



PRIVACY NOTICE

on the obligation to provide information when processing personal data

in accordance with Art. 13 and 14 and 21 of the General Data Protection Regulation (hereinafter: GDPR)

How we handle your data and your rights

The protection and security of the data of our customers, candidates and reference providers is extremely important to us. Therefore, we design our business processes in a manner that as little personal data as possible is collected or processed. We ensure that all collected and stored data is secure.

The following statement explains, which personal information we use in the course of our business activities and what rights you are entitled to.

For reasons of readability, gender-specific language forms are not used. **All personal designations apply equally to all genders.**

1. Who processes your data?

Your data will be processed by Winter Personalberatung:
Winter Personalberatung; Destouchesstraße 73; 80796 Munich, Germany

Phone: +49 151 20222206
Mail: contact@winter-personalberatung.de
Web: www.winter-personalberatung.de

2. Who are your contacts in regards to data protection matters?

Questions regarding data protection matters can be addressed to:
Mail: contact@winter-personalberatung.de

3. What personal data do we collect from you?

We collect specific personal data. This is information about your career or your professional and personal qualifications. This also includes: name, address, telephone numbers, e-mail address, employer names, current position, data on your professional career, assessments (e.g. in the context of references/certificates/references).

We collect this data directly from you in personal conversations, over the phone, by written exchange or through documents that you provide us (CV, training certificates, job references, references, etc.).

4. For what purpose do we process your personal data?

We use the collected data about you exclusively in the context of our business activities, i.e. to carry out a personnel consulting project or to fill a position.

The declaration of consent under data protection law is made separately from this data protection notice and will be obtained by us if required.

5. What is the legal basis for processing your data?

The processing of your personal data is based on our legitimate interest, Art. 6 Para. 1 lit. f GDPR, and on your consent, Art. 6 Para. 1 lit. a GDPR, provided that you have given us a declaration of consent (see point 4).

6. What is your legitimate interest in processing your data?

Our interest is to fill the projects commissioned by our customers with the best possible candidates. Candidates like yourself are interested in being offered suitable roles.

7. Who is your data shared with?

The data collected about you will not be passed on to third parties without your consent. Only in the case of the existence of a declaration of consent under data protection law and in consultation with you personally do we pass on your personal data - which has been brought to our attention - to our customers.

8. Do you intend to transfer your data to a third country?

In principle, it can be assumed that there is no intention to transfer your personal data to a third country or to an international organization.

9. How long do we store your data?

Your data will be stored for as long as the project exists or as long as the statutory storage periods require it. If you have given your consent under data protection law, your data will be stored until you revoke your declaration of consent.

10. Welche Rechte haben Sie?

You have various rights under the General Data Protection Regulation. Detailed rights result in particular from Articles 15 to 18, 20, 21 and 77. These are essentially:

- Right to inform: You can request confirmation from the person responsible as to whether personal data relating to you is being processed by us.
- Right to rectify: You have the right to rectification and/or completion from the person responsible if the processed personal data concerning you is incorrect or incomplete.
- Right to erasure: You can request that your personal data be erased. Your right to erasure depends, among other things, on whether the data concerning you is subject to a statutory storage obligation.
- Right to restrict: You have the right to request that the processing of your personal data be restricted in certain circumstances.
- Right to object: You have the right to object against the processing of your personal data due to reasons arising from your particular situation, at any time. This is in reference to data processed on the basis of Article 6 Paragraph 1 Letter e or f GDPR.
- Data portability: You have the right to receive the personal data concerning yourself and which you have provided to the responsible person in a structured, common and machine-readable format.
- Right to lodge a complaint: If you believe that we have not met your request or not fully met it, you can lodge a complaint with the relevant data protection supervisory authority. This right is without prejudice to any other administrative or judicial remedy.

The data protection authority responsible for us is:
Bavarian State Office for Data Protection Supervision
Bayerisches Landesamt für Datenschutzaufsicht (BayLDA), Promenade 27 (Schloss), 91522 Ansbach,

Phone: +49 981 53 1300, fax: +49 981 53 98 1300,
Mail: poststelle@lda.bayern.de,
Web: www.lda.bayern.de

11. Revocation of consent for processing in accordance with Article 6 Paragraph 1 lit or Article 9 (2) (a) GDPR

You have the right to revoke your declaration of consent under data protection law at any time. The revocation of the consent does not affect the legality of the processing carried out on the basis of the consent up to the point of revocation.

12. Is there an obligation to provide your personal data and what are the consequences of not providing it?

If you do not provide us essential personal data, you can no longer be considered for projects within the scope of our activities.

Information according to Art. 14 DSGVO

Under certain circumstances, we may not collect information directly from you personally and may use third parties or public sources as information providers.

13. Who gave us your data?

For example, your data may originate from the following sources:

- external researchers,
- personal recommendations from referees / sources (at times anonymized to maintain confidentiality),
- public sources (siehe nachfolgend)

15. Will your data originate from public sources?

Your data may originate from the following public sources:

- publicly available search results from internet search engines
- publicly available company websites, press articles, telephone directories or similar sources
- data made public with or without access restrictions from professional or private use social media (e.g. LinkedIn and Xing, etc.)

Right to object

You have the right, for reasons arising from your particular situation, to object at any time to the processing of your personal data, which is based on Article 6 Paragraph 1 lit. e) GDPR (data processing in the public interest) and Article 6 Paragraph 1 lit. m f) of the General Data Protection Regulation (data processing on the basis of a balance of interests) and to lodge an objection; this also applies to profiling data based on this provision within the meaning of Article 4 no. 4 GDPR.

If you file an objection, we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for processing that outweigh your personal interests, rights or freedom, or the processing serves to assert, exercise or defend legal claims.

The objection can be made informally and should be addressed to:

Mail: contact@winter-personalberatung.de