

Cookie Policy

Effective Date: September 21, 2026 | Last Reviewed: September 21, 2026

Applies to: www.jobestech.com only. This policy does not cover the separate product websites linked from our footer, including Majime, Dotwork, AccelHealth, TellAgent360, EngagePoint360 and Pioneer AI Labs. Those sites set their own cookies and are governed by their own policies.

Application

This Cookie Policy applies to visitors of www.jobestech.com. It does not apply to any other website or online service operated by Jobes Technology Solutions or its affiliates, including the product sites linked from our footer, each of which publishes its own cookie policy. This policy covers individuals located in the United States, the European Union (EU) and the European Economic Area (EEA), and residents of US states with comprehensive privacy laws, including California. It aligns with applicable privacy regulations, including the GDPR and the ePrivacy Directive for EU/EEA residents and the CCPA, as amended by the CPRA, and comparable US state privacy laws. It should be read alongside our Privacy Policy at www.jobestech.com/privacy-policy.

Policy

Jobes Technology Solutions values transparency in data collection and usage. This policy outlines our use of cookies and similar technologies to enhance user experience and support Jobes Technology Solutions's operational needs. Capitalized terms not defined here have meanings as set forth in our Privacy Policy, which includes additional data collection and usage details.

What is a Cookie?

Cookies are small text files that a website places on your device to enable certain features. They are unique to the browser you are using. Session cookies last only while your browser is open; persistent cookies stay on your device until they expire or you delete them.

Does Jobes Technology Solutions Use Cookies?

Yes. Jobes Technology Solutions uses cookies and similar technologies, such as single-pixel gifs and web beacons, on www.jobestech.com. We use both session-based and persistent cookies. The specific tools in use are Google Analytics 4 (property G-5TERKEYJZQ), a legacy Universal Analytics tag (UA-135368777-1), Google Tag Manager (container GTM-5H22T82), which delivers those tags, the built-in visitor analytics provided by Duda, the platform the site is built on, and iubenda, the cookie consent manager that records your cookie choices. Each cookie these tools set is listed in Appendix A.

How We Use Cookies

www.jobestech.com is an informational website. There is no login, customer portal or account area, so we do not use cookies to recognise a signed-in user or to store account preferences. We use cookies to measure how the site is performing, to understand which pages and referral sources visitors come through, and to keep the site secure.

Categories of Cookies

- **Strictly Necessary:** Required for the site to work and to remember your cookie choices. These cannot be switched off.
- **Security:** Supports security features and helps detect malicious activity.
- **Marketing:** Helps us understand which campaigns and referral sources bring visitors to the site.
- **Performance & Analytics:** Measures how the site is used, which pages are viewed and how visitors move around the site, so we can improve it.

Third-Party Cookies

Appendix A lists the third-party cookies set on www.jobestech.com, the provider of each, what it is used for and how long it lasts. That list covers www.jobestech.com only. We keep it current, but cookie names and durations are set by the providers and can change.

Managing Cookies

You can accept, decline or change your cookie choices at any time. www.jobestech.com uses iubenda as its cookie consent manager. On your first visit a banner lets you accept all cookies, reject all non-essential cookies, or choose category by category. After that, you can reopen your choices at any time from the "Your Privacy Choices" control shown at the bottom right of every page. Strictly necessary cookies cannot be switched off. Performance, analytics and marketing cookies are set only where you have given consent, and you can withdraw that consent at any time from the same control. Your choices are stored for 180 days, after which we will ask again, and we will also ask again if this policy changes materially. You can also control cookies through your browser settings, as described under Controlling and Deleting Cookies below. Blocking cookies may affect how parts of the site work.

Response to Do Not Track Signals

Most browsers offer a Do Not Track setting, but there is no agreed standard for how websites should respond to it, so we do not currently alter our practices based on Do Not Track signals. Where required by California and other US state privacy laws, we treat opt-out preference signals such as Global Privacy Control (GPC) as a valid request to opt out of the sale or sharing of personal information.

Appendix A: Cookie Tables

The tables below list the cookies set on www.jobestech.com, grouped by purpose, with the provider of each, what it does, whether it is a first- or third-party cookie and how long it lasts.

Strictly Necessary Cookies

These cookies are necessary for the website to function and cannot be switched off. They are usually set only in response to actions you take, such as setting your privacy preferences or filling in a form. You can set your browser to block or alert you about them, but parts of the site may then stop working. They do not store personally identifiable information.

Cookie name	Provider / domain	Purpose	First or third party	Duration
_iub_cs-4647390 (and related iubenda preference cookies)	iubenda (www.jobestech.com)	Stores your cookie consent choices so the banner is not shown again on every page, and records which categories you allowed. Set by iubenda, the consent manager described under Managing Cookies.	First party	180 days

Performance and Analytics Cookies

These cookies let us count visits and traffic sources so we can measure and improve how the site performs, and see which pages are most and least used. Google Analytics 4 (property G-5TERKEYJZQ) and the legacy Universal Analytics tag (UA-135368777-1) have been removed from the site (confirmed 26 August 2026: no GA requests fire). The Google Tag Manager container (GTM-5H22T82) is still present and loads on every page ahead of the iubenda consent script; it currently fires no tags, but it must be removed or gated behind consent before publication. The only cookies currently set in this category are Duda's built-in visitor analytics, below.

Cookie name	Provider / domain	Purpose	First or third party	Duration
_sp_id.<id>	Duda platform analytics (www.jobestech.com)	Duda's built-in visitor analytics. Identifies a returning browser and counts visits. The <id> suffix is a site-specific value; read the exact name from the DevTools cookie table.	First party	2 years
_sp_ses.<id>	Duda platform analytics (www.jobestech.com)	Duda's built-in visitor analytics. Marks an active browsing session.	First party	30 minutes

Marketing Cookies

Jobs Technology Solutions does not operate a marketing automation or marketing database platform on www.jobestech.com. The Meta (Facebook) Pixel and ZoomInfo WebSights pixel that were previously found on the site have been removed and re-confirmed absent on the live home page as of 26 August 2026 (no connect.facebook.net or ws.zoominfo.com requests fire). HubSpot tracking code was also discontinued and is not present. No marketing or advertising cookies are currently set on this site.

Controlling and Deleting Cookies

Most cookies can be managed through your browser settings, and through the "Your Privacy Choices" preference centre on this site. Every major browser (Chrome, Safari, Firefox and Edge) lets you view, block and delete cookies, and most offer a private browsing mode. Deleting cookies removes the data already stored on your device. Clearing your browser cookies also clears any saved consent choices, so the cookie banner will appear again on your next visit.

Contact Us

www.jobestech.com

If you have questions about this Cookie Policy or about how we use cookies, contact us at info@jobestech.com, call (248) 355-5100, or write to Jobes Technology Solutions, 3043 Grange Hall Rd, Suite 10, Holly, MI 48442. This policy is owned by the Chief Technology Officer, who reviews it at least annually and whenever a cookie or tracking technology is added to or removed from.