

NESA HR Cookie Policy

NESA HUMAN RESOURCES

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How NESA HR uses cookies and similar technologies to support website functionality, understand site usage, and manage privacy preferences.

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1. About This Cookie Policy

This Cookie Policy explains how NESA Human Resources (“NESA HR,” “we,” “our,” or “us”) uses cookies and similar technologies when you visit nesahr.com or interact with our digital services.

This Policy should be read together with our Privacy Policy, which provides additional information about how we collect, use, disclose, retain, and protect personal information.

Depending on your location and applicable law, you may have choices regarding certain cookies and other tracking technologies.

2. What Are Cookies?

Cookies are small text files that websites may place on your computer, tablet, mobile device, or browser when you visit a website.

Cookies may help websites:

- Function properly
- Remember preferences
- Maintain security
- Understand how visitors interact with a website
- Improve website performance
- Measure traffic and engagement
- Support certain communications or marketing functions

Some cookies remain on your device only during your browsing session, while others may remain for a longer period.

3. Similar Technologies

In addition to cookies, NESA HR and its service providers may use other technologies that perform similar functions, including:

- Pixels
- Tags
- Web beacons
- Local storage
- Software development tools
- Analytics technologies
- Embedded scripts
- Similar digital technologies

For purposes of this Policy, references to “cookies” generally include these similar technologies where appropriate.

4. How NESA HR Uses Cookies

NESA HR may use cookies and similar technologies to:

- Operate and secure our website
- Maintain website functionality
- Remember visitor preferences
- Understand how users navigate the website
- Measure website traffic

- Analyze website performance
- Identify technical issues
- Improve content and user experience
- Support forms, scheduling, or other website features
- Evaluate the effectiveness of communications or marketing activities
- Support lawful advertising or analytics functions where used

We aim to use cookies in a manner consistent with applicable privacy laws and our Privacy Policy.

5. Categories of Cookies We May Use

Strictly Necessary Cookies

These cookies are necessary for basic website functionality and may support functions such as:

- Website security
- Page navigation
- Form functionality
- Login or account functionality
- Shopping cart or transaction features
- Fraud prevention
- Cookie preference management

Because these cookies are necessary for the website to function properly, they generally cannot be disabled through our cookie preference tools.

You may be able to block them through your browser settings, but doing so may cause portions of the website to stop functioning correctly.

Functional Cookies

Functional cookies may allow the website to remember choices or preferences, such as:

- Language preferences
- Display settings
- Form selections
- User preferences
- Certain account features

These cookies help provide a more personalized and convenient website experience.

Analytics and Performance Cookies

Analytics cookies help us understand how visitors use the NESA HR website.

Information collected may include:

- Pages visited
- Time spent on pages
- Navigation paths
- Referral sources
- Device type
- Browser type
- General website interaction information

We may use this information to:

- Evaluate website performance
- Understand which content is useful
- Improve navigation
- Identify technical problems

- Enhance the overall website experience

Analytics information may be collected by NESAs HR or third-party service providers.

Marketing and Advertising Cookies

If NESAs HR uses advertising or marketing technology, certain cookies may be used to:

- Measure marketing effectiveness
- Understand whether visitors interacted with an advertisement or communication
- Limit how frequently certain advertisements appear
- Support audience measurement
- Provide advertising based on website activity where permitted by law

NESAs HR does not currently represent that all website visitors will receive targeted advertising.

Where these technologies are used and applicable law requires consent or an opportunity to opt out, we will provide appropriate choices.

Social Media and Embedded Content Cookies

Our website may include embedded content or links from third-party platforms such as:

- LinkedIn
- Instagram
- YouTube
- Other social or media platforms

These third parties may place cookies or collect information when you interact with embedded content or use their services.

Their use of information is governed by their own privacy and cookie policies.

NESAs HR does not control independent third-party cookie practices.

6. First-Party and Third-Party Cookies

Cookies may be either first-party or third-party.

First-Party Cookies

First-party cookies are placed directly by NESAs HR or the technology used to operate nesahr.com.

They may support:

- Website functionality
- Security
- Preferences
- Analytics
- User experience

Third-Party Cookies

Third-party cookies may be placed by service providers whose technology is integrated into our website.

These providers may include services used for:

- Website hosting
- Analytics
- Scheduling
- Forms
- Payments
- Video
- Social media
- Marketing
- Customer relationship management

- Other website functionality

Third-party providers may process information according to their own privacy practices.

7. Wix and Website Technology

The NESAs HR website may be hosted or operated using Wix and related technology.

Wix may use cookies and other technologies to provide website functionality, security, analytics, performance features, and other services.

Some cookies may therefore be placed or managed by Wix or other integrated service providers rather than directly by NESAs HR.

Visitors should also review the privacy information made available by relevant third-party providers where appropriate.

8. Cookie Consent and Preferences

Where required by applicable law, NESAs HR may present a cookie banner or preference tool that allows you to:

- Accept certain cookies
- Reject certain non-essential cookies
- Customize cookie preferences
- Change previously selected preferences

Strictly necessary cookies may remain active because they are required for basic website operation.

Where consent is required, non-essential cookies should not be activated until the appropriate consent has been provided.

9. How to Change Your Cookie Preferences

You may be able to control cookies through:

Our Cookie Preference Tool

Where available, you may use the NESAs HR cookie settings or privacy preferences tool to manage non-essential cookies.

Browser Settings

Most web browsers allow users to:

- View stored cookies
- Delete cookies
- Block cookies
- Limit third-party cookies
- Receive alerts before cookies are placed

Browser settings vary, so you should review the privacy or cookie settings available in your browser.

Blocking cookies may affect the functionality of some website features.

10. Global Privacy Control and Universal Opt-Out Signals

Certain U.S. state privacy laws require covered businesses to recognize qualifying universal opt-out signals for certain data-processing activities.

Where applicable law requires it, NESAs HR will honor recognized browser-based privacy signals, such as Global Privacy Control (GPC), for applicable activities.

California recognizes GPC as a valid method for consumers to opt out of covered sale or sharing of personal information. Colorado also recognizes GPC as a valid Universal Opt-Out Mechanism for covered sale of personal data and targeted advertising. Oregon requires covered entities to recognize qualifying universal opt-out mechanisms beginning January 1, 2026.

Recognition of a privacy signal applies only where NESAR HR is subject to the applicable law and where the requested opt-out activity is relevant to our data practices.

11. Sale, Sharing, and Targeted Advertising

NESAR HR does not sell personal information for monetary compensation.

However, certain analytics or advertising technologies may qualify as “sale,” “sharing,” or targeted advertising under some state privacy laws depending on how those technologies are configured.

Where NESAR HR engages in activities that trigger such requirements, eligible individuals may have the right to opt out.

California, for example, provides covered consumers with a right to opt out of sale or sharing of personal information, including through qualifying GPC signals.

If applicable, NESAR HR will provide the required privacy choices and mechanisms.

12. Notice at Collection

Certain privacy laws require businesses to provide information at or before the point where personal information is collected.

For example, California requires covered businesses to disclose the categories of personal information collected and the purposes for which the information is used at or before collection.

Where applicable, NESAR HR may provide additional privacy notices:

- On contact forms
- On consultation forms
- At assessment registration
- During account creation
- At other points where personal information is collected

13. Data Collected Through Cookies

Depending on the cookies and technologies used, information collected automatically may include:

- IP address
- Device identifiers
- Browser type
- Device type
- Operating system
- Website pages visited
- Date and time of visits
- Navigation behavior
- Referral URLs
- Approximate location based on IP address
- Cookie identifiers
- Interaction data

We may combine this information with other information where permitted by law and consistent with our Privacy Policy.

14. Retention of Cookie Information

Cookies may remain on your device for different periods of time.

Session Cookies

Session cookies generally expire when you close your browser.

Persistent Cookies

Persistent cookies may remain on your device until:

- Their expiration date
- You delete them
- Your browser removes them
- The applicable service provider removes them

Retention periods vary depending on the purpose of the cookie and the provider responsible for it.

15. Third-Party Providers

NESA HR may work with third-party technology providers that place or use cookies.

Depending on our website configuration, these may include providers for:

- Website hosting
- Analytics
- Scheduling
- Video conferencing
- Embedded media
- Forms
- Payments
- Email marketing
- Customer relationship management
- Social media

We do not control the independent privacy practices of third-party providers.

Users should review the applicable provider's privacy and cookie documentation for additional information.

16. Do Not Track Signals

Some browsers include a "Do Not Track" setting.

Because there is not one universally adopted technical standard governing all Do Not Track signals, our website may not respond to every such signal.

Where applicable law requires recognition of a specific universal opt-out mechanism, such as Global Privacy Control, NESA HR will address that signal as required.

17. Children's Privacy

The NESA HR website and professional services are generally intended for adults and business users.

We do not knowingly use cookies for the purpose of targeted advertising to children through our general website.

If our services involving minors change in the future, additional notices and safeguards may apply.

18. State Privacy Rights

Depending on your state of residence and whether applicable law covers NESA HR, you may have privacy rights involving information collected through cookies or similar technologies.

These rights may include the ability to:

- Access certain personal information
- Request deletion
- Request correction
- Opt out of sale
- Opt out of sharing
- Opt out of targeted advertising
- Opt out of certain profiling
- Exercise rights through qualifying universal opt-out mechanisms

Please review our Privacy Policy for additional information regarding state privacy rights and how to exercise them.

19. Changes to This Cookie Policy

NESA HR may update this Cookie Policy periodically to reflect changes in:

- Website technology
- Cookies we use
- Service providers
- Business practices
- Privacy laws
- Regulatory requirements

When changes are made, the Last Updated date will be revised.

We encourage visitors to review this Policy periodically.

20. Contact Us

If you have questions regarding this Cookie Policy or our use of cookies and similar technologies, contact:

NESA Human Resources

Email: info@nesahr.com

Website: nesahr.com

For questions regarding your personal information or privacy rights, please also review the NESA HR Privacy Policy.