

Data Protection Declaration

1. Data protection

We take the protection of your personal data very seriously. We process your personal data in accordance with the statutory data protection regulations and this Data Protection Declaration. It is generally possible to use our website without providing personal data. To the extent that our websites collect personal data (e.g. name, address or email addresses), this is always on a voluntary basis, unless essential for the technical operations of our website.

2. Controller

The controller for the processing of your personal data on our website is teampool personal service gmbh, Hauptstraße 16a, 5201 Seekirchen, office@teampool.com, +43 50 530-9900.

teampool personal service gmbh

Mag. Wolfgang Struber
Hauptstraße 16a5201 Seekirchen
Tel.: +43 50 530-9913
E-mail: w.struber@teampool.com

3. Hosting

We use an external web host to operate our website.

Host Europe

We process personal connection data with the help of our data processor Host Europe GmbH, Hansestrasse 111, 51149 Cologne, Germany, for the purpose of data and downtime security for the duration of up to 7 days.

The legal basis for our processing is our legitimate interest in accordance with Art. 6 para. 1 lit. f of the General Data Protection Regulation (GDPR) (technical security measures).

4. Web fonts

We use web fonts to display fonts on our website.

Google Fonts

We process connection data and browser data together with our joint controller Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland, for the purpose of providing the fonts required by the web browser to display the website for the duration required to select and transfer the fonts.

The legal basis for our processing is the technical requirement of the processing in accordance with § 96 para. 3 of the Telecommunications Act (TKG) in conjunction with



article 6 para. 1 lit. f of the GDPR in order to provide the website as explicitly requested by the user.

To the extent that Google Fonts further processes the data independently, Google Fonts is the sole controller for this. For details, please see the protection statement and FAQs of Google Fonts.

Map services

On this website, we make use of the offer by map providers of iFrame embedding. This allows us to display interactive maps directly on the website and enables the easy use of the map functions.

Google Maps

We process connection data and browser data together with our joint controller Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland, for the purpose of displaying an interactive map when displaying the map. In this context, we allow Google Maps to place cookies on the user's PC and to calculate a user ID to uniquely identify the user in the context of the advertising network run by Google.

The legal basis for the processing is the consent given by you in accordance with § 96 para. 3 of the Telecommunications Act in conjunction with article 6 para. 1 lit. a of the GDPR. To the extent that Google Maps further processes the data independently, particularly in the context of Google's advertising network, Google Maps is the sole controller for this. For details, please see the privacy statement of Google Maps.

5. Audio and video services

On this website, we make use of the offer of video and audio services in the shape of iFrame embedding. This enables us to display multimedia contents to you directly on the website.

YouTube

We process connection data and browser data together with our joint controller Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland, for the purpose of video reproduction for the duration of the video reproduction. In this context, we allow YouTube to place cookies on the user's PC and to calculate a user ID to uniquely identify the user in the context of the advertising network run by YouTube / Google.

The legal basis for the processing is the consent given by you in accordance with § 96 para. 3 of the Telecommunications Act in conjunction with article 6 para. 1 lit. a of the GDPR. To the extent that YouTube / Google further processes the data independently, particularly in the context of the advertising network of YouTube / Google, YouTube / Google is the sole controller for this. For details, please see the Data Protection Declaration of YouTube / Google.



6. Contact form

Our website includes the option to contact us directly using a contact form. After the contact form has been sent, the personal data entered by you are processed by the controller for the purpose of your enquiry based on the consent granted by you when you sent the form in accordance with article 6 para. 1 lit. a of the GDPR, until this is revoked.

There is no legal or contractual obligation to provide the personal data. Not providing the data merely results in your enquiry not being sent, such that we cannot process it.

7. Application form

We provide the option to submit your application online, on our website. The personal data provided by you in the context of the application form are processed by the controller under data protection law for the purpose of processing your application based on the consent that you have granted by sending the application in accordance with article 6 para. 1 lit a of the GDPR, until it is revoked.

There is no legal or contractual obligation to provide the personal data. Not providing the data merely results in your application not being processed by us. We do not pass on applicant data to third parties.

8. Social plug-ins

Our website includes buttons for sharing or evaluating page contents on social media platforms.

ShareThis

We process connection data and browser data together with our joint controller ShareThis, Inc., 4005 Miranda Ave, Suite 100, Palo Alto, California 94304, USA, for the purpose of sharing or evaluating pages for the duration that the plug-ins are activated on the respective site.

The legal basis for the processing is the consent given by you in accordance with § 96 para. 3 of the Telecommunications Act in conjunction with article 6 para. 1 lit. a of the GDPR. Data are transferred to the USA in accordance with article 45 of the GDPR in conjunction with the decision on the adequacy of the protection provided C(2016) 4176 of the European Commission (“EU-US Privacy Shield”) and the certification by Oracle from the U.S. Department of Commerce. To the extent that ShareThis further processes the data independently, particularly in the context of the advertising network of ShareThis, ShareThis is the sole controller for this. For details, please see the Data Protection Declaration of ShareThis.

Facebook

We process connection data and browser data together with our joint controller Facebook Ireland Ltd., 4 Grand Canal Square, Grand Canal Harbour, Dublin 2, Ireland, for the purpose of sharing or evaluating pages for the duration that the plug-ins are activated on the respective site.



The legal basis for the processing is the consent given by you in accordance with § 96 para. 3 of the Telecommunications Act in conjunction with article 6 para. 1 lit. a of the GDPR. To the extent that Facebook further processes the data independently, particularly in the context of the advertising network of Facebook, Facebook is the sole controller for this. For details, please see the Data Protection Declaration of Facebook.

Instagram

We process connection data and browser data together with our joint controller Facebook Ireland Ltd., 4 Grand Canal Square, Grand Canal Harbour, Dublin 2, Ireland, for the purpose of sharing or evaluating pages for the duration that the plug-ins are activated on the respective site.

The legal basis for the processing is the consent given by you in accordance with § 96 para. 3 of the Telecommunications Act in conjunction with article 6 para. 1 lit. a of the GDPR. To the extent that Facebook further processes the data independently, particularly in the context of the advertising network of Facebook, Facebook is the sole controller for this. For details, please see the Data Protection Declaration of Facebook.

Xing

We process connection data and browser data together with our joint controller New Work SE, Dammtorstraße 30, 20354 Hamburg, Germany, for the purpose of sharing or evaluating pages for the duration that the plug-ins are activated on the respective site.

The legal basis for the processing is the consent given by you in accordance with § 96 para. 3 of the Telecommunications Act in conjunction with article 6 para. 1 lit. a of the GDPR. To the extent that Xing further processes the data independently, particularly in the context of the advertising network of Xing, Xing is the sole controller for this. For details, please see the Data Protection Declaration of Xing.

LinkedIn

We process connection data and browser data together with the following providers for the purpose of sharing or evaluating pages for the duration that the plug-ins are activated on the respective site.

The legal basis for the processing is the consent given by you in accordance with § 96 para. 3 of the Telecommunications Act in conjunction with article 6 para. 1 lit. a of the GDPR. To the extent that the provider further processes the data independently, the provider is the sole controller for this.

9. Analysis services

On our website, we use analysis services for the purpose of analysing the use of our website, to correct bugs and to further develop our contents.



Google Analytics

We process connection and browser data together with our data processor Google, Google LLC, Amphitheatre Parkway, Mountain View, CA 94043, USA, for the purpose of analysing the use of our website, to correct bugs and to further develop our contents, until it is revoked.

The legal basis for the processing is the consent given by you in accordance with § 96 para. 3 of the Telecommunications Act in conjunction with article 6 para. 1 lit. a of the GDPR. Data are transferred to the USA in accordance with article 45 of the GDPR in conjunction with the decision on the adequacy of the protection provided C(2016) 4176 of the European Commission ("EU-US Privacy Shield") and the certification by Google from the U.S. Department of Commerce.

Hotjar

This website uses Hotjar, an all-in-one analysis and feedback tool by the company Limited (Level 2, St Julian's Business Centre, 3, Elia Zammit Street, St Julian's STJ 1000, Malta), which discloses the online behaviour and feedback of a website visitor. We use this tool to evaluate and analyse user feedback (such as clicks, mouse movements, scrolling heights etc.), in order to improve the functionality and user-friendliness of our website and to make it more valuable and easier to use. The tracking code and a cookie are used to transmit and save information about your visit to our website to Hotjar.

The following information can be collected through the "tracking code" via your end devices and the browser:

- IP address of your end device (this is collected and saved in an anonymised format)
- Size of the end device screen
- End device type (individual end device identification features) and browser information
- Geographical location (country only)
- Preferred display language.

The following log data can be recorded by the "tracking code":

- Referring domain
- Pages visited
- Geographical location (country only)
- Preferred display language
- Date and time when the website pages were accessed

Hotjar uses cookies to collect non-personal data including standard internet log data and information about behaviour patterns from visits to our website pages. You can find information about the privacy guidelines of Hotjar here: www.hotjar.com/privacy.



10. Right to object

Where your personal data are being processed on the basis of legitimate interest, you have the right to object to this processing. Where there are no compelling reasons requiring protection for our processing from our side, the processing of your data will cease on the basis of this legal foundation. In addition, you have the right to object to the processing of your personal data for the purpose of direct advertising. In case of an objection, your personal data will no longer be processed for the purpose of direct advertising. The objection shall not affect the legality of the data processed until the objection.

11. Right of revocation

You have the right to revoke any consent granted to us. If the consent was granted in writing, the revocation must also be in writing; if the consent was to receive electronic advertising, this may be revoked by clicking on the deregistration link. In this case, processing ceases, unless another legal basis applies. The revocation shall not affect the legality of the data processed until the revocation.

12. Rights of the data subject

You have the right to information, correction, erasure and restriction of the processing of your personal data. Where the legal basis of the processing of your personal data is your consent or a contract concluded with you, you also have the right to data portability.

You have the right to revoke any consent granted for the processing of your personal data. However, the revocation shall not affect the legality of the processing of your personal data until the revocation.

You have the right to object to the processing of your personal data for the purpose of direct advertising. If you object to this, your personal data will no longer be processed for the purpose of direct advertising.

Furthermore, you have the right to lodge a complaint with the supervisory authority. The contact details of the Austrian data protection authority are: Österreichische Datenschutzbehörde [Austrian Data Protection Authority], Barichgasse 40-42, A-1030 Vienna.

