



Data protection notice

WELCOME

Welcome to PRIMEPEOPLE GmbH. We appreciate your interest in our website and our company. Safeguarding the protection of your data and privacy is of great importance to us. In order to ensure that you are fully aware of how personal data is collected and used on our website, please read the following information.

1. Responsible authority

The responsible authority for the collection, processing, and use of your personal data for the purposes of the German Federal Data Protection Act (BDSG) is PRIMEPEOPLE GmbH. If you wish to object to the collection, processing, or use of your data by PRIMEPEOPLE GmbH according to this data protection notice, either in whole or for individual areas, you can submit your objection by e-mail, fax, or letter using the following contact information:

PRIMEPEOPLE GmbH
Am Bismarckturm 13
70192 Stuttgart
Germany
Telefax: +49 711 252609-99
E-Mail: kontakt@primepeople.de (<mailto:kontakt@primepeople.de>)



Unsolicited sending of promotional information

PRIMEPEOPLE GmbH hereby expressly states its objection to contact information that has been published in accordance with the obligation to provide a legal notice being used by third parties for the sending of promotional material or information that has not been expressly requested. As the operator of the website, PRIMEPEOPLE GmbH expressly reserves the right to take legal action in the event of unsolicited sending of promotional information, for example via spam e-mails.

Copyright

The content and works produced by PRIMEPEOPLE GmbH and displayed on this website are subject to German copyright law. Reproduction, processing, distribution, and any other use beyond the limits of German copyright law require the written consent of the relevant author or creator. Downloads and copies of this website are only permitted for personal, non-commercial use. Where the content on this site was not created by PRIMEPEOPLE GmbH, the copyright protection of third parties has been observed. In particular, third party content is identified as such. Should you nevertheless become aware of a copyright infringement, we kindly ask that you inform us accordingly. Should any legal violations become known, we will immediately remove the relevant content.

2. External Data Protection Officer

Tercenum AG
Matthias Walliser
Altenwaldstraße 8
D-72768 Reutlingen
Tel. +49 (0)7121 / 147 88 – 0
info@tercenum.de (mailto:info@tercenum.de)
www.tercenum.com (http://www.tercenum.com)

3. Collection, processing, and use of your personal data

3.1 Personal data

Para. 3 (1) of the German Federal Data Protection Act (BDSG) states that personal data consists of individual details relating to the personal or material circumstances of an identified or identifiable natural person (affected party). For example, this includes your name, telephone number, address, and all details you provide to us in your resumes, letters, and interviews. Anonymized or pseudonymized data that is collected when you visit our website is not included, as such data is only used to improve our website and cannot be directly linked to your personal identity.

3.2 Collection, processing, and use of your personal data

Data protection is important to us. With respect to the collection, processing, and use of your personal data, we adhere strictly to the statutory provisions of the German Federal Data Protection Act (BDSG) and the German Teleservices Act (TMG). Personal data is only collected if you provide this to us of your own accord.



The data you provide in resumes, letters, and interviews, such as your surname, first name, address, zip code,

city, country, telephone number, fax number, e-mail address, gender, age, marital status, nationality, education, occupation, employer, department, and income, will be stored by us and used only for the purposes of job placement on your behalf. Provided that no statutory storage obligations prevent deletion, your data will be deleted:

- If you have enforced a claim for deletion,
- If the purpose of storage no longer exists, or
- If storage is not permitted for other statutory reasons.

3.3 Use of data for other purposes

We may also use the personal data that you have communicated to us for the purposes of contacting you in other ways, such as via our newsletter. You may object to the use of your personal data for such purposes at any time, either in whole or for individual measures, without incurring any costs as a result beyond the transmission costs in accordance with the basic tariffs. For this purpose, it is sufficient to submit a notification in text form using the contact information stated in section 1 (e.g. e-mail, fax, letter).

4. Cookies

Accepting cookies is not a prerequisite for visiting our website. The cookies used by our website serve to make it more effective, secure, and user-friendly overall. For example, they are deployed in order to speed up user navigation on our platform. Cookies are small text files that are stored on your computer system.

4.1 Session cookies

We hereby inform you that certain of these cookies are transmitted from our server to your computer system, with most of these being "session cookies." "Session cookies" are characterized by the fact that they are automatically deleted from your hard drive at the end of the browser session.

4.2 Persistent cookies

Persistent cookies remain on your computer system and enable us to recognize your computer system upon your next visit. You may of course refuse cookies at any time, provided that your browser permits this.

4.3 What is stored in cookies?

No personal data is stored in the cookies used by PRIMEPEOPLE GmbH. As a result, the cookies we use cannot be linked to any user or identified person. If cookies are active, these are assigned an identification number. It is not possible to link your personal data to this identification number at any time and no such action will be undertaken.

4.4 Third-party cookies

PRIMEPEOPLE GmbH engages its partners to help make the website and its contents more interesting and appealing. As a result, cookies from partner companies may also be stored on your hard drive when you visit our website. The average lifetime of these cookies ranges from a few days to several years. The cookies from our partner companies likewise do not contain any personal data.



4.5 Consenting to the use of cookies

In confirming the use of cookies by PRIMEPEOPLE GmbH, I consent to the use of cookies and the fact that my usage data will be collected, stored, and used accordingly. I additionally consent to my data being stored in cookies beyond the end of the browser session and that this data may be re-accessed, for example in the context of my subsequent visits to the website. I may withdraw this consent at any time with effect for the future by configuring my browser settings to refuse cookies.

5. Log files

Each time the website of PRIMEPEOPLE GmbH is accessed, usage data is transmitted via the respective internet browser and stored in server log files. The data sets that are stored include the following data: time and date of access, name of accessed page, IP address, referrer URL from which the website was accessed, volume of data transferred, and product and version information of the browser you are using.

6. Web Analysis

We use the services of Google Analytics and deploy tracking tools on our website.

6.1 Google Analytics

Google Analytics is a service provided by Google Inc., 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA ("Google"). Google Analytics uses cookies, which are stored on your computer and enable Google to analyze the use of our website. The information collected via cookies in relation to the use of our website (including your IP address) will normally be transmitted to a Google server in the USA and stored there. We hereby inform you that the code "gat._anonymizeIp();" has been added to Google Analytics on our website in order to ensure anonymized recording of IP addresses (known as IP masking). In accordance with our instructions, Google will only record a shortened form of your IP address that guarantees anonymization and cannot be traced back to your identity. In the event that IP anonymization is activated on our website, your IP address will be shortened in advance by Google within member states of the European Union or in other contracting parties to the Agreement on the European Economic Area. Only in exceptional cases will the full IP address be transmitted to a Google server in the USA and shortened there.

Google continues to observe the data protection provisions of the US Privacy Shield Framework and is registered with the Privacy Shield Program run by the US Department of Commerce. Google will use the stated information to assess your use of our website, compile reports for us on website activity, and provide us with additional services relating to the use of websites and the internet. The IP address transmitted from your browser within the context of Google Analytics is not merged with any other Google data. Google will only transmit this data to third parties in accordance with statutory provisions or as part of order data processing. On no account will Google link your data to other data recorded by Google.

In using our website, you consent to Google processing the data collected in relation to you and you additionally consent to the type, manner, and purpose of data processing described. You can prevent the storage of cookies by configuring the settings of your browser software accordingly. In this event, however, we wish to inform you that you may be unable to make use of the full functionality of our website. You can



additionally prevent the data generated by the cookie in relation to your use of this website (including your IP address) being recorded and processed by Google through downloading and installing the browser plugin available via the following link: <http://tools.google.com/dlpage/gaoptout?hl=en>

For more information on the Google Privacy Policy and the Google Terms of Service, visit: <https://www.google.com/intl/en/policies/privacy> (<https://www.google.com/intl/en/policies/privacy>)

7. Social Plugins

We use social plugins (plugins) from various social networks on our website. Through the integration of the plugins, the social network is informed that you have accessed the corresponding page on our website. If you are logged in to the social network in question, this will be able to link the visit to your account.

With respect to the purpose and scope of the data collection, the subsequent processing and use of the data by social networks, and your corresponding rights and configuration options for protecting your privacy, please see the following data protection notices of the respective networks and/or websites.

We use the following plugins on our website: Facebook, Twitter, Xing, LinkedIn, Google+, and YouTube.

7.1 Facebook Plugins

Our website features plugins from Facebook, 1601 South California Avenue, Palo Alto, CA 94304, USA. Facebook is a social network. The respective plugin can be identified by means of the Facebook logo or the "Like" button. A complete overview of all Facebook plugins can be viewed by clicking the following link: <http://developers.facebook.com/docs/plugins>

Once you visit our website, the Facebook plugin establishes a direct connection between your internet browser and the Facebook servers. In this way, Facebook is informed that our website has been visited using your IP address. In the event that you are logged in to Facebook, you can use the "Like" button to link to the corresponding content from our website on your Facebook profile. It is then possible for Facebook to link your visit to our website with your Facebook account. We are not informed by Facebook with regard to the content of the transmitted data or the use of this data. For further information, click the following link: <http://www.facebook.com/policy.php>

If you are a member of Facebook but do not want our website to transmit data to Facebook that relates to you and can be linked by Facebook to your membership data, you must log out of Facebook prior to accessing our website.

7.2 Twitter Plugins

Our website features plugins from Twitter Inc., 795 Folsom Street, Suite 600, San Francisco, CA 94107, USA. If you use Twitter, and the "Retweet" function in particular, Twitter links your Twitter account to the websites you visit. This is announced to other users on Twitter, especially your followers. In this way, data is also transmitted to Twitter.



We are not informed by Twitter with regard to the content of the transmitted data or the use of this data. For further information, click the following link: <http://twitter.com/privacy>

However, please note that you have the option of changing the privacy settings within your Twitter account settings by visiting <http://twitter.com/account/settings>.

7.3 Xing Plugins

Our website features plugins from the social network XING. Therefore, when you access this website via your browser, a connection is established with the servers of XING AG, Gänsemarkt 43, 20354 Hamburg, Germany. This ensures that the share functions (such as the display of the counter reading) can be performed. None of your personal data relating to your visit to this website is stored in the process. In particular, XING does not store any IP addresses or analyze your usage behavior. For the latest data protection information relating to the "Share" button and for further information that is relevant in this regard, visit https://www.xing.com/app/share?op=data_protection.

7.4 LinkedIn Plugins

Our website features plugins from the social network LinkedIn or the LinkedIn Corporation, 2029 Stierlin Court, Mountain View, CA 94043, USA (hereinafter referred to as "LinkedIn"). The LinkedIn plugins can be identified by means of the corresponding logo or the "Recommend" button. Please note that, when you visit our website, the plugin establishes a connection between your respective internet browser and the LinkedIn server. LinkedIn is thereby informed that our website has been visited using your IP address. If you click the "Recommend" button from LinkedIn while you are logged in to your LinkedIn account, you are able to link to an item of content from our website on your LinkedIn profile page. As a result of this, your visit to our website can be linked to you or your user account by LinkedIn. It is important to note that we do not have any knowledge relating to the content of the transmitted data and its use by LinkedIn.

Further details on the collection of the data, your legal options, and setting options are available from LinkedIn. This information can be viewed at http://www.linkedin.com/static?key=privacy_policy&trk=hb_ft_priv.

7.5 Google+ Plugins

Our website features the Google+ button. Google+ is a social network operated by Google Inc., 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA. Google+ makes it possible to publish content on the internet in a personalized manner. However, Google will store information on the content that you click using the "+" button. Google will also store information on your visits to the websites you have viewed. Your "+" clicks can and will generally be used in your Google+ profile and in other Google services, for example in the search results of the Google search engine, or in other ways on websites or in internet advertising.

Google stores information on your Google+ activities. In order to use the button, you must create a public profile and profile name with Google. Your profile name will be used by Google+ and all Google services. Your identity behind the profile may be revealed to all users who are aware of your e-mail address or other information that can be used to identify you.



Google uses the information transmitted by you, stating that it does so in compliance with its data protection provisions. Google also generates statistics relating to Google+1 activities. These may be published and passed on to third parties.

For more information on the Google Privacy Policy and the Google Terms of Service, visit:
<https://www.google.com/intl/en/policies/privacy>.

7.6 Youtube Plugins

Our website features at least one plugin from YouTube, which belongs to Google Inc. and is based in San Bruno, California, USA. Once you visit one of the pages on our website that are equipped with a YouTube plugin, a connection to the YouTube servers is established. The YouTube server is thereby informed of the specific page on our website that you visited. If you are also logged in to your YouTube account, this will enable YouTube to directly link your surfing behavior to your personal profile. You can prevent any such link from being established in this manner by logging out of your account in advance. For further information on the collection and use of your data by YouTube, read the data protection information provided at www.youtube.com