

Data processing information for applicants

Part I gives you general information about how we process your personal data and the rights you as a data subject have in this regard. In **Part II** we inform you of when you can object to our processing of your data.

Part I: General information about the processing of your data	
Name and contact details of the controller	Name and contact details of the data protection officer
c-Lecta GmbH Alte Messe 3 04103 Leipzig Email: contact@c-Lecta.com Telephone: +49 (0) 341 - 355 2140	Dipl.-Ing. Lars Ebertz on behalf of Ebertz Datenschutz GmbH Ober den Wiesen 17 35756 Mittenaur Email: lars@ebertz-datenschutz.de
Purposes and legal bases of the processing	
We process your personal data from your application in order to help us assess your suitability for potential employment. The legal basis of this is Art. 6(1) Sentence 1(a) GDPR as well as Sect. 26 of the German Federal Data Protection Act (BDSG). If you have given us your consent to process your personal data for inclusion in our applicant pool, then the lawfulness of this processing arises from your consent (Art. 6(1) Sentence 1(a) GDPR). You can withdraw your consent at any time. Please note that any such withdrawal will only be effective for the future. It will not affect processing that took place before the withdrawal. In addition to conducting the application process, we process personal data in accordance with Art. 6(1) Sentence 1(f) GDPR. This is permissible insofar as the processing is necessary to safeguard our legitimate interests or those of a third party, except where such interests are overridden by your interests or fundamental rights and freedoms which require protection of personal data. Such a legitimate interest exists in the establishment of legal claims and defence in legal disputes and in guaranteeing the company's IT security and IT operations. We also process personal data pursuant to Art. 6(1) Sentence 1(c) GDPR insofar as this is necessary for compliance with legal obligations to which we are subject as a company. The purposes of the processing include, for example, mandatory retention obligations under commercial and tax law pursuant to Sect. 257 of the German Commercial Code (HGB) and Sect. 147 of the German Fiscal Code (AO).	
Recipients of the data	
Within the company, those departments that require your data to fulfil the company's contractual and legal obligations are given access to it. Processors used by us (Art. 28 GDPR) may also receive data for these purposes. These are companies operating in the fields of IT services and consulting.	
Duration of storage and criteria for determining the storage period	
The personal data of applicants whom we do not hire will be erased within six months of completion of the application process. If we conclude an employment contract with the applicant, the application will be stored in his or her personnel file and for the duration of the statutory retention periods.	
Rights of data subjects and right to lodge a complaint	
Pursuant to Art. 15 GDPR, you have a right of access to information about the personal data stored about you. Should inaccurate personal data have been processed, you have a right to rectification pursuant to Art. 16 GDPR. Subject to the relevant legal requirements, you can request the erasure of data or the restriction of processing, and also object to the processing of your personal data (Art. 17, 18 and 21 GDPR). Pursuant to Art. 20 GDPR, you have a right to data portability for data that is processed by automated means on the basis of your consent or a contract with you. You can exercise these rights against us by contacting us at the address indicated above under "Name and contact details of the controller". If you believe that the processing of your data has violated data protection law, you have the right to lodge a complaint with a data protection supervisory authority of your choice (Art. 77 GDPR in conjunction with Sect. 19 BDSG). This also includes our competent data protection supervisory authority, which you can reach using the following contact details: Saxon Commissioner for Data Protection, Devrientstraße 1, 01067 Dresden.	
Obligation to provide data compared to data freely given	
In order to participate in the application process, it is essential that you provide the necessary personal data. If you do not provide this data, then we will be unable to assess your suitability for the position advertised and consequently unable to employ you.	

Part II: Information about your right to object under Art. 21 GDPR

You have the right to object at any time, for reasons arising from your particular situation, to the processing of personal data concerning you which occurs based on Art. 6(1) Sentence 1(f) GDPR (data processing based on a balancing of interests). If you object, we will no longer process your personal data, unless we can prove compelling legitimate reasons for the processing which override your interests, rights and freedoms, or the processing serves the establishment, exercise or defence of legal claims.