

Data Protection Information

for Candidate Management

Name and Contact Details of Legal Entity	Qualysoft GmbH Floridsdorfer Hauptstraße 1 1210 Wien Tel.: +43 1 409 59 87 10 E-Mail: office@qualysoft.at www.qualysoft.com
Contact Details of Data Protection Officer	Qualysoft GmbH Floridsdorfer Hauptstraße 1 1210 Wien E-Mail: caglar.kulaksiz@qualysoft.com Tel.: 0043 699 14 40 24 28
Reasons for which the personal data is processed	We will process your data for the following purposes: <ul style="list-style-type: none">• Candidate Management
Legal basis for processing	Art. 6 par. 1 b, c, f GDPR (Contract fulfilment, legal obligation, legitimate interests)
Categories of personal data that is processed	CV, cover letter, job reference, school/course certificates, first name and family name, possibly birth name, possibly academic title, gender, nationality, language skills, address, contact information, educational background and professional experiences, professional qualifications, salary expectations, reasons for changing companies, career expectations, social media groups and common contacts (for example on XING profile), possibly test results (for example Hackerrank, personality tests); in case of an application through an

	employee: name of the employee who refers the applicant; possibly in case of own indication: marital status, children, religion, interests, hobbies, photo, possibly information regarding mobility
If applicable, the legitimate interests that the controller is following	The legitimate interests for data processing in terms of Art. 6 par. 1 f GDPR or section 28 par. 1 no. 2 FDPA are: ... (e.g. internal administration, controlling, accounting etc.)
If applicable, the recipients or categories of recipients of personal data	Executive Director, authorized representative, (potential) direct/indirect manager, HR department, members of the works council, banks and financial institutes
Storage Duration or criteria for determining storage duration	The personal data will be stored as long as they serve the purpose mentioned above and as long it is requested by the legal storage period. - Application documents : after the end of the application process: 6 months, in case of hiring: maximum of 10 years after leaving the employ Ride cost refund: 6 years
Rights of the relevant person	As the relevant person you have the following rights as long as the legal requirements for this are fulfilled: <ul style="list-style-type: none"> • Right to information, art. GDPR • Right to correction, art. 16 GDPR • Right to erasure, art. 17 GDPR • Right to restriction of processing, art. 18 GDPR • Right to data portability, art. 20 GDPR • Right to object, art. 21 GDPR
In the case of consent: information about revocation option	You have the right to revoke consent that you have given to process data at any time with effect for the future.
Information about the right to complain to the supervisory body	You have the right to complain about the data processing to the data protection supervisory authority.

Source from which the personal data originates	Application data: possibly headhunter
Information whether the provision of data is legally or contractually stipulated	The provision of the data is necessary for both contractual and legal reasons. Voluntary information is appropriately marked in the form. If you do not provide us with mandatory information, we may not be able to conclude a contract with you.