

Staff OS — Cookie Policy

Last Updated: February 10, 2026

1. INTRODUCTION

Staff OS, LLC ("Staff OS," "we," "us," or "our") uses cookies and similar tracking technologies on our website (staffos.com), platform interfaces, and related web properties (collectively, the "Sites"). This Cookie Policy explains what these technologies are, why we use them, and your choices regarding their use.

This policy should be read alongside our Privacy Policy.

2. WHAT ARE COOKIES AND SIMILAR TECHNOLOGIES?

Cookies are small text files placed on your device when you visit a website. They are widely used to make websites function, improve efficiency, and provide information to site operators.

Similar Technologies include pixel tags (web beacons), local storage objects, device fingerprinting techniques, and embedded scripts that collect information about your interaction with our Sites and Services.

3. HOW WE USE COOKIES

We use cookies and similar technologies for the following purposes:

3.1 Strictly Necessary Cookies

These cookies are essential for the Sites to function and cannot be disabled. They include cookies that enable you to log into the platform, navigate securely, and use core features.

Purpose	Example
Authentication	Maintaining login sessions for Client platform access
Security	Detecting and preventing fraudulent activity
Load Balancing	Distributing traffic to ensure platform performance

3.2 Performance and Analytics Cookies

These cookies collect information about how visitors use our Sites, including which pages are visited most often, traffic sources, and error messages. This information is used to improve Site performance and

user experience.

Purpose	Example
Site Analytics	Aggregate usage statistics (e.g., page views, session duration)
Error Monitoring	Identifying and resolving technical issues
Performance Measurement	Assessing platform load times and responsiveness

3.3 Functional Cookies

These cookies enable enhanced functionality and personalization, such as remembering language preferences or user settings.

Purpose	Example
Language Preferences	Remembering English or Spanish selection
Display Settings	Retaining dashboard configuration preferences

3.4 Lead Attribution and Conversion Tracking Cookies

Given Staff OS's role in recruitment funnel optimization, we use tracking technologies to measure and attribute candidate engagement across platforms and sources.

Purpose	Example
Source Attribution	Identifying whether a candidate originated from Indeed, LinkedIn, a career site, social media, or another channel
Conversion Tracking	Measuring the progression of candidates through recruitment stages (e.g., application → screening → interview → hire)
Campaign Performance	Evaluating the effectiveness of recruitment campaigns and job postings
Funnel Analytics	Providing Clients with data on which channels produce the highest-quality candidates

Lead attribution cookies may be associated with candidate interactions and are processed in accordance with our Privacy Policy. De-identified and aggregated attribution data may be used for benchmarking and product improvement.

3.5 Targeting and Advertising Cookies

We may use cookies to deliver relevant recruitment-related content and to measure the effectiveness of outreach efforts. We do not sell personal information collected through cookies.

4. REAL-TIME CONVERSATION MONITORING

Staff OS's platform enables real-time monitoring of AI-driven conversations for quality assurance, performance optimization, and compliance purposes. While real-time monitoring is primarily a platform feature (rather than a cookie-based technology), the following tracking mechanisms may operate in connection with web-based conversation interfaces:

- **Session Tracking:** Identifying and maintaining the continuity of a candidate's conversation session
- **Engagement Metrics:** Measuring response times, message read receipts, and interaction depth
- **Conversation Source Attribution:** Linking a conversation to the referring source or campaign

These tracking activities are described in our Privacy Policy and are subject to the same consent and opt-out mechanisms.

5. THIRD-PARTY COOKIES

Our Sites may include cookies set by third-party service providers, including:

- **Analytics Providers:** Such as Google Analytics, to help us understand Site usage patterns
- **Job Board Integrations:** Tracking technologies associated with integrated platforms (e.g., Indeed, LinkedIn) that may place cookies when candidates interact with job postings redirected to our platform
- **Communication Tools:** Messaging and chat technologies that may use cookies to support functionality

Third-party cookies are governed by the respective third party's privacy and cookie policies. We encourage you to review those policies.

6. YOUR CHOICES

6.1 Browser Settings

Most web browsers allow you to control cookies through their settings. You can typically configure your browser to block or delete cookies, or to alert you when cookies are being set. Blocking certain cookies may affect the functionality of our Sites.

6.2 Cookie Consent Banner

Where required by Applicable Law, we display a cookie consent banner that allows you to accept or decline non-essential cookies when you first visit our Sites. You may update your preferences at any time through the cookie settings link available on our Sites.

6.3 Opt-Out of Analytics

You may opt out of Google Analytics by installing the Google Analytics opt-out browser add-on, available at <https://tools.google.com/dlpage/gaoptout>.

6.4 Do Not Track

Some browsers offer a "Do Not Track" (DNT) setting. There is currently no uniform industry standard for responding to DNT signals. We will update this policy if a standard is established.

7. CROSS-BORDER CONSIDERATIONS

Staff OS operates across the United States and Canada. Cookie and tracking practices comply with applicable requirements in both jurisdictions, including:

- **Canada:** PIPEDA and applicable provincial privacy laws, as well as CASL requirements for electronic communications
- **United States:** Applicable state privacy laws (e.g., CCPA/CPRA) that grant residents rights with respect to tracking technologies

Where required, we obtain consent before placing non-essential cookies or tracking technologies.

8. DATA RETENTION FOR COOKIES

Cookie data is retained for varying periods depending on cookie type:

Cookie Type	Typical Retention
Session Cookies	Deleted when the browser session ends
Persistent Cookies	Up to 24 months, depending on purpose
Analytics Cookies	Up to 26 months (configurable)
Attribution Cookies	Duration of the recruitment campaign or up to 12 months

9. UPDATES TO THIS POLICY

We may update this Cookie Policy from time to time. Changes will be posted on our Sites with an updated effective date. Continued use of the Sites after updates constitutes acceptance of the revised policy.

10. CONTACT

For questions about this Cookie Policy, please contact:

- **Email:** privacy@staff-os.com
- **Mail:** Staff OS, LLC, [Address], [City, State, ZIP]

This Cookie Policy is provided for informational purposes and should be reviewed by qualified legal counsel before publication.