

Duty to inform according to Art. 13 and Art. 14 GDPR for applicants

Data Processor

Name and contact details of the person responsible:

SASSE Elektronik GmbH, Dirk Rimane / Managing Director

Berliner Straße 12, 91126 Schwabach

Registered court: Nuremberg, registration number: HRB 9155,

VAT number: DE 133537569

Name and contact details of the data protection officer:

Mrs. Gisela Pöllinger

Data protection Pöllinger GmbH

Dresdner Str. 38

92318 Neumarkt

Tel .: 09181/2705770

Email: datenschutz@datenschutz-poellinger.de

Processing framework and origin of the data

Purpose and legal basis for processing Art. 6, Paragraph 1, a) b) f) GDPR

Applicant data: The collection, processing or use of personal data from applicants takes place in order to carry out and process the application process and to assess the extent to which a person is suitable for the position concerned.

The processing of your applicant data is necessary in order to be able to decide on the establishment of an employment relationship. The primary legal basis for this is Art. 6 Para. 1 b) GDPR. If the processing of your data is based on consent, you have the right to revoke your consent at any time with effect for the future. The processing of special categories of personal data (e.g. health data) is based on your consent in accordance with Art. 9 Para. 2a) GDPR, unless statutory permissions such as Art. 9 Para. 2 b) are relevant. Your applicant data will be treated confidentially at all times. If we want to process your applicant data for a purpose not mentioned above, we will inform you beforehand.

Origin (source) and categories of personal data that are processed:

The processed categories of personal data include, in particular, your master data (first name, surname, name additions, nationality), contact details (private address, mobile / telephone number, email address) and other data from the application process (cover letter, certificates, questionnaires, interviews, qualifications and previous activities). If you have voluntarily provided special categories of personal data (e.g. health data, religious affiliation, degree of disability) in the application letter or in the course of the application process, processing will only take place if you have given your consent or if a legal permission justifies this. In most cases, your personal data is collected directly from you as part of the recruitment process. In addition, we may have received data from third parties (e.g. employment agencies) to whom you have made your data available to be passed on. In addition, we process personal data that we have legitimately obtained from publicly available sources (e.g. professional social networks). Your data will be processed on the basis of Article 6 (1) b) GDPR.

Recipients (categories) of personal data:

Within the company, only those people and positions (e.g. management, personnel administration, specialist department, works council, representatives of the severely disabled) receive your personal data that need it to make the hiring decision and to fulfill our pre-/contractual and legal obligations.

External contractors (service providers) in accordance with Art. 28 GDPR to process the data on our behalf (IT service providers, IT administrators, waste disposal service providers).

Other external bodies for the fulfillment of the above-mentioned purposes, insofar as the person concerned has given their written consent, if it is necessary for the fulfillment of the contract or a transmission is permitted for a predominantly legitimate interest (credit institutions, salary payments, tax consultants).

Recipients (categories) of personal data:

A transfer of personal data outside the European Union does not take place.

Duration of storage / deletion:

After the statutory retention period:

3 months	unsolicited applications (email), digital applications in general.
6 months	applications based on job posting to take into account the AGG

We will delete your personal data no later than six months after the application process has been completed if an employment relationship does not materialize. This does not apply if statutory provisions prevent deletion or if further storage is necessary for the purpose of providing evidence or if you have consented to longer storage. If we are unable to offer you a position, but based on your profile we believe that your application may be of interest for future vacancies, we will also save your personal application data, provided you have given your express consent.

Corresponding data will also be deleted in accordance with Art. 17 GDPR:

- When it is no longer necessary to save the data
- If the data subject has revoked his consent to data processing
- If the data has been processed unlawfully
- If there is a legal obligation to delete under EU or national law

Rights of the data subject:

- Information about the data stored about you (Art. 15 GDPR). In particular, you can obtain information about the processing purposes, the category of personal data, the categories of recipients to whom your data has been or will be disclosed, the planned storage period, the existence of a right to correction, deletion, restriction of processing or objection, the existence of a right of appeal, the origin of your data, if we have not collected it, as well as the existence of automated decision-making including profiling and, if necessary, meaningful information on their details.
- Correction - should incorrect personal data be processed (Art. 16 GDPR),
- Deletion and restriction as well as objection to processing (Art. 17, 18 and 21 GDPR).
- Right to data transfer (Art. 20 GDPR) of your personal data that you give us in a structured, commonly used and machine-readable format to receive or to request the transfer to another responsible person.
- Revocation of consent (Art. 7 Para. 3 GDPR). This has the consequence that we are no longer allowed to process the data based on this consent in the future

- Right to lodge a complaint with the responsible supervisory authority (Art. 77 GDPR).
The data protection supervisory authority responsible for us is: Bavarian State Office for Data Protection Supervision, Promenade 27, 91522 Ansbach

Right to object:

If we process your data to safeguard legitimate interests in accordance with Art. 6 Para. 1 f) GDPR, you can object to this processing for reasons that arise from your particular situation. We will then no longer process your personal data unless we can demonstrate compelling legitimate reasons for the processing that outweigh your interests, rights and freedoms, or the processing serves to assert, exercise or defend legal claims. You have the right to object to the processing of your personal data for direct marketing purposes without giving any reason.

Right to withdraw consent:

Each concerned person has the right to withdraw individual or all consent that was previously granted for e.g. the fulfillment of a contract at any time and without any disadvantages for the applicant, within the means of Art. 6 Para. 1 a) or Art. 9 Para. 2, without affecting the legality of the processing carried out on the basis of the consent until the revocation.

Please address the revocation of consent and objection in writing to:

SASSE Elektronik GmbH, Tim Schneider / data protection coordinator, email:
tim.schneider@sasse-elektronik.de

Automated decision making and profiling:

No automated decision-making procedures according to Art. 22 GDPR or other profiling measures according to Art. 4 No. GDPR are used.

Up-to-dateness and change of this information obligation according to Art. 13 and Art. 14 GDPR:

This obligation to provide information on data protection is currently valid and was last updated in December 2018.

It may be necessary to change this information due to changes in legal or regulatory requirements, among other things. You can call up and print out the current information obligation on data protection at any time on our website www.sasse-elektronik.de.