or other aspects of our services. For example, we may collect the following personal information from you:

- [personal identifiers](#), such as your name, email address, and telephone number;
- [professional or business-related information](#), such as your job title and company name; and
- [message content](#).

Email subscriptions. When you subscribe to receive email messages from us, we collect personal identifiers (such as your name and email address) and any related details you submit through the Website. We use that information to send you email messages containing news and other updates relevant to our business.

Job applications. Job application information may be collected by us directly through a Website or by email, or job application information may be collected on our behalf by our contracted third-party administrator(s) for applicant tracking purposes and by background check providers. For example, we currently contract with iCIMS, Inc., Newton Software, and Industry People Group d/b/a BirdDog HR. These third-party administrators are permitted to process the information you provide only for purposes of providing services to us. We process the information to review your job application and for other employment-related purposes consistent with applicable law, including to contact you regarding your application and/or to contact you about other job openings that we believe may be of interest to you.

Communications. We receive information through your communications with us by email or phone, and we process this information to respond to you and in the normal course of our business operations. For example, we may receive the following personal information from you:

- [personal identifiers](#), such as your name, email address, and telephone number;
- [professional or business-related information](#), such as your job title and company name; and
- [message content](#).

Social media. If you post information on our webpage on a social media platform, we may use the information to respond, to promote our business and services, and in the normal course of our business operations. We may collect personal identifiers, such as your social media username, and other personal characteristics that you have made publicly available on the social media website. Note that the third-party operators of social media websites also receive such information, and their use of your personal information is governed by their own privacy policies.

Automated data collection: Cookies and related technologies. When you visit our websites, we and our third-party partners, such as content feed providers (e.g., Twitter, Vimeo, and YouTube), Google Maps, and analytics providers including Google Analytics, collect information by automated means. Such means include the use of cookies, web beacons, and web server logs.

We may use such technologies to collect personal identifiers (such as your IP address), information about your device (such as your browser characteristics, device IDs and characteristics, operating system version, and language preferences) and information concerning your usage of our Website, (including the link you used to reach a given webpage). We use this information to determine how many users have visited particular webpages, viewed particular videos, or opened messages or alerts, and we may also use such information to improve the performance of the Website, to improve our marketing activities, and to enforce our website service terms and prevent malicious conduct.

In some cases, our third-party partners may process information collected by cookies and related technologies that we permit them to use on the Website. Please see our Cookie Policy for more details. With respect to any social media pages that we may use, please see the privacy policies and any cookie policies of the applicable social media providers as to their automated data collection practices.

As indicated above, we, like many other website operators, currently use Google Analytics to collect and process certain Website usage data. To learn more about Google Analytics and how to opt out, please visit www.google.com/policies/privacy/partners/.

You may be able to change a web browser's settings to block and delete cookies when you access the Website through that web browser. However, if you do that, the Website may not work properly; also, we will still receive basic information (such as last URL visited) when you navigate to the Website. Note that the Website does not respond to browser do-not-track signals.

INFORMATION SHARING

We may share any of the categories of personal information listed above for our business and commercial purposes as described below.

Affiliates. We share information, including personal information, with our affiliates in the Quanta Services family of companies, and any successors thereto in the normal course of our business operations, such as to communicate with you and to promote and provide our services. In this regard, personal information may be shared with one of our affiliates for use in providing a service to us.

Vendors and service providers. We share information, including personal information, with vendors and service providers that process such information to perform services for us in connection with the Website or our other business operations.

Legal and similar disclosures. We may share personal information with law enforcement, the courts, our advisors, attorneys, and others who participate in the legal process, if we believe doing so is required or appropriate to: comply with legal requirements and law enforcement requests (such as a court order or subpoena); comply with legal process (such as discovery); or protect your, our, or others' rights, property, or safety.

Merger, sale, or other asset transfers. If we are involved in a merger, acquisition, financing due diligence, reorganization, bankruptcy, receivership, sale of company assets, or transition of service to another provider, your personal information may be shared with the other parties and advisors involved under an obligation of confidentiality in connection with the negotiation of such transaction, and your personal information may be sold or transferred as part of such a transaction to the other parties.

DO-NOT-SELL DISCLOSURE

We do not sell your personal information for money or other consideration. We also do not rent, sell, or share “personal information” as defined by California Civil Code §1798.83 about you that we collect on the Website with other people or unaffiliated companies for their direct marketing purposes.

INFORMATION SECURITY

We strive to process your information securely, in accordance with this Privacy Policy, and in accordance with information security requirements imposed by applicable law. We cannot, however, be responsible for Internet communications that are inherently not completely secure.

INTERNATIONAL DATA TRANSFERS

You understand that we may transfer your personal information to the United States and around the world, to the extent permissible under applicable law. By providing your information and through your use of the Website, and to the extent permissible under applicable law, you consent to such international data transfers and processing in accordance with this Privacy Policy and applicable law. Website visitors located in the EEA should refer to our EEA Privacy Policy Provisions for additional information.

PRIVACY RIGHTS

Certain jurisdictions have specific legal requirements and grant privacy rights with respect to personal information, and we will comply with restrictions and any requests you submit as required by applicable law. For example, you may have the right to review, correct, and delete personal information we have about you, or to consent or withdraw consent to certain uses or sharing of personal information. If you are a California resident, see our [California Privacy Notice and Rights](#) section below, and if you are located in the EEA, see our [EEA Privacy Policy Provisions](#) below for additional information as to how to exercise rights under the laws of those jurisdictions. If you are located outside those jurisdictions and seek to exercise your rights under the law of another jurisdiction, please contact us by emailing info@irbyconstruction.com.

Please note that, when you make a request, we may require that you provide information and follow procedures so that we can verify your identity (and the applicable jurisdiction). The verification steps we take may differ depending on your jurisdiction and the request. Where possible, we will attempt to match the information that you provide in your request to information we already have on file to verify your identity. If we are able to verify your request, we will process it. If we cannot verify your request, we may ask you for additional information to help us do so.

We will respond to your request within the time period required by applicable law. However, we may not always be able or required to comply with your request, in whole or in part, and we will notify you in that event.

LINKS TO THIRD PARTY WEBSITES

The Website may contain links to third-party websites. This Privacy Policy does not apply to the practices of such other websites, and we are not responsible for the actions and privacy policies of the third parties that operate or interact with those websites.

UPDATE YOUR INFORMATION OR POSE A QUESTION OR SUGGESTION

If you have questions about this Privacy Policy, or if you would like to request that we update or correct any information that you have provided to us, please send an email to QuantaLCE@quantaservices.com.

POSTING OF A REVISED PRIVACY POLICY

We may make changes to this Privacy Policy from time to time, and the revised version will be effective when it is posted and will apply to personal information received after that date. If we make any material changes, we will provide notice of such changes on the pertinent Website for a reasonable period of time (which we estimate will be approximately two weeks). We encourage you to review this Privacy Policy periodically, especially if you don't visit the Website regularly.

Effective Date: January 1, 2020

SUPPLEMENTAL CALIFORNIA PRIVACY NOTICE AND RIGHTS

This Supplemental California Privacy Notice and Rights section provides additional information pursuant to the California Consumer Privacy Act ("CCPA"), applicable to California consumers whose personal information we collect as described in this Privacy Policy.

A California consumer has the following rights: to request additional information about our data collection, use, disclosure, and sales practices in connection with the consumer's personal information; to request the specific personal information collected about the consumer during the previous 12 months; and to request the deletion of the personal information we have about the consumer. A California consumer may not be discriminated against for exercising the consumer's California privacy rights.

Under the CCPA, California consumers may use an authorized agent to make privacy rights requests. We require the authorized agent to provide us with proof of the California consumer's written permission (for example, a power of attorney) that demonstrates authorization to submit a request for the California consumer. An authorized agent must follow the process described below to make a request, and we will also (a) require the authorized agent to verify the agent's own identity and (b) confirm the agent's authority with the California consumer about whom the request was made.

To make a request, you may email us at [\[info@irbyconstruction.com\]](mailto:info@irbyconstruction.com) or contact us through the web page located at <http://www.irbyconstruction.com/contact/>. In most cases, you will be required to provide your name and email address so that we can verify your request, and in some cases additional information may be required.

As stated above, we do not sell personal information, and we have not sold personal information since January 1, 2020, the date the CCPA went into effect.

Please see our Cookie Policy for information about the collection and use of personal information by third-parties who process information collected by cookies and related technologies that we permit them to use on the Website.

California residents who use job application features of the Website should see our California Job Applicant Notice of Collection, which may be posted on the job application webpage(s) and is also available at <http://www.irbyconstruction.com/careers/>. Please note that job applicants do not currently have the rights described above under the CCPA.

EEA PRIVACY POLICY PROVISIONS: ADDITIONAL INFORMATION FOR WEBSITE VISITORS IN THE EUROPEAN ECONOMIC AREA

1. The following additional information and rights only apply to personal information associated with users who visit the Website from the European Economic Area (“EEA”). **Data controller**

Please see the table below for the name and contact information of the data controller for the personal information we process in connection with the use of the Website by visitors in the EEA. If you have any questions about how your personal information is processed or would like to make use of your rights as a data subject, please contact the data controller using the information provided below.

Website	Data Controller	Data Controller – Address	Data Controller – Primary Contact
valard.com	Valard Zagreb d.o.o. (CROATIA) Valard Norway AS (NORWAY) Valard Polska Sp. z o.o. (POLAND)	Capraska ulica 6, 10,000 Zagreb CROATIA Elvesletta 45, 2323 Ingeberg NORWAY ul. Bonifraterska 17 Warszawa POLAND	Head of Accounting & Controlling, Danijela Šuvaka Dakić dpoeurope@valard.com
quantaservices.com	Quanta Services, Inc.	2800 Post Oak Blvd., Suite 2600 Houston, Texas 77056 USA	Chief Compliance Officer, Garrett Cornelison gcornelison@quantaservices.com

2. Purpose and basis for processing

Our processing of personal information depends on the particular circumstances, including how the Website is being used, which communication method is selected, or the nature of a given communication between you and us. In addition to the details provided in the Information Collection and Processing section of the main text of our Global Privacy Policy:

- **Contact submissions and communications.** We process personal information to respond to inquiries, at your request and with your consent. In addition, we process personal information to do business with you, as necessary in preparation for or performance of a contract.
- **Email subscriptions.** We send you email messages to which you have subscribed based on your request and consent. You may choose to stop receiving our news or marketing emails by following

the unsubscribe instructions included in those emails or by contacting us as set forth in Section 1 above.

- **Business contacts.** We may receive your contact information, such as your name, telephone number, email address, and business address, through our online or offline interactions with you, such as when we work together on a project or discuss opportunities to work together. We may send you email or call you with information about our business dealings, news, or marketing information based on your consent or our legitimate interests to communicate with you for business purposes. You may choose to stop receiving our news or marketing emails by following the unsubscribe instructions included in those emails or by contacting us as set forth in Section 1 above.
- **Job applications.** Job application information includes name, email and physical address, phone number, educational and job history, and other information you submit. Job application information may be collected and processed by us directly through email or on our behalf by our processors. We process the personal information as necessary to evaluate your application, review your qualifications, and contact you about other employment opportunities, at your request and with your consent, in preparation for or performance of an employment offer, contract, and/or for compliance with a legal obligation.
- **Social media.** We process personal information we receive on our social media pages to respond to inquiries, at your request and with your consent. In addition, we also process the personal information based on our legitimate interests to improve our social media presence and published content, to interact with social media users about our business, and to receive and consider comments about our business.
- **Cookies and log files.** We process personal information that we collect through the use of cookies (or related technologies) that are essential for the Website or given functionality to work, and we process log data related to your use of the Website to improve the performance of the Website and to prevent fraud. We do so based on our legitimate interests to provide you with a functioning, safe, and high-quality, user-friendly Website. We process personal information that we collect via other cookies (or related technologies), based on your consent. For more information about cookies (and related technologies) used on the Website, please see our Cookie Policy.

3. Information Sharing and Transfers

In addition to the details provided in the Information Sharing section of the main text of our Global Privacy Policy:

- We share personal information with our affiliates as necessary in preparation for or performance of an employment contract, for compliance with a legal obligation, or for the purposes of our legitimate interest in facilitating efficient and productive internal processes (such as executive functions, accounting functions, human resources and benefits functions, tax management functions, procurement services, marketing, and legal). To the extent that any personal information is transferred outside the EEA to a country as to which there is no adequacy decision by the European Commission, such transfers are made pursuant to intercompany agreements to abide by the applicable EU Standard Contract Clauses.
- We share personal information with vendors and service providers based on our legitimate interests to provide quality goods and services and to maintain, improve, and grow our business and our workforce. To the extent that any personal information is transferred

outside the EEA to a country as to which there is no adequacy decision by the European Commission, we will ensure an adequate level of data protection through appropriate safeguards, e.g., EU Standard Contract Clauses, EU-US Privacy Shield Framework, or Binding Corporate Rule certification. If you would like further information regarding the applicable safeguard(s) used for such data transfers in connection with any personal information that we maintain about you, please contact us as set forth in Section 1 above and specify the category of vendor or service provider or the type of personal information as to which you seek such further information.

- For any disclosures to legal authorities or pursuant to legal process, we share personal information based on a legal obligation and/or our legitimate interest in compliance with legal systems in the various countries where we operate. For disclosures in connection with any corporate acquisition, reorganization, financing, or insolvency processing, we share personal information based on our legitimate interests in promoting and maximizing the financial health and potential of our business operations. We will inform you separately as to such disclosures to the extent and in the manner required by law.

4. How long we process personal information

As a general matter, we will delete or anonymize your personal information when it is no longer necessary to process the data for the purpose(s) for which it was collected. When personal information needs to be retained, we apply appropriate security controls to prevent the unauthorized accessing, use, or processing of the data and take appropriate measures to prevent accidental loss, destruction, or damage to the data. We conduct periodic reviews to ensure that personal information is securely deleted consistent with our policies and applicable law.

Note that we may retain the personal information for a prolonged period of time for archiving purposes in the public interest, scientific or historical research purposes, or statistical purposes, including if retention of the personal information is necessary to fulfil legal obligations (including under legislation or regulations, to defend or assert legal claims, for fraud prevention, or for litigation hold purposes). In addition, we may delete personal information if a data subject appropriately invokes the right to be forgotten as to such personal information.

5. Your Rights as a data subject

As a data subject in the EEA you have certain rights in relation to our processing of your personal information:

- **Right to information.** We will provide you with information about how we process your personal information. The purpose of our Global Privacy Policy (including these EEA Privacy Policy Provisions) is to fulfil this obligation.
- **Right to access.** You may request that we confirm whether we process personal information concerning you, and if we do process such information, to give you access to such information and more detailed information about the associated processing activity.
- **Right to data portability.** If personal information processing is carried out by automated means and the legal basis for the processing activity is consent or performance of a contract, you may be entitled to request that we provide you with a subset of your personal information in a structured, commonly used, and machine-readable format. In certain circumstances, you may also ask us to send the subset of your personal information directly to another data controller (e.g., another company).

- **Right to rectification.** We seek to ensure that the personal information we are processing is accurate and up-to-date. If you discover that the personal information we process about you is inaccurate or incomplete, you may ask us to rectify or complete the personal information.
- **Right to erasure.** You may request that we delete your personal information in the following situations:
 - the processing is based on your consent and this consent is withdrawn (and there is no other legal basis for the processing);
 - you object to the processing and there are no overriding legitimate interests for continuing the processing;
 - the personal information was unlawfully processed; or
 - the personal information has to be erased in order to comply with a legal obligation.

The right of erasure does not apply if further retention of the personal information in question is necessary for compliance with a legal obligation (e.g., bookkeeping obligations), or for the establishment, exercise, or defence of legal claims.

- **Right to restriction.** You may request that we (temporarily) restrict the processing of your personal information in certain situations – e.g., if you contest the accuracy of your personal information which we process or you are of the opinion that we do not have a sufficient legitimate interest for a processing activity.
- **Right to objection.** In certain circumstances (e.g., where the legal basis for processing is a legitimate interest or if we are performing direct marketing), you may object to continued processing for those purposes. If you do so, we will re-evaluate our legitimate business interests and your data protection interests. We will only continue the processing activity if (i) there are compelling legitimate grounds for the processing that override your interests, rights and freedoms, or (ii) the processing is necessary to establish, enforce or defend legal claims.
- **Right to lodge a complaint.** We prefer to resolve any data protection concerns directly with you. However, if you are of the opinion that we do not comply with the data protection obligations set forth in the General Data Protection Regulation, you have the right to submit a complaint with a supervisory authority in the EEA country where you reside, work, or suspect an infringement has occurred.

If you would like to assert your rights as a data subject or have questions concerning our processing activities, please contact us as set forth in Section 1 above. For additional information from the European Commission concerning data protection and your rights, see: https://ec.europa.eu/info/law/law-topic/data-protection/reform/rights-citizens_en.

Cookie Policy

We use cookies and similar tools to improve the performance and security of our Website and to enhance your user experience.

What are cookies?

Cookies are small text files which a website may put on your computer or mobile device when you visit a website or webpage. They help the Website, or another website or online participant, recognize your device or browser the next time you visit. Cookies may be used to remember your preferences and to help

you navigate within a website. Web beacons or similar technology have similar functions. We use the term “cookies” in this policy to refer to cookies as well as web beacons or similar technologies.

Cookies serve various functions. For example, they may help us to remember your username and preferences, analyze how well our Website is performing, or allow us to recommend content we believe will be most relevant to you.

We use temporary cookies that expire once you close your browser (these are called “session cookies”) as well as cookies that stay on your device until they expire or you delete them (these are called “persistent cookies”).

What types of cookies do we use?

We use several different categories of cookies:

1. Essential cookies

Some cookies are essential for the proper operation of our Website. For example, they may facilitate page navigation or assist with security checks.

2. Functionality cookies

Functionality cookies allow us to remember your preferences and allow us to make the Website experience better for you.

3. Performance/analytics cookies

This category of cookies allows us to analyze how visitors use our Website and to measure Website performance. This allows us to provide a quality experience by customizing our offering and quickly identifying and fixing any issues that arise. For example, we might use performance cookies to keep track of what content is popular, or to learn what links between pages are most effective or why some pages are receiving error messages.

4. Targeting/behavioral cookies

These cookies are used to highlight articles, other content, or services that we think will be of interest to you based on your use of the Website. They may also be utilized by third parties when a third-party content feed has been included in the Website so that you can view videos and social media streams.

Does anyone else use cookies on our Website?

We do use or allow certain third parties to serve cookies on the Website. We may allow third parties to serve cookies to help identify fraudulent or automated traffic on the Website. As described above, third parties that provide content feeds may serve cookies. We may also use third party cookies to help us with market research, improving Website functionality, and enforcing Website terms and policies. For example, like many companies, we use Google Analytics to help us evaluate our Website traffic. You can see how Google Analytics uses cookie information across various websites by visiting <https://policies.google.com/technologies/partner-sites>, or any successor webpage that Google may provide. ***Which specific cookies do we use?***

The “Cookies Used on Our Websites” table lists cookies that may be used on the websites of Quanta affiliates doing business in California. Note that we have included additional information regarding cookies for EEA website visitors in a separate table below.

COOKIES USED ON OUR WEBSITES

Cookie	Operating Unit(s) Using the Cookie	Information Regarding Collection and Use of Information (Including any Personal Information)
PHPSESSID	<ul style="list-style-type: none"> • Quanta Services 	
__cfduid	<ul style="list-style-type: none"> • Quanta Services 	https://support.cloudflare.com/hc/en-us/articles/200170156-What-does-the-Cloudflare-cfduid-cookie-do-
__cfuid	<ul style="list-style-type: none"> • Quanta Services 	https://community.cloudflare.com/t/what-does-cfuid-cookie-do/65510
wordpress_*	<ul style="list-style-type: none"> • Quanta Services 	https://support.cloudflare.com/hc/en-us/articles/200170156-What-does-the-Cloudflare-cfduid-cookie-do-
Google Tag Manager	<ul style="list-style-type: none"> • Quanta Services 	https://policies.google.com/privacy?hl=en ; see also https://privacy.google.com/businesses/rdp/ (restricted data processing)
Typekit by Adobe	<ul style="list-style-type: none"> • Quanta Services 	https://www.adobe.com/privacy/policies/adobe-fonts.html
Google Analytics	<ul style="list-style-type: none"> • Brink Constructors • Irby Construction • Mears Group • Quanta Services • PAR Electrical • Quanta Telecom • Stronghold • Underground Construction • Island Mechanical (sub of Underground Construction) 	https://policies.google.com/privacy?hl=en ; see also https://privacy.google.com/businesses/rdp/ (restricted data processing)
DoubleClick	<ul style="list-style-type: none"> • Irby Construction • Quanta Telecom 	https://policies.google.com/privacy?hl=en ; see also https://privacy.google.com/businesses/rdp/ (restricted data processing)
Google AdSense	<ul style="list-style-type: none"> • Potelco 	https://policies.google.com/privacy?hl=en ; see also https://privacy.google.com/businesses/rdp/ (restricted data processing enabled)
Leads by web.com	<ul style="list-style-type: none"> • Advanced Electric (sub under Probst Electric) 	https://legal.web.com/Document/Get/PrivacyPolicy
New Relic	<ul style="list-style-type: none"> • Quanta Utility Engineering Services • Quanta Services • Quanta Telecom • Stronghold 	https://docs.newrelic.com/docs/browser/new-relic-browser/page-load-timing-resources/new-relic-cookies-used-browser
jsDelivr	<ul style="list-style-type: none"> • Quanta Services 	https://www.jsdelivr.com/privacy-policy-jsdelivr-net
MaxCDN	<ul style="list-style-type: none"> • Underground Construction 	https://www.stackpath.com/legal/privacy-statement/
Indeed	<ul style="list-style-type: none"> • Underground Construction 	http://blog.indeed.com/2015/06/04/the-importance-of-conversion-tracking/

ADDITIONAL COOKIE INFORMATION FOR WEBSITE VISITORS IN THE EEA

1. Quanta Services website

(a) *Essential cookies*

Name of cookie	Owner	Purpose of cookies	Duration
PHPSESSID	Quanta	Maintain user session variables.	Session
__cfduid	PR Newswire via CloudFlare	Security cookie to identify trusted traffic on public networks. More information at https://support.cloudflare.com/hc/en-us/articles/200170156-What-does-the-Cloudflare-cfduid-cookie-do	1 year
__cfruid	PR Newswire via CloudFlare	Security cookie to rate limit potentially malicious traffic. More information at https://community.cloudflare.com/t/what-does-cfruid-cookie-do/65510	Forever
wordpress_*	WordPress Content Management System	Remember that the administrator is logged in. More information at https://codex.wordpress.org/WordPress_Cookies	Forever
Google Tag Manager	Google	Cookie management	Forever
Typekit by Adobe	Adobe	Fonts and typesetting	Forever

(b) *Functionality cookies*

Name of cookie	Owner	Purpose of cookies	Duration
vuid	Vimeo	Used by the Vimeo video player on websites.	6,576 days
wp-settings-1	WordPress Content Management System	User Interface customization preferences More information at https://codex.wordpress.org/WordPress_Cookies	1 year
wp-settings-time-1	WordPress Content Management System	User Interface customization preferences More information at https://codex.wordpress.org/WordPress_Cookies	1 year

(c) *Performance cookies*

Name of cookie	Owner	Purpose of cookies	Duration
n/a			

(d) *Targeting/behavioral*

Name of cookie	Owner	Purpose of cookies	Duration
Facebook Pixels	Facebook	Provide measurement, analytics, and other business services. We use the information we have (including your activity off our Products, such as the websites you visit and ads you see) to help advertisers and other partners measure the effectiveness and distribution of their ads and services, and understand the types of people who use their services and how people interact with their websites, apps, and services. Learn how we share information with these partners	More information can be found here: https://www.facebook.com/about/privacy/update

(e) *Analytics*

Name of cookie	Owner	Purpose of cookies	Duration
Google Analytics	Google	Website Analytics	ga (2 years) _gid (24 hours) _gat (1 minute)

Name of cookie	Owner	Purpose of cookies	Duration
			_utma (2 years from set/update) _utmb (30 minutes from set/update) _utmc (end of browser session) _utmt (10 minutes) _utmz (6 months from set/update)

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2. Valard website

(a) *Essential cookies*

Name of cookie	Owner	Purpose of cookies	Duration
PHPSESSID	Quanta	Maintain user session variables	Session
XSRF-TOKEN	valarddiveservices.com	Ensures visitor browsing-security by preventing cross-site request forgery. This cookie is essential for the security of the website and visitor.	Session
requestId	valarddiveservices.com	Tracks visitor behaviour and measures site performance	Session
hs	valarddiveservices.com	Security	session

(b) *Functionality cookies*

Name of cookie	Owner	Purpose of cookies	Duration
n/a			

(c) *Performance cookies*

Name of cookie	Owner	Purpose of cookies	Duration
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_gat_gtag_UA_####	Google Universal Analytics	Record information about the Website page a user has visited.	Session
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(d) *Targeting/behavioral*

Name of cookie	Owner	Purpose of cookies	Duration
YSC	YouTube	Keeps statistics of what YouTube videos are viewed on the Website.	Session
PREF	YouTube	Stores user preferences.	244 days
VISITOR_INFO1_LIVE	YouTube	Measures users' bandwidth to determine which interface to show.	184 days
svSession	valarddiveservices.com	Identifies a unique user, tracks visits made in different time.	731 days
1P_JAR	Google	Used to gather website statistics, and track conversion rates	30 days
NID	Google	Registers a unique ID that identifies a returning user's device. The ID is used for targeted ads.	183 days
_cfduid	Workable	GetClicky – Web Statistics Tool	365 days
_workable_visitor	Workable	set the originating domain so that the Workable system knows which vacancies your session has requested and to serve them to you	7,305 days
_workable_session	Workable	help improve browser experience when user logs onto the service	Session
_gat_UA_#####	Workable	Tracking cookie for analytics. Used to throttle request rate	Session
fbp	Workable	Used by Facebook to deliver a series of	90 days

Name of cookie	Owner	Purpose of cookies	Duration
		advertisement products such as real time bidding from third party advertisers.	
_gat_gtag_U_#####	ConquerCancer.ca	Google Analytics used for performance	Session

Can a Website user block cookies?

Your browser may allow you to disable cookies, or the third party listed may provide an opt-out tool. Note that disabling cookies may in some instances impact the functionality of the Website.

The following websites provide useful information about cookies, and may permit you to control the use of cookies by certain third parties:

- <http://www.aboutads.info/choices/>, if you are based in the US
- <http://www.youronlinechoices.eu> or <http://www.allaboutcookies.org>, if you are based in the EU

To opt out of personalized ads from Google, see: <https://www.google.com/settings/ads>

What about changes to this Policy?

We may revise this Cookie Policy from time to time in order to reflect changes in our use of cookies, changes in the law, changes in our services, or best practices. The revised version will be effective when it is posted and apply to personal information received after that date. If we make any material changes, we will provide notice of such changes on the pertinent Website for a reasonable period of time (which we estimate will be approximately two weeks). We encourage you to review this Cookie Policy periodically, especially if you don't visit the Website regularly.