

# Data protection information

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[www.her-career.com](http://www.her-career.com) / [www.herCAREER-Jobmatch.com](http://www.herCAREER-Jobmatch.com) / [www.herCAREER-Netzwerk.com](http://www.herCAREER-Netzwerk.com) / [www.her-CAREER.company](http://www.her-CAREER.company) -

In the course of using these web pages, we will process your personal data and store it for the time necessary to fulfil the specified purposes and legal obligations. In the following, we will inform you which data is involved, how it is processed and which rights you are entitled to in this respect.

According to Art. 4 No. 1 of the General Data Protection Regulation (GDPR) personal data is any information relating to an identified or identifiable natural person (hereinafter referred to as "data subject or user"), such as e-mail address, name or IP address.

## 6. Name and contact details of the controller

This data protection information applies to data processing on the websites [www.her-career.com](http://www.her-career.com) / [www.herCAREER-Jobmatch.com](http://www.herCAREER-Jobmatch.com) / [www.herCAREER-Network.com](http://www.herCAREER-Network.com) / [www.her-CAREER.company](http://www.her-CAREER.company) by the responsible person:

messe.rocks GmbH  
Velaskostrasse 6  
85622 Feldkirchen, Germany

(in the following "**messe.rocks**")

Email: [info@her-career.com](mailto:info@her-career.com)  
Telephone: +49 (0)89 124 14 63 3-0  
Fax: +49 (0)89 124 14 63-199

The data protection officer of messe.rocks can be contacted at the above address and at [datenschutz@messerocks.com](mailto:datenschutz@messerocks.com).

You can contact our data protection officer directly at any time if you have any questions about data protection law or your rights as a data subject.

## 7. Processing of personal data, purposes and legal basis of the processing

### a) When visiting the website

You can call up the websites [www.her-career.com](http://www.her-career.com) / [www.herCAREER-Jobmatch.com](http://www.herCAREER-Jobmatch.com) / [www.her-career.company](http://www.her-career.company) / [www.herCAREER-Network.com](http://www.herCAREER-Network.com) without having to disclose your identity. The browser used on your end device merely automatically sends information to the server of our website (e.g. date and time of access, name and URL of the file accessed, browser type and version, website from which access is made (referrer URL)).

This also includes the IP address of your requesting terminal device, but without the last three digits. This is temporarily stored in a so-called log file.

This personal data is processed for technical and administrative purposes of connection establishment and stability, in order to ensure the security and functionality of our website and to be able to pursue possible illegal attacks on it if necessary.

The legal basis for the processing of this personal data is Art. 6 para. 1 sentence 1 letter f GDPR. Our legitimate interest is based on the security interest mentioned above and the need to ensure that our websites are available without interruption.

The data stored in the log file will be automatically deleted after 20 days (including backup storage).

Furthermore, we use cookies and analysis services when you visit our website. You will find more detailed information on this under points [4](#) and [5](#) of this data protection declaration.

## **b) When registering for the fair / on the portals**

You have the option of registering as a visitor for a trade fair via our Ticket Shop or as a user for our portals. For this we need the following information:

- Salutation, first and last name,
- a valid e-mail address,
- Address and
- Your career level

In order to ensure smooth and easy processing of your (trade fair) registration, to clarify any queries more quickly and to complete your individual trade fair pass, you can also provide additional information:

- Title,
- Telephone and fax number,
- Company,
- Internet,
- Industry,
- Size,
- How you became attentive to our fair / our offer and
- in which areas you are interested.

If your company, or the company for which you work, is interested in appearing as an exhibitor/provider at our trade fair/portal, we will collect the following (additional) data in case of a paid order:

- Billing address and
- Value added tax identification number of the company for which you work and
- at the request of the customer the order number

The data processing is carried out at your request and is necessary for the purposes mentioned for the fulfilment of the contract and for the implementation of pre-contractual measures.

This processing of the information you have voluntarily provided is based on Art. 6 para. 1 sentence 1 letter b GDPR and, after termination of the contractual relationship, on Art. 6 para. 1 sentence 1 letter f GDPR.

The personal data we collect when you register for a trade fair is stored by us so that you can easily access this data when you register for a future trade fair. Upon expiration of the legal warranty period, the data will be automatically deleted, unless you have consented to further storage in accordance with Art. 6 para. 1 sentence 1 lit. a DSGVO or there is a legal obligation to store the data for a longer period of time.

When you register on our portals, the data is retained until you log off or delete your user profile.

## **c) Your contact with us**

If you contact us, for example via our contact form or by e-mail or telephone, we regularly collect the following information:

- Salutation, first and last name,
- Your e-mail address and telephone number,
- in the case of inquiries from exhibitors, additionally: name, address, website and industry sector of the company for which you work, and
- if applicable, information about how you/the company you work for became aware of us and our events and when or where a first contact was made.

The collection of this data is carried out,

- to check the entered data for plausibility
- and to get and stay in contact with you.

The legal basis for the processing of this data is Art. 6 para. 1 p. 1 lit. b GDPR (fulfilment of contract and pre-contractual measures) and Art. 6 para. 1 p. 1 lit. f GDPR (legitimate interest).

The personal data collected by us in the course of registration is stored by us to stay in contact. The data is deleted 5 years after the last contact.

#### **d) Subscription to the newsletter**

If you have registered for our newsletter, we will use your e-mail address to send you our personalized newsletter on a regular basis. In order to receive the newsletter, it is necessary to enter an e-mail address and select a target group (e.g. (potential) exhibitors/job providers, visitors, job seekers or press).

Further details (e.g. areas of interest, first and last names and your gender) are optional and serve to adapt the newsletter to your individual needs.

You can unsubscribe at any time by clicking on the "Unsubscribe" link at the end of the newsletter. Alternatively, you can send your unsubscription request at any time by e-mail to [unsubscribe@her-career.com](mailto:unsubscribe@her-career.com).

To send the newsletter, we use the service providers mentioned under point 8c), to whom we transfer the necessary personal data. The service providers process your personal data on our behalf in order to send the newsletter to you and evaluate it anonymously. A personalized evaluation does not take place.

#### **e) Use of services**

You have the possibility to create a user profile on our website and use this user profile to take advantage of various services (some of which are subject to a fee), such as registering for the trade fair or registering for our job matching offer or network. Depending on the specific service for which you register, we collect and process different personal data.

- **Personalization for participation in the visitor badge scan for the trade fair visit**

Visitors will receive a personalized badge for visiting our trade fairs / events. This facilitates communication with the exhibitors at the trade fair. On this trade fair pass, which also serves as an admission ticket, first and last name, title, job title and optionally a company name are printed and displayed in a QR code.

Furthermore, registered visitors have the possibility to deposit further information, letters, certificates and/or other documents on our platform.

This processing of the information voluntarily provided by visitors is based on your consent as well as to fulfil our contractual obligations.

Information uploaded by visitors is automatically deleted 6 weeks after the event ends.

- **Matching**

After registering for the trade fair, you have the opportunity to participate in the so-called "Matching" with your consent. The aim is to link you with your interests to corresponding third parties (hereinafter referred to as "Matching Partners") and to offer offers for personal exchange among each other. In this way, we enable all registered participants to prepare their visit to the fair in a targeted manner. The networking takes place via e-mail. We will send you a questionnaire to prepare the matching process. There, personal data such as e-mail address / first name / last name / optional company / position / links to personal social media profiles/ profile photo / details of the offers of the exhibiting companies & answers from the multiple choice questionnaires, etc. will be requested to connect you with potential match partners. Participation in the matching process is not possible without filling out the questionnaire.

If you have expressly consented to matching in accordance with Art. 6 Para. 1 letter a GDPR, we use the data you provide during matching (e.g. interests, competence profiles, etc.) to link you with the match partners. In the event of a match in the specified interests, your name and e-mail address / optionally the link to the personal social media profiles stored by the matching partners will be forwarded to the potential match partner.

The information you provide during the matching process can be managed in the login area and adjusted at any time.

- **Interaction between trade fair visitors and exhibitors**

Visitors can share their information and documents stored on our platform with exhibitors, for example, when visitors want to apply quickly and easily to exhibitors for a vacancy or send unsolicited applications.

After approval by the visitors, for example by scanning the QR code on the visitor badge, exhibitors can access the data and documents approved by the visitors via an app download until 6 weeks after the end of the event.

By releasing the data, the visitors agree to the concrete transfer of their data to the respective exhibitor and the processing of the data by him. In the event that the visitors revoke their consent to data processing, they must contact the respective exhibitor.

- **Interaction on the portals Network and Jobmatch**

At these portals, users can share information and documents stored on the platforms with job providers and between participants on network. The personal data, documents etc. uploaded there are kept on the platforms as long as the respective user wishes.

The user can edit his data and delete his profile at any time. The user must inform the job provider or other participants immediately if he/she objects to the processing of his/her data by a job provider or other participants.

f) **For photo and video recordings at our fairs**

During your visit to our trade fair, it is possible that we may make or have made by third parties photographic, audio and/or video recordings (hereinafter referred to as "recordings") in the context of the trade fair you visited, on which you may be recognizable.

The recordings are used for press and public relations work, editorial reporting and self-advertising and may be published for this purpose online on our website [www.her-career.com](http://www.her-career.com), on one of our social media channels (e.g. Facebook, Twitter, Xing, flickr, YouTube, Instagram, LinkedIn), in our newsletter, or in print material (e.g. on flyers or our trade fair newspaper).

We process recordings on the basis of our legitimate interests in accordance with Art. 6 para. 1 p. 1 lit. f GDPR. This is necessary for us to advertise our events by means of follow-up reporting. The video recording is necessary to control the quality and improve the event.

The images are stored for 10 years.

If recordings are published on one of our social media channels, the possibility that the recordings are transmitted to a country outside the EU cannot be excluded.

g) **Call for Papers - Share your Experience**

We offer you the opportunity to actively participate in the program of the trade fair, to share your experiences, knowledge, and further information with the herCAREER community. You can apply for this using the contact form provided online. We need the following information:

- Name,
- e-mail address and

- Concretise which experiences / knowledge and / or learning curves you are willing to share with others (free text field).

We need your name in order to know where the information comes from. We need your e-mail address to contact you if you are interested in participating actively (e.g. as a speaker) or if you have any other questions. We need the other information to be able to assess to what extent and in what form you can share your experiences with the herCAREER community and, for example, be considered as a speaker.

You also have the option of voluntarily providing additional information:

- Company/Organization/University,
- Position,
- phone number,
- Information about your career, education, previous positions (free text field) and
- Information on which (women's) network(s)/association(s)/initiative(s) you are active in (free text field)

We use your data to make our speaker selection and - if you are participating as a speaker - to announce your participation in the trade fair program on- and offline and to create and send you your speaker ID card. Your e-mail address and your telephone number will only be used for coordination with you and will not be published or passed on to third parties.

This data processing is carried out within the framework of the Call for Papers function on the basis of your consent and our legitimate interest. In particular, our legitimate interest is to allow other participants of the trade fair to benefit from your voluntarily shared knowledge and experience, thus increasing the added value of participation for all.

Upon expiration of the legal warranty, the data will be automatically deleted, unless you have consented to further storage in accordance with Art. 6 para. 1 sentence 1 lit. a GDPR or there is a legal obligation to store the data for a longer period of time.

## **8. Passing on of personal data**

### **a) web hosting**

For the provision of our websites we use the web hosting service WH Serverpark GbR, Im Weiher 10, 69121 Heidelberg (hereinafter referred to as "WH Serverpark").

To offer a website, the commissioning of a web hosting service is required. The use of WH Serverpark is in accordance with Art. 6 para. 1 p. 1 lit. f GDPR due to our legitimate economic interest in keeping our offer on these websites. In connection with the hosting, WH Serverpark processes personal data on our behalf, which are generated when using the web pages.

We have signed a contract with WH Serverpark. Through this contract, the service provider assures that it processes the data in accordance with the basic data protection regulation and guarantees the protection of the rights of the data subject.

### **b) Software services**

We also rely on the services of index Internet und Mediaforschung GmbH, Zinnowitzer Straße 1, 10115 Berlin (hereinafter "Index") and Eventbrite DE GmbH, Ritterstr. 11, 10969 Berlin (hereinafter "Eventbrite"). Index and Eventbrite act for us as software service providers for the purpose of carrying out registration for participation in trade fairs and events. It may happen that Index or Eventbrite becomes aware of personal data in the course of their activities.

We have a contract with Index and Eventbrite. Through this contract, Index and Eventbrite ensure that they process the data in accordance with the Basic Data Protection Regulation and guarantee the protection of the rights of the data subject.

In the case of Eventbrite, personal information may be transferred to and stored on an Eventbrite server in the United States.

For sending and filing the questionnaires and corresponding answers in connection with the matching process, we use the services of Chemistree GmbH, Hohenadlstr. 4, 85737 Ismaning (hereinafter referred to as "Chemistree"). Chemistree supports us in the matching process as an IT service provider, especially in the evaluation of the questionnaires and the matching of match partners. In the process, Chemistree gains knowledge of personal data in the course of its activities.

We have a contract processing agreement with Chemistree. Through this contract, Chemistree assures that they process the data in accordance with the basic data protection regulation and guarantee the protection of the rights of the persons concerned.

#### **c) Newsletter service provider**

For the dispatch of our newsletter we use Sendinblue GmbH, Köpenicker Straße 126, 10179 Berlin, Germany, as our service provider (in the following "Sendinblue").

We have concluded a contract with Sendinblue for the processing of your data for the purpose of sending you the newsletter. Through this contract, Sendinblue assures that it will process the data in accordance with the basic data protection regulation and guarantee the protection of the rights of the data subject.

#### **d) IT- and software provider**

For our trade fairs we use the services of FairVerify Event Solutions GmbH, Industriestr. 21-23, 69245 Bammental (in the following: "FairVerify Event Solutions"). FairVerify Event Solutions supports us at our trade fairs as an IT service provider, in particular with the scanning of the visitor badge, in on-site registration, admission control and lead management at trade fairs. FairVerify Event Solutions processes the data of visitors required in the course of its activities.

We have signed a contract with FairVerify Event Solutions. By this contract FairVerify Event Solutions assures that they process the data in accordance with the data protection basic regulation and guarantee the protection of the rights of the persons concerned.

#### **e) Event service provider**

Furthermore, we use the services of M.A.X. Medien- und Veranstaltungstechnik - Michael Haymann, Industriestr. 21-23, 69245 Bammental (the following: "M.A.X."). M.A.X. supports us at our trade fairs as an IT and event service provider, in particular for the event technology of the stages. In the process, FairVerify Event Solutions may become aware of personal data in the course of its activities.

#### **f) Further**

A transfer of personal data may also be considered if

- you have given your express consent in accordance with Art. 6 para. 1 sentence 1 lit. a GDPR
- this is legally permissible and according to Art. 6 para. 1 sentence 1 lit. b GDPR for the processing of contractual relationships with you is required,
- in the event that there is a legal obligation to pass on the data pursuant to Art. 6 para. 1 sentence 1 lit. c GDPR, and
- this is legally permissible and, pursuant to Art. 6 para. 1 sentence 1 lit. f, is necessary to protect our interests or those of third parties.

### **9. Cookies**

We use cookies on our website. These are small files that your browser automatically creates and saves on your end device (laptop, tablet, smartphone or suchlike) when you visit our website. Cookies do not cause any harm to your computer and do not contain any viruses, Trojans or other malware.

The cookie stores information which arises in conjunction with the specifically used end device. This does not mean, however, that this gives us direct knowledge of your identity.

Cookies are used on the one hand so that we can make the use of our offerings more pleasant for you. Therefore, we use session cookies to recognise that you have already visited individual pages of our website.

In addition, we use temporary cookies saved on your end device for a certain defined period to optimise user friendliness. If you visit our website again to use our services, it is automatically recognised that you were already here before and which entries and settings you made so that you do not have to repeat them.

On the other hand, we use cookies to compile statistics on the use of our website and to evaluate the optimisation of our offerings for you (see section 5). These cookies enable us to automatically recognise that you were here before the next time you visit our website. These cookies are automatically deleted after a defined period of time.

The data processed by cookies are required for the stated purposes to protect our justified interests and also of third parties under Art. 6 Subs. 1 Sentence 1 lit. f GDPR.

Most browsers accept cookies automatically. You can configure your browser, however, so that no cookies are saved on your computer or a message always appears before a new cookie is created. Complete deactivation of cookies can, however, lead to you not being able to use all the functions of our website.

## **10. Analytic Tools**

The tracking and targeting measures listed below and used by us will only be carried out if you have given your consent.

With the deployed tracking measures we want to ensure an appropriate design and continuous optimisation of our website. On the other hand, we use tracking measures to compile statistics on the use of our website and to evaluate the optimisation of our offerings for you.

Via the deployed targeting measures we want to ensure that you only see advertising tailored to your actual or presumed interests on your end devices.

These interests are to be considered as justified within the meaning of the aforementioned regulation.

The pertinent data processing purposes and data categories can be found in the corresponding tracking and targeting tools.

### **a) Google Analytics**

We use Google Analytics, a web analytics service provided by Google LLC. (1600 Amphitheatre Parkway, Mountain View, CA 94043, USA; hereinafter "Google"). In this context, pseudonymised user profiles are created and cookies (see sect. 4) are used.

The information generated through the use of cookies about your usage of this website (such as IP-address of the accessing computer, time of access, referrer URL and information on the browser and operating system used) are transmitted to and stored on a server belonging to Google in the USA. Google is subject to the EU-US Privacy Shield and is registered with the U.S. Department of Commerce's U.S. Privacy Shield program, which guarantees compliance with EU data protection laws. (<https://www.privacyshield.gov/participant?id=a2zt000000001L5AAI&status=Active> ).

We use Google Analytics on the basis of our legitimate interests pursuant to Art. 6 para. 1 sentence 1 lit. f GDPR for the purpose of analysis and optimization of our website as well as the economic operation of this website. Google therefore processes the information on our behalf in order to evaluate the use of the website, to compile reports on website activity and to provide other services relating to website activity and internet usage for the purposes of market research and ensuring an internet experience tailored to users' needs. We have also concluded a data processing contract with Google for the use of Google Analytics. In this contract Google undertakes to process data in accordance with the General Data Protection Regulation and to ensure that the rights of the persons concerned are protected.

We only use Google Analytics with enabled IP anonymization. This means that Google shortens the IP address of the user within member states of the European Union or in other contracting states of the Agreement on the European Economic Area. Only in exceptional cases the full IP address is transmitted to a Google server in the USA and shortened there.

We have enabled the Google Analytics advertising features. This allows us to report on target audiences, demographics such as age, gender and interests of site visitors, as well as our marketing campaigns. This information comes from campaigns conducted on Google services, interest-based advertising from Google, the Google Display Network, and third-party visitor information. This does not directly reveal your identity to us. With the help of these reports, we can evaluate the user behaviour in connection with our online offers even better and optimize the addressing of target groups.

If you do not wish your user behaviour to be included in these reports, you can deactivate this, for example, via the ad settings in a separate Google account or prevent the collection of data by Google Analytics as described below. You can also limit collection by not signing in to your own Google Account when you visit our pages.

We do not use the Universal Analytics with User ID offered by Google.

Furthermore, this information may be transferred to third parties to the extent that this may be legally required or those third parties process these data on our behalf.

The user data collected via cookies will be deleted automatically after 14 months.

You can block the installation of cookies by selecting the appropriate settings in your web browser software; however, please note that if you do so, you may not be able to use the full functionality of this website.

You can also prevent the collection of data generated by the cookie and related to your use of the website (including your IP address) and the processing of such data by Google by downloading and installing a browser add-on (<https://tools.google.com/dlpage/gaoptout?hl=de=en>).

As an alternative to the browser add-on, especially for browsers on mobile devices, you can also prevent the collection by Google Analytics by clicking on the following link.

### **Analytics Opt-Out**

An opt-out cookie is set to prevent your data from being collected in the future when you visit this website. The opt-out cookie is only valid in this browser and only for our website and is stored on your device. If you delete the cookies in this browser, you must set another opt-out cookie.

More information on data privacy in relation to Google Analytics can be found on the [Google Analytics Help page](https://support.google.com/analytics/answer/6004245?hl=de): <https://support.google.com/analytics/answer/6004245?hl=de>

For information on Google's use of data, please refer to its privacy policy (<https://policies.google.com/privacy>).

### **b) Facebook Custom Audience**

In addition, we also use Facebook website custom audiences of Facebook Ireland Limited (4 Grand Canal Square, Dublin 2, Ireland). This is a marketing service at Facebook. It enables us to have individually co-ordinated and interest-based advertising on Facebook shown to certain groups of pseudonymised visitors to our website who also use Facebook.

A Facebook custom audience pixel is integrated in our website. This is a Java Script code via which personal data concerning the use of the website is stored. This includes your IP address, the browser used as well as the originating and destination page. This information is transmitted to Facebook servers in the USA. Facebook is subject to the EU-US privacy shield, so that an appropriate data level is guaranteed.



An automated comparison will be made to ascertain whether you have stored a Facebook cookie. Via the Facebook cookie, it will automatically be established whether you belong to the target group relevant for us. If you belong to the target group, you will be shown corresponding adverts by us on Facebook. During this process, you will not be personally identified, either by us or by Facebook, through the comparison of the data.

You may object to the use of the Custom Audiences service on the [Facebook](https://www.facebook.com/ads/website_custom_audiences/) website ([https://www.facebook.com/ads/website\\_custom\\_audiences/](https://www.facebook.com/ads/website_custom_audiences/)). After logging in to your Facebook account, you will be taken to the Facebook Ads settings.

You can find more detailed information about data protection on Facebook in the [Facebook privacy policy](https://www.facebook.com/privacy/explanation) (<https://www.facebook.com/privacy/explanation>).

## **8. Social Media Plug-ins**

We use social media plug-ins to promote our company on our website on the basis of Art. 6 Subs. 1 Sentence 1 lit. f GDPR. This promotional purpose is a legitimate interest within the meaning of the GDPR.

The plug-ins do not establish direct contact from the browser of the user to the service of the provider. By clicking on the respective plug-in the user is redirected to the website of the provider. We have no influence on the processing of personal data on third party websites.

### **a) Facebook**

Our platform uses social media plug-ins of Facebook Ireland Limited, 4 Grand Canal Square, Dublin 2, Ireland, Europe (in the following: "Facebook") to personalise the experience through usage of "LIKE" and "SHARE" buttons. This is a Facebook offering.

When you visit a page of our website featuring such a plug-in and you activate that plug-in yourself, your browser establishes a direct connection to Facebook servers. The plug-in content is sent by Facebook directly to your browser and integrated into the page.

When a plug-in is integrated, Facebook receives the data the browser you used to access the page of our website in question even if you do not have a Facebook account or are currently not logged in to Facebook. This data (including your IP address) is transmitted by your browser directly to a Facebook server in the US and stored there.

If you are logged into Facebook, Facebook can directly reference your visit to our website your Facebook account. If you interact with a plug-in such as by pressing a "LIKE" or "SHARE" button, the corresponding information data is also transmitted directly to a Facebook server and stored. This data is posted on Facebook and displayed to your Facebook friends.

Facebook can use this data for the purposes of advertising, market research and structuring Facebook pages in line with user needs. This involves Facebook creating user, interest and relationship profiles, for example to evaluate your use of our website in relation to advertisements displayed on Facebook, to inform other Facebook users of your activities on our website and to provide other services related to use of Facebook.

If you do not want Facebook to reference information about you from our website to your Facebook account, you must log out of Facebook before visiting our website.

Please see the [Facebook data privacy](https://www.facebook.com/about/privacy/) (<https://www.facebook.com/about/privacy/>) notices for information regarding the purpose and scope of data collection, further processing and use of data by Facebook, your data privacy rights and data privacy configuration settings.

### **b) LinkedIn**

Our website integrates plugins from LinkedIn Unlimited Company Network, Wilton Plaza, Wilton Place, Dublin 2, Ireland ("LinkedIn"). The LinkedIn plugins are identified by the white "in" on a blue background.

When you visit a page on our website, you will not be connected to LinkedIn's servers. If you click on the appropriate button, they will be redirected to a LinkedIn website. On this you can share our content by clicking again. We have no control over the processing of personal data on third-party websites.

This information is sent from your browser directly to a LinkedIn server in the United States and stored there. LinkedIn complies with the privacy policy of the US Privacy Shield and is registered with the U.S. Department of Commerce's US Privacy Shield Program.

By visiting the LinkedIn website, LinkedIn receives the information that you have visited its page with your IP address and other log data. This log data includes browser type, operating system, information about the previously visited website and the pages you visited, location, your wireless service provider, device information (including device ID and application ID), search terms, and cookie information. In addition, LinkedIn uses tracking and targeting tools to optimize the site and tailor it to users' needs.

If you click the LinkedIn button while logged in to your LinkedIn account, you can link the contents of our pages to your LinkedIn profile. This allows LinkedIn to associate the content of our pages with your user account.

For more information, see the [LinkedIn privacy statement: https://www.linkedin.com/legal/privacy-policy?trk=hb\\_ft\\_priv](https://www.linkedin.com/legal/privacy-policy?trk=hb_ft_priv)

### **c) Instagram**

Our website utilises Instagram social plug-ins ("plug-ins") operated by Instagram LLC., 1601 Willow Road, Menlo Park, CA 94025, USA ("Instagram").

The plug-ins bear an Instagram logo, such as the "Instagram camera".

When you visit a page of our website featuring such a plug-in and you activate that plug-in yourself, your browser establishes a direct connection to Instagram servers. The plug-in content is sent by Instagram directly to your browser and integrated into the page. When a plug-in is integrated, Instagram receives the data the browser you used to access the page of our website in question even if you do not have an Instagram profile or are currently not logged in to Instagram.

This data (including your IP address) is transmitted by your browser directly to an Instagram server in the US and stored there. If you are logged into Instagram, Instagram can directly reference your visit to our website your Instagram account. If you interact with a plug-in such as by pressing an Instagram button, the corresponding information data is also transmitted directly to an Instagram server and stored.

This data is also published on your Instagram account and displayed to your contacts there.

If you do not want Instagram to directly reference information about you from our website to your Instagram account, you must log out of Instagram before visiting our website.

For further information see the [Instagram data privacy policy: https://help.instagram.com/155833707900388](https://help.instagram.com/155833707900388)

### **d.) Pinterest**

Our website also uses plug-ins ("Plug-Ins") from Pinterest, which is operated by Pinterest Inc., 808 Brannan Street, San Francisco, CA 94103, USA ("Pinterest"). The Plug-Ins are marked with a Pinterest logo, for example in the form of a light gray "Pinterest-P" on a dark gray background.

When you access a page on our website, no connection is established with the Pinterest servers. If you click on the corresponding button, you will be redirected to a Pinterest website. There you can share our content by clicking again. We have no influence on the handling or nature of the data that is transmitted when you visit the Pinterest website. In addition, other data processing operations may be triggered, over which we have no influence.

For more information, please refer to the [Pinterest Privacy Policy \(https://policy.pinterest.com/de/privacy-policy\)](https://policy.pinterest.com/de/privacy-policy).

#### e.) Xing

Plugins of the network XING of XING SE, Dammtorstraße 30, 20354 Hamburg, Germany (hereinafter referred to as "XING") are integrated on our website. You can recognize the XING plugins by the green K on a grey background.

When you access a page on our website, no connection is established with the XING servers. If you click on the corresponding button, you will be redirected to a XING website. There you can share our content by clicking again.

We have no influence on the handling or nature of the data that is transmitted when you visit the Xing website. In addition, other data processing operations may be triggered, over which we have no influence.

For further information, please refer to the [XING privacy policy \(https://www.xing.com/privacy\)](https://www.xing.com/privacy).

### 9. Social login via Facebook Connect

We offer you the opportunity to register for a customer account using your Facebook account. To do this, we use Facebook Connect from Facebook Inc.

If you register with us via Facebook Connect, Facebook profile data (e.g. name, profile picture, age, gender, friends list) and public data on Facebook from your Facebook profile are transferred to us. The transferred data is only partially used to create your customer account. For example, we do not use your friend list.

In addition, when using Facebook Connect, data is also sent from us to Facebook. Facebook may use this information for the purposes of advertising, market research and tailoring Facebook pages to meet your needs. For this purpose, Facebook creates usage, interest and relationship profiles, e.g. to evaluate your use of our website with regard to the advertisements displayed to you on Facebook, to inform other Facebook users about your activities on our website and to provide further services associated with the use of Facebook.

If you do not want your personally identifiable information to be shared between us and Facebook, please use the registration feature (see point 2)

The purpose and scope of the data collection and the further processing and use of the data by Facebook as well as your rights in this regard and setting options to protect your privacy can be found in [Facebook's data protection information \(https://www.facebook.com/about/privacy/\)](https://www.facebook.com/about/privacy/).

### 10. Rights of data subjects

You have the right:

- to revoke your once given consent at any time with effect for the future.
- to request information about your personal data processed by us.
- to demand the correction of incorrect or completion of your personal data stored with us.
- under certain conditions, to request the deletion or limitation of the processing of your personal data stored by us.
- To receive your personal data that you have provided us in a structured, common, machine-readable format or to request that it be transferred to another responsible party.

You also have the right to complain to a data protection authority about the processing of your personal data by us. The data protection supervisory authority responsible for us is:

Bavarian State Office for Data Protection Supervision  
Promenade 18  
91522 Ansbach  
Phone: +49 981 1800930

fax: +49 981 180093 800  
e-mail: [poststelle@lda-bayern.de](mailto:poststelle@lda-bayern.de)

#### **11. Information about your right of objection according to Art. 21 DSGVO**

You have the right to object at any time, for reasons arising from your particular situation, to the processing of personal data relating to you on the basis of Article 6 paragraph 1 sentence 1 letter f of the DPA (data processing based on a balancing of interests); this also applies to profiling of Article 4 No. 4 DPA based on this provision.

If you object, we will no longer process your personal data unless we can prove compelling reasons for processing that are worthy of protection and outweigh your interests, rights and freedoms, or unless the processing serves to assert, exercise or defend legal claims.

If your objection is directed against the processing of data for the purpose of direct advertising, we will immediately stop processing. In this case it is not necessary to specify a special situation. This also applies to profiling, insofar as it is connected with such direct advertising.

If you wish to exercise your right of objection, simply send an e-mail to [datenschutz@messerocks.com](mailto:datenschutz@messerocks.com).

#### **12. Data security**

All personal data you provide is encrypted using the common and secure TLS (Transport Layer Security) standard. TLS is a secure and proven standard, which is also used, for example, in online banking. You can recognize a secure TLS connection by, among other things, the "s" appended to the http (i.e. https://..) in the address bar of your browser or by the lock symbol at the bottom of your browser.

We also use appropriate technical and organizational security measures to protect your data against accidental or intentional manipulation, partial or complete loss, destruction or unauthorized access by third parties. Our security measures are continuously improved in line with technological developments.

#### **13. Up-to-dateness and modification of this privacy policy**

This privacy policy is currently valid and has the status of January 2023.

Due to the further development of our website and offers above or due to changed legal or official requirements it may become necessary to change this privacy policy. You can access and print out the current data protection declaration at any time on the website at [www.her-career.com/DPI](http://www.her-career.com/DPI).