
Data protection notice for applicants

Information on data protection regarding our processing of applicant data following Art. 13, 14, and 21 of the General Data Protection Regulation (DSGVO) (as of 13.09.2021).

Dear Applicant,

Thank you for your interest in our company. Following the requirements of Articles 13, 14, and 21 of the General Data Protection Regulation (DSGVO), we hereby inform you about the processing of personal data provided by you as part of the application process and, if applicable, collected by us and your rights in this regard. To ensure that you are fully informed about the processing of your personal data as part of the application process, please take note of the information below.

Person in charge

The data controller for data processing directly related to your application is Point Blank Research & Consultancy GmbH.

Point Blank Research & Consultancy GmbH
Managing Directors: Dr. Barbara Lang, Christoph Welter, Dr. Gerhard Keim, Tobias Wenker
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10179 Berlin
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Contact details of the data protection officer

Fux:Legal GbR
Dr. David Rump
Krausnickstraße 10
10115 Berlin
030 2888 6060
rump@fux-legal.de

Purposes and legal basis of processing

We process your personal data following the provisions of the European General Data Protection Regulation (EU-DSGVO) and the German Federal Data Protection Act (BDSG), insofar as this is necessary for the decision to establish an employment relationship with us. The legal basis for this is Article 88 DSGVO in conjunction with Section 26 BDSG-neu and, if applicable, Article 6 (1) lit. b DSGVO for the initiation or implementation of contractual relationships.

Categories of personal data

We only process data that is related to your application. This may be general data about you (name, address, contact details, etc.), information about your professional qualifications and school

education, information about further professional training, and, if applicable, other data that you provide to us in connection with your application.

Sources of the data

We process personal data that we receive from you by mail or e-mail in the context of contacting you or your application.

Recipients / passing on of data

We only pass on your personal data within our company to those departments and persons who need this data to fulfill contractual and legal obligations or to implement our legitimate interests. Data will only be passed on to recipients outside the company if this is permitted or required by law, if the transfer is necessary to fulfill legal obligations or if we have your consent.

Deletion of data

The personal data relating to you will be stored until the purpose of the data processing no longer applies or after expiry of statutory or official retention obligations.

We store your personal data as long as this is necessary for the decision on your application. Your personal data or application documents will be deleted a maximum of six months after the end of the application process (e.g. notification of the rejection decision) unless longer storage is required or permitted by law. We store your personal data beyond this only insofar as this is required by law or in the specific case for the assertion, exercise, or defense of legal claims for the duration of a legal dispute. If you have consented to a longer storage of your personal data, we will store it following your declaration of consent. If an employment relationship, apprenticeship, or trainee relationship is established following the application process, your data will initially continue to be stored to the extent necessary and permissible and then transferred to the personnel file.

Your rights as a data subject

According to the GDPR, you are entitled to the following rights under the conditions specified in the law:

- Right to information (Art. 15 DSGVO): You have the right to information about the personal data concerning you. You can contact us for information at any time. In the case of a request for information that is not made in writing, we ask for your understanding that we may require proof from you that you are the person you claim to be.
- Right to rectification (Art. 16 DSGVO):
- Right to erasure (Art. 17 DSGVO).
- Right to restriction of processing (Art. 18 DSGVO).
- Right to notification (Art. 20 DSGVO)
- Right to restriction of processing (Art. 18 DSGVO)
- Right to data portability (Art. 20 GDPR)
- Right to object (Art. 21 DSGVO): Insofar as the processing of your personal data is carried out for the protection of legitimate interests according to Art. 6 (1) (f) DSGVO, you have the right, according to Art. 21 DSGVO, to object to the processing of this data at any time for reasons arising from your particular situation. We will then no longer process this personal data unless we can demonstrate compelling legitimate grounds for the processing. These

must **override** your interests, rights, and freedoms, or the processing must serve the assertion, exercise, or defense of legal claims.

If the processing of data is based on your consent, you are entitled to revoke your consent to the use of your personal data at any time following Art. 7 DSGVO. Please note that the revocation is only effective for the future. Processing that took place before the revocation is not affected. Please also note that we may have to retain certain data for a certain period of time to comply with legal requirements.

Right of appeal to a supervisory authority

Following Art. 77 DSGVO, you have the right to complain about the processing of personal data by us to a supervisory authority for data protection.

The right of complaint is without prejudice to any other administrative or judicial remedy.

The necessity of providing personal data

The provision of personal data as part of application processes is not required by law or contract. You are therefore not required to provide any information about your personal data.

However, please note that these are required for the decision on an application or the conclusion of a contract relating to an employment relationship with us.

If you do not provide us with any personal data, we will not be able to decide on establishing an employment relationship.

We recommend that you only provide personal data in your application which is required to complete the application.

Automated decision-making

Since the decision on your application is not based exclusively on automated processing, there is no automated decision-making in individual cases within the meaning of Art. 22 DSGVO.

Amendment of this data protection notice

We revise this data protection notice in the event of changes to data processing or other occasions that make this necessary.