

Information obligations for applicants

Dear Applicant,

As of 25 May 2018, the General Data Protection Regulation (GDPR) has come into effect. This regulation includes expanded information obligations regarding the collection of personal data. Therefore, in compliance with the new legal requirements, we inform you about the data processing we conduct.

We appreciate your interest in our company and your application for a position with us. Below, we would like to provide you with information regarding the processing of your personal data in connection with your application.

Who is responsible for data processing?

The responsible entity under data protection law is:

Wucherpennig & Krohn GmbH

Birkenallee 2 – 4

23738 Lensahn

Authorised Managing Directors: Dr Lars Wucherpennig, Matthias Krohn, Christine Meyer

Commercial Register: Lübeck District Court RB13554 HL

Further information about our organisation, the authorised representatives, and additional contact details can be found in the legal notice on our website: <https://www.wucherpennig.de/impressum>

What data do we process, and for what purposes?

We process the data you have submitted in connection with your application to assess your suitability for the position (or, where applicable, for other available positions in our company) and to carry out the application process.

What is the legal basis for this processing?

The legal basis for processing your employment-related data is primarily the General Data Protection Regulation (GDPR). According to Article 6(1)(b) GDPR, data processing is permissible if necessary for the initiation or termination of the employment relationship.

We may also be legally obliged to process employment-related data. In this case, the legal basis is Article 6(1)(c) GDPR.

The processing of employment data may also be permitted based on collective agreements (e.g. works agreements). The legal basis in such cases is the respective collective agreement in conjunction with Article 88 GDPR.

Additionally, data processing may take place based on your consent.

Finally, processing may be carried out on the basis of a legitimate interest assessment pursuant to Article 6(1)(f) GDPR. In such cases, the specific interest related to the processing will be communicated separately.

If special categories of personal data as defined in Article 9 GDPR (e.g. health data) are processed, the legal basis is § 26(3) BDSG or Article 9(2)(b) GDPR in conjunction with Article 6(1)(b) GDPR.

How long is the data stored?

Applicant data is deleted 6 months after a rejection.

If you have consented to further storage of your personal data, we will include your data in our applicant pool. In this case, the data will be deleted after two years.

If you are offered a position during the application process, your data will be transferred from the applicant system to our personnel information system.

With whom is the data shared?

Once received, your application is reviewed by the HR department. Suitable applications are then forwarded internally to the responsible department heads for the relevant open position. The next steps of the process are then coordinated. Within the company, only those persons who require access to your data for the proper handling of the application process have access.

Where is the data processed?

The data is processed exclusively within our organisation.

Your rights as a "data subject"

You have the right to access the personal data we process about you.

For non-written information requests, we ask for your understanding that we may require proof of identity to ensure that the request is made by the correct person.

Furthermore, you have the right to rectification or deletion of your data, or to restriction of processing, as legally permitted.

Additionally, you have the right to object to processing within the legal framework. The same applies to your right to data portability.

Our Data Protection Officer

We have appointed a Data Protection Officer in our company. You can contact them using the following details:

a.s.k. Datenschutz e.K.

Schulstraße 16a

91245 Simmelsdorf

Germany

Tel.: 09155-263 99 70

Email: extdsb@ask-datenschutz.de

Website: www.ask-datenschutz.de

Right to lodge a complaint

You have the right to lodge a complaint with a data protection supervisory authority regarding the processing of your personal data.