

PRIVACY POLICY

1) General information about data protection at Etengo

- a) Trust and transparency have been Etengo's central values for many years now. These are values we advocate and are committed to. Therefore, it is a matter of course that we handle all data, in particular personal data that you entrust to us, in a strictly confidential manner and only for the specified purpose in accordance with legal provisions. The new EU General Data Protection Regulation (GDPR) entered into force on 25 May 2018. This harmonises data protection within the EU while strengthening data subjects' rights. We have always attached particular importance to the protection and security of all data. Our Fort Knox Guarantee ensures that your data (such as that required for the candidate presentation, business initiation or business relationship) will never be transferred to third parties without your knowledge or consent. This always has and will guarantee the responsible use of your data.
- b) On the one hand, the following Privacy Policy informs you in detail about the data we process in connection with the use of our online service portal and the freely accessible and user (login) areas of our website. On the other hand, it informs you about how and for what purposes we process your data if you have consented to the processing of data and we have entered into a collaborative partnership, or if you agree to be included in our candidate pool, and about how we use this data and what data we transfer to third parties. It is very important for us that you understand the individual implications and know precisely what your rights are.
- c) Please note that our Privacy Policy applies exclusively to our own content. Links to third-party websites are expressly not included in this policy. This Privacy Policy may be amended from time to time. The current, effective version of our Privacy Policy is available at www.etengo.de/datenschutz and may be downloaded as a PDF.
- d) The Employee Data Protection Guideline, which is available on the Etengo intranet, shall apply to internal employees of the Etengo Group. The Etengo Group (hereinafter 'Etengo') comprises Etengo (Deutschland) AG and its fully owned subsidiary Etengo Academic Experts GmbH.

2) Controller

- I. For matters concerning the placement of freelance IT specialists in fixed-term projects, the controller shall be:

Etengo (Deutschland) AG
Konrad-Zuse-Ring 27
Mannheim

Telephone: +49 621 15 021 0

Fax: +49 621 15 021 399

Email: kontakt@etengo.de

Etengo (Deutschland) AG, the provider of this online presence, shall be the controller in accordance with Section 3 (7) of the German Federal Data Protection Act (BDSG) and Art. 4 (7) of the GDPR, and service provider in accordance with Section 12 ff. in conjunction with Section 2 (1) of the German Telemedia Act (TMG).

- II. For matters concerning the placement of IT specialists in permanent employment, the controller shall be:

Etengo Academic Experts GmbH

Konrad-Zuse-Ring 27

Mannheim

Telephone: +49 621 15 021 0

Fax: +49 621 15 021 399

Email: kontakt@etengo.de

Etengo (Deutschland) AG shall provide shared services (such as IT and accounting) on behalf of and on the instruction of Etengo Academic Experts GmbH within the scope of a commissioned data processing agreement with Etengo Academic Experts GmbH. In this respect, your personal data shall be processed by both Etengo (Deutschland) AG and Etengo Academic Experts GmbH.

3) Data protection for freelancers and candidates

- a) Data collection through registration on our website

You may register as a freelancer or candidate with Etengo and include your profile in our pool of specialists (database) on our website. As a registered user, you may log in repeatedly and continuously update your profile. Once you are logged in, you may bookmark or apply for specific projects or vacancies without obligation.

If you are already engaged in a specific project through Etengo (Deutschland) AG as a freelancer, you may use the online accounting portal (ORP) and online time sheet (OLN) to bill your hours on a monthly basis free of charge.

If you would like to apply for a project (as a freelancer) or vacancy (as a candidate for permanent employment), you shall be required to register by specifying your surname, name, place of residence, email address and desired username and password, and to create an

online profile in the user area. Our service portal will provide interactive support when creating and completing your detailed online profile, including your experience, skill set, language skills, salary expectations, etc. Please note that CVs, certificates, covering letters or other data you may provide for presentation purposes in particular may also routinely include information on 'special categories of personal data' in accordance with Art. 9 of the GDPR (such as a photo revealing ethnic origin, information about a severe disability, etc.). Etengo would like to assess all candidates solely according to qualification and therefore requests that such information or 'special categories of personal data' be dispensed with as far as possible. Should you nevertheless provide such information, you shall consent to the fact that we may process this information and transfer it to a third party in accordance with this Privacy Policy. Details of the content and scope of your consent shall follow.

Data for the purpose of registration shall only be transferred to us once you have consented to the collection, storage, processing, use and transfer of your data in accordance with this Privacy Policy by clicking the appropriate checkbox (opt in).

A more detailed description of the personal data concerning you that we process is available in the Appendix to this Privacy Policy.

b) Data collection through or from generally accessible data sources and recommendations

Etengo is a specialist staffing service provider for the placement of highly skilled IT specialists. We either place you as a freelancer in fixed-term projects through Etengo (Deutschland) AG or as a candidate in direct permanent employment at our customers through Etengo Academic Experts GmbH.

Therefore, we also actively search for and obtain, even from generally accessible sources, personal data about candidates. Thus, when we search for potential candidates in external sources such as LinkedIn, XING and other career networks, we may learn about you. The same applies in the case of recommendations. In many cases, colleagues and also customers of skilled IT specialists provide us with their contact information.

In these cases, we shall initially only store the minimum of your personal data, comprising:

- name and surname;
- email address;
- place of residence and postcode;
- qualification (for example, project manager); and - skills (for example, SAP HCM).

We shall then contact you 'without culpable delay' pursuant to Section 121 (1) of the German Civil Code (BGB) with regard to the storage of this minimum data and simultaneously ask you to consent to the processing of your personal data for the aforementioned purposes. Should

you not consent or reply, we shall delete the minimum data within the legally permissible period.

c) Data processing

We shall process the data you transfer to us and take appropriate technical and organisational precautions to protect it against unauthorised access by third parties.

Generally, we shall use your information to create a qualification profile without your postal address, email address and other contact details (hereinafter 'Personal Contact Data'), but with your name, qualification, gender, age, place of residence, nationality, information from your profile, your photo if applicable and information from other data and files provided to us for presentation purposes.

d) Matching

In the case of specific customer enquiries, we shall conduct a 'matching' process to assess your suitability for a specific project and/or vacancy of one of our customers. This means that we shall filter out or derive your skills (abilities) and experience from the data you transfer to us (in particular, from your CV, project history, etc.) to then match you to the customer enquiry in a semi-automated, automated or manual process.

e) Transfer of data to third parties

Your qualification profile, which is stored in Etengo's database or candidate pool, is made available to potential customers as a file or through a secure link. This gives potential customers the opportunity to read your profile and assess or select it according to specific criteria. Thus, the qualification profile serves as a presentation to the customer with the aim of achieving a placement in a project or in permanent employment at the customer. Etengo shall transfer your qualification profile, including commercial terms, to a potential customer exclusively with your prior consent, usually in the course of a telephone briefing but in no case automatically.

Potential customers shall not be able to search our database directly and hence have no access to your Personal Contact Data. In each individual case, you shall always decide what Personal Contact Data you would like to transfer to a potential customer, if applicable before or only after you have been made known to the customer.

Naturally, we shall not accept responsibility for whether potential customers handle your transferred data, in particular your Personal Contact Data, confidentially, for the specified purpose and in accordance with data protection requirements. Please take note of this in particular when specifying data in your qualification profile, transferring other data and files

for presentation purposes and releasing Personal Contact Data through a social network, for instance, to a potential customer.

f) Declaration of consent

The processing of your personal data and the categories of data included in the Appendix shall be required to make our customers' projects and/or vacancies available to you. Therefore, you shall be required to consent to the processing of data:

You shall consent to the processing of your personal data (in particular the categories of data listed in the Appendix) within the scope of this Privacy Policy for the purpose of the presentation or provision by Etengo of projects (as a freelancer) or vacancies (as a candidate for permanent employment) that match your professional profile and your wishes and/or expectations. Etengo may transfer your personal data to potential principals, customers and/or employers to the extent necessary for the purpose of initiating a placement.

Should placement in a project or permanent employment not ensue, you shall consent to the processing by Etengo of your personal data that you provided throughout the staffing procedure (for example, in covering letters, emails, CVs, certificates and telephone interviews) beyond the conclusion of the specific staffing process. Etengo may also use this data to contact you at a later date and continue the staffing procedure, or if you should be eligible for another project or vacancy of a customer.

This consent shall also apply to data about your qualifications and activities from generally accessible data sources (in particular from professional and social networks), which Etengo has appropriately collected in the course of the research or staffing procedure.

Your personal data shall not be transferred to third parties without your explicit consent, unless this is necessary for the provision of the service or the performance of the contract. Service providers that Etengo makes use of shall be bound by this Privacy Policy. Your personal data shall be transferred to authorised public institutions and authorities only in fulfilment of legal obligations to provide information or if Etengo is obligated to provide information by court decision. Furthermore, Etengo shall not transfer your personal data to other third parties or shall only do so with your consent.

Furthermore, you shall consent to the use by Etengo of anonymised user data for consulting, advertising and market research purposes, and for the purpose of further customising its web/digital services, among others.

Etengo may contact you at any time for the purpose of placement in a project as a freelancer or in permanent employment, and/or due to current or project-related news by email, telephone or any other channel.

A history of any communication between you, Etengo and any customers—be it by email, post, face-to-face meeting or telephone—shall be documented in a customer relationship management (CRM) system. In addition to such direct contact, internal notes or notifications relevant to current or future staffing processes shall also be recorded in the CRM system. Such documentation helps us conduct our processes quickly, correctly and without loss of information, and eventually achieve an optimised service in accordance with your wishes and expectations.

This consent is optional and shall not affect your chances in the current staffing procedure. You may withdraw this consent with future effect, in full or in part, by written notice to datenschutz@etengo.de at any time.

By clicking on the appropriate checkbox (opt in) before transferring your data to us, you shall consent to the processing of your data in accordance with this Privacy Policy. The same shall apply in the event that you send us your data by email or in any other appropriate way.

We shall record this consent. You may view the current version of the Privacy Policy on this website at any time.

Additional declaration for special categories of data in accordance with Art. 9 of the GDPR

If you had provided us with documents containing 'special categories of personal data' in accordance with Art. 9 of the GDPR (such as a photo revealing ethnic origin, information about a severe disability, etc.) in the course of the staffing procedure, your consent shall also apply to this data. Etengo would like to assess all candidates solely according to qualification and therefore requests that such information or 'special categories of personal data' be dispensed with as far as possible.

Additional 'soft opt in' declaration

In principle, we must obtain your consent for the processing of your personal data. According to Art. 6 of the GDPR, the GDPR is a legal 'prohibition with reservation of permission'. This means that, in principle, the processing of your personal data is inadmissible, unless there is some form of permission that permits the processing. Your consent to the processing of data is primarily such a form of permission. Depending on what we specifically need your data for and how we collect it, we shall expressly obtain this consent by 'opt in' (see above) or implicitly or tacitly by 'soft opt in'. The latter is of particular relevance to the collection of data from generally accessible data sources and recommendations.

Consent by 'soft opt in' is particularly relevant if you were already involved with us before and we are now promoting (other) services. In the case of consent by 'soft opt in', we shall consider your consent granted, unless you withdraw it or expressly object to it. Generally

speaking, this approach is greatly beneficial to you because, in addition to specific projects and vacancies, we may thus propose other interesting options to you with a view to our collaboration.

The following requirements must be fulfilled to be able to accept your implicit consent by 'soft opt in' in the described cases: (a) we have received your email address in connection with our services; (b) we use this address only to promote our own services; (c) you have not objected to this use; and (d) we clearly display your right to withdraw your consent or unsubscribe in every message.

We shall be obligated to obtain your express consent for other types of marketing.

4) Data protection for project providers or customers

a) Data collection

If you are a customer looking for highly skilled IT specialists, you may submit a non-binding enquiry (by email, telephone, fax or through the needs enquiry contact form on our website) with information about your project or needs to Etengo. We shall process the search requests you submit to us and, subject to availability, present a suitable IT specialist by transferring a qualification profile to you. This anonymous qualification profile shall not contain any Personal Contact Data. However, it shall contain the qualification, gender, age, place of residence, nationality and, if applicable, a photograph and information from other data and files provided to us by the freelancer/candidate for presentation purposes. As a customer, you may not search for IT specialists in our database yourself. This research and (pre)selection is a fee-based service provided exclusively by Etengo.

A more detailed description of the personal data concerning you as a (potential) customer/project provider, or your employees as consumers or agents of the company, that we process for the purpose of the presentation and provision of our service is available in the Appendix to this Privacy Policy.

You shall not have to consent separately to the processing of the data (provided that it is function-related data), since the processing of your data (provided that it is personal data) shall be conducted on the grounds of the legal permission ensuing from Art. 6 (1) lit. f of the GDPR.

b) Data collection through or from generally accessible data sources and recommendations

Etengo is a specialist staffing service provider for the placement of highly skilled IT specialists. We either place freelancers in fixed-term projects through Etengo (Deutschland) AG or

candidates in direct permanent employment at our customers through Etengo Academic Experts GmbH.

Therefore, we also actively search for and obtain, even from generally accessible sources, personal data from (potential) customers or their contact persons/employees. Thus, when we search for potential customers in external sources (usually through an Internet search but also through business portals such as LinkedIn, XING and other job networks), we may learn about you.

In these cases, we shall initially only store the minimum of your personal data, comprising:

- name and surname;
- email address;
- technical area/department;
- company's registered office and postcode; and - IT interests/needs.

In the case of pre-contractual contact for the purpose of business initiation or subsequent collaboration, separate consent for the processing of the data shall not be required since the processing of your data (provided that it is personal data) shall be conducted on the grounds of the legal permission ensuing from Art. 6 (1) lit. f of the GDPR. Should no collaboration ensue or should we not reach you, we shall erase this minimum data within the period specified by the legislator.

c) Data storage and processing

The data and files you transfer to us in connection with your needs or desired service shall be stored by us and protected against unauthorised access by third parties with appropriate technical and organisational measures.

From your data, we shall create anonymised, web-based projects or vacancies (hereinafter 'Company Data'), however, with a precise description of your project needs or the requirements for the position or candidate/freelancer, including the required soft and hard skills as well as other relevant information. These projects or vacancies may be viewed by potential freelancers/candidates through the search facility accessible on the Etengo website.

A history of any communication between you and Etengo—be it by email, post, face-to-face meeting or telephone—shall be documented in a customer relationship management (CRM) system. In addition to such direct contact, internal notes or notifications relevant to current or future staffing processes shall also be recorded in the CRM system. Such documentation helps us conduct our processes quickly, correctly and without loss of information, and eventually achieve an optimised service in accordance with your wishes and expectations.

5) Data storage period

Your personal data shall be erased as soon as its processing is no longer necessary, the purpose of its processing no longer applies or if you no longer give or you withdraw your consent. However, please note that personal data must still be retained for the duration of the period in which claims against our company can be asserted (such as contractual and legal limitation periods of between three and 30 years). In addition, we shall store personal data if we are legally required to do so (in particular, in accordance with the German Commercial Code, Fiscal Code, Social Security Code, Money Laundering Act and Principles for Properly Maintaining and Storing Books, Records and Documents in Electronic Form and for Data Access [GoBD]); the storage period shall be 10 years.

6) Commissioned data processing

Within the scope of the regulation on commissioned data processing (Art. 28 of the GDPR), we shall have the right to commission third parties to process personal data. In this case, the processing shall be conducted exclusively on our instruction and only for the purposes specified in the relevant commissioned data processing agreement.

Data processing at Etengo

Etengo comprises Etengo (Deutschland) AG and its fully owned subsidiary Etengo Academic Experts GmbH. For matters concerning the placement of freelance IT specialists (freelancers), data processing shall be conducted by Etengo (Deutschland) AG. On the contrary, for matters concerning the placement of IT specialists in permanent employment with a customer, data processing shall also be conducted by Etengo (Deutschland) AG, but on behalf of and on the instruction of Etengo Academic Experts GmbH.

External service providers

We shall occasionally make use of external service providers to fulfil individual contractual and legal obligations. The following table lists the contractors and service providers with whom we have a long-term business relationship.

Etengo makes use of the following service providers:	
Service provider	Object and purpose of use

Etengo (Deutschland) AG	Commissioned data processing for Etengo Academic Experts GmbH
Lettershops, printers and postal and parcel services	Printing and dispatching post and parcels
Credit reference agencies	Obtaining account information
Market and opinion researchers, rating agencies	Conducting market and opinion research, and customer surveys
E-commerce partners	Designing and implementing communication and marketing services
Lawyers	Legal advice
Document and data shredders	Legally compliant disposal of documents and data storage media

7) More security with cookies

a) In the event that you use our website merely for informational purposes, that is, you do not register, log in or otherwise provide us with any information, we shall only collect the personal data that your browser transfers to our server in accordance with your browser settings. If you would like to use our website, we shall collect the following data that is technically required to display our website correctly and to ensure its stability and security (the legal grounds for this shall be Art. 6 (1) lit. f of the GDPR):

- IP address;
- date and time of the request;
- difference in time zone from Greenwich Mean Time (GMT);
- content of the request (specific page); - request status/HTTP status code;
- respective volume of data transferred;
- website sending the request;
- browser;
- operating system and interface; and
- language and version of the browser software.

b) In addition to the aforementioned data, our website's cookies shall be stored on your computer when you use our website. Cookies are small text files that are assigned to and

stored on your hard drive by the browser you use, and through which certain information is transferred to the site that sets the cookie (in this case, to us). Cookies cannot run programmes or transfer viruses to your computer. They are used to make Internet services altogether more user-friendly and effective.

c) Use of cookies: This website uses the following types of cookies, the scope and functionality of which are briefly described below:

- transient cookies; and
- persistent cookies

I. Transient cookies are deleted automatically when you close the browser. In particular, these include session cookies, which store a session ID that assigns the various browser requests to a single session, allowing your computer to be recognised when you return to our website and significantly increasing your and our security. Session cookies are automatically deleted when you log out or close your browser.

II. Persistent cookies are automatically deleted after a specific period, which may vary depending on the cookie. You may manually delete cookies through your browser's security settings at any time.

d) Use of local storage: This website uses the local storage function to store data locally, in your browser's cache. This data will persist, even after you close your browser window or quit your browser—provided you do not delete the cache—enabling specific website features, such as applying your preferred settings, when you visit our website again.

e) You may configure your browser settings as you wish and refuse to accept third-party or all cookies, for instance. Please note that, in this case, you may be unable to use all the features of this website.

f) We use the following cookies of the following providers/partners:

Facebook

Our pages include the plug-ins of Facebook, a social network provided by Facebook Ireland Ltd., 4 Grand Canal Square, Grand Canal Harbour, Dublin 2, Ireland. Facebook plug-ins are identified by the Facebook logo or the 'Like' button on our pages. An overview of the Facebook plug-ins is available at <http://developers.facebook.com/docs/plugins>. If you visit our pages, the plug-in establishes a direct connection between your browser and the Facebook server. Through this, Facebook is informed that you have visited our page with your IP address. If you click the Facebook 'Like' button while logged in to your Facebook account, you may link the contents of our pages on your Facebook profile. Thus, Facebook can allocate your visit to our pages to your user account. Please note that we, the provider of

the pages, are not informed about the content that is transferred and its use by Facebook. Further information is available in Facebook's privacy policy at <https://www.facebook.com/policy.php>. If you do not wish Facebook to allocate your visit to our pages to your Facebook account, please log out of your Facebook account.

Google Analytics

This website uses features of Google Analytics, a web analytics service provided by Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland. Google Analytics uses 'cookies', which are text files stored on your computer to help analyse how visitors use the website. The information generated by the cookie about your use of this website is generally transmitted to and stored by Google on servers in the USA. Further information on Google Analytics' use of user data is available in Google's privacy policy at <https://support.google.com/analytics/answer/6004245?hl=en>.

YouTube

Our website uses the plug-ins of YouTube, a site provided and operated by Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland. If you visit one of our pages that includes a YouTube plug-in, a direct connection is established with YouTube servers. Through this, the YouTube server is informed about which of our pages you have visited. If you are logged in to your YouTube account, you allow YouTube to allocate your surfing behaviour directly to your personal profile. You may prevent this by logging out from your YouTube account. Further information on how user data is handled is available in YouTube's privacy policy at <https://policies.google.com/privacy?hl=en>.

Google Maps

This website may use Google Maps to display maps. Google Maps is operated by Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland.

By activating Google Maps, a connection to Google Maps is established and data is transferred directly from the user to Google. The processed data may include IP addresses and users' location data. The provider may also install cookies on devices.

Detailed information is available on the provider's privacy policy:

<https://www.google.com/policies/privacy/>. Opt out:

<https://adssettings.google.com/authenticated>.

8) Your rights

You shall have the following rights with regard to personal data concerning you:

- Right of access (Art. 15 of the GDPR)
- Right to rectification and completion (Art. 16 of the GDPR)
- Right to erasure ('right to be forgotten') (Art. 17 of the GDPR)

- Right to restriction of processing (Art. 18 of the GDPR)
 - Right to data portability (Art. 20 of the GDPR)
 - Right to object (Art. 21 of the GDPR)
 - Right to withdraw your consent (Art. 7 [3] of the GDPR)
 - Right to lodge complaints with the supervisory authority (Art. 57 [1] lit. f of the GDPR)
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- a) Right of access (Art. 15 of the GDPR)
You shall have the right to request confirmation as to whether we process personal data concerning you. Should this be the case, you shall have the right to access to this personal data as well as additional information, including the purposes of the processing, the recipients and the envisaged period for which it will be stored, or the criteria used to determine that period.

 - b) Right to rectification and completion (Art. 16 of the GDPR)
You shall have the right to request rectification of incorrect data without delay. Taking into account the purposes of the processing, you shall have the right to request completion of incomplete data.

 - c) Right to erasure ('right to be forgotten') (Art. 17 of the GDPR)
You shall have a right to erasure insofar as the processing is not required. This shall be the case if your data is no longer necessary for the original purposes for which it was collected, you have withdrawn your consent in accordance with data protection law or the data has been unlawfully processed.

 - d) Right to restriction of processing (Art. 18 of the GDPR)
You shall have the right to request restriction of the processing of your personal data. This means that you may request that we restrict processing if one of the conditions specified in Art. 18 (1) of the GDPR applies. This may be the case if you contest the accuracy of the personal data. In this case, the restriction shall be for a period that would enable us to verify the accuracy of personal data. Restriction means that we shall flag the stored personal data with the aim of restricting processing in future.

 - e) Right to data portability (Art. 20 of the GDPR)
You shall have the right to receive the personal data concerning you in a structured, conventional and machine-readable format.

 - f) Right to object (Art. 21 of the GDPR)
You shall have the right to object to the processing of personal data concerning you if the conditions of Art. 21 of the GDPR are fulfilled. More detailed information about this matter is available below:

Right to object to the collection of data in specific cases and to direct marketing (Art. 21 of the GDPR)

If the data processing is based on Art. 6 (1) lit. e or f of the GDPR, you shall have the right to object to the processing of your personal data on grounds arising from your particular situation at any time. This shall also apply to profiling based on these provisions. Please refer to this Privacy Policy for the respective legal grounds on which processing is based. If you file an objection, we shall no longer process personal data concerning you unless we can demonstrate compelling legal grounds for the processing that override your interests, rights and freedoms, or that serve to assert, exercise or defend legal claims (objection in accordance with Art. 21 [1] of the GDPR).

Should your personal data be processed for direct marketing purposes, you shall have the right to at object to the processing of personal data concerning you for the purpose of such marketing any time. This shall also apply to profiling insofar as it is related to such direct marketing. If you object, your personal data shall no longer be processed for the purpose of direct marketing (objection in accordance with Art. 21 [2] of the GDPR).

- g) Right to withdraw your consent (Art. 7 [3] of the GDPR)
You shall the right to withdraw your consent with future effect, in full or in part, at any time. The lawfulness of the processing of your data prior to the withdrawal of consent shall remain unaffected by the withdrawal of consent. We shall record any withdrawal of consent.
- h) Right to lodge complaints (Art. 57 [1] lit. f of the GDPR)
You shall also have the right to lodge a complaint about the processing of your personal data by us with a data protection supervisory authority (Clause 10 of this Privacy Policy).

Exercising your rights

To exercise these rights, please send us an email to datenschutz@etengo.de or contact the controller specified in Clause 2 of this Privacy Policy in writing. Please refer to Clause 9 of this privacy policy for additional information on the data protection officer.

9) Data protection officer

The contact details of the Etengo data protection officer are as follows:

Etengo Group Data Protection Officer
Konrad-Zuse-Ring 27
68163 Mannheim

Fax: +49 621 15 021 399

Email: datenschutz@etengo.de

10) Competent supervisory authority

Our competent supervisory authority is:

Landesbeauftragter für Datenschutz und Informationsfreiheit Baden-Württemberg
Königstraße 10a
70173 Stuttgart

Appendix – Available candidate categories of data

1	Name
2	Place of residence
3	Date of birth
4	Place of birth
5	Marital status
6	Work/residence permit details
7	Nationality
8	Photo
9	Contact details
10	External web links
11	Availability
12	Locations for placement
13	Commercial terms
14	Language skills
15	Commencement of self-employment/work
16	IT/professional experience since
17	Education
18	Training
19	Tertiary education
20	Further training
21	Core activities
22	Speciality
23	Industries
24	(List of) customers
25	Work history
26	Project history/experience
26.1	Period
26.2	Project scope
26.3	(List of) customers
26.4	Industry

26.5	Project title/name
26.6	Project size
26.7	Job/role
26.8	Project description
26.9	Area of IT in the project
27	Knowledge/expertise
27.1	Computer literacy/skills
27.2	Tools
27.3	Industry knowledge
27.4	Certification
28	Other qualifications (for example, driver's license)
29	Customer references
30	Certificates
31	Reference letters
32	Work samples
33	Publications
34	Hobbies
35	Soft skills
36	Memberships, for example in professional associations
37	Copy of ID card
38	VAT Reg. No. or tax ID (NI No.)
39	Confidentiality flag
40	CRM contacts

Privacy Policy version: 2.7 as of 06. August 2019

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 Registered office: Mannheim | Mannheim District Court | HRB 705843 | VAT Reg. No.: DE263206310
 Supervisory Board: Dieter Dürr (Chairman), Stefan Rebmann, Philipp Hartmann
 Board of Directors: Nikolaus Reuter (Chairman), Johannes C. Ley, Sabrina Läßle

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 Managing Director: Sabrina Läßle