

The organizers of the HVG JobFair – National Training and Career Days (hereinafter referred to as the Event), namely *Frisssdiplomás Személyzeti Tanácsadó és Szolgáltató Kft.* (seat: 1037 Budapest, 14 Montevideo utca, company registration number: 01-09-872621, data protection registration number: NAIH81624/2014, hereinafter referred to as Frissdiplomás) and *HVG Kiadó ZRt.* (seat: 1037 Budapest, 14 Montevideo utca, company registration number: 01- 10-041172, data protection registration number: 326-0002, hereinafter referred to as HVG) – together referred to as the Organizers – guarantee that they handle the personal and other data of the job seekers, event visitors and website users (hereinafter referred to as User or Users) confidentially, with full adherence to the existing legislation and recommendations, with particular attention to the following:

- Act CXIX of 1995 on the Use of Name and Address Information Serving the Purpose of Research and Direct Marketing,
- Act VI of 1998 on the Protection of Individuals with Regard to Automatic Processing of Personal data ,
- Act CVIII of 2001 on Electronic Commerce and Information Society Services,
- Act CXII of 2011 on Informational Self-determination and Freedom of Information ('Privacy Act'),
- Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and on repealing Directive 95/46/EC (General Data Protection Regulation).

Data management carried out by hvgallasborze.hu

1. Registration

Managed data	E-mail address Surname First name Sex Year of Birth Mobile number LinkedIn profile Interests Field of job search Language knowledge Qualifications Payment claim CV Signature (in the case of a paper-based registration)
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The aim of data management	<p>To support the registered User's job search and career development, to ensure their application for jobs and internship positions, to send them job offers and training opportunities according to their preferences and to recommend programmes and events supporting their employment and career development through channels provided by the User.</p> <p>After registration the User may apply for any of the Events, take part in them free of charge and may use their services. In order to support the job search, the data of the Users are placed in the databases of jobline.hu and in case they are under the age of 31, in the databases of frissdiplomas.hu as well; both of which are created and operated by the Organizers. The services supporting the job search may be cancelled separately in accordance with the individual Privacy Policies (jobline.hu Privacy Policy, frissdiplomas.hu Privacy Policy), and may also be retracted collectively.</p>
The period of data management	180 days without the confirmation of the registration. After confirmation until withdrawal, that is, until the User deletes their profile or requests their profile to be deleted.
The legal basis of data management	the voluntary consent of the affected person
The manager of the data	<p>Frissdiplomás Kft. 1037 Budapest, 14 Montevideo u.</p> <p>HVG Kiadó Zrt. 1037 Budapest, 14 Montevideo u.</p>
The processor of the data	<p>CreatIT Solutions Kft. 6724 Szeged, 59 Körtöltés u.</p> <p>Wanadis Kft. 1112 Budapest, 153 Budaörsi út</p>

2. Signing up for Events

Managed data	<p>Name</p> <p>E-mail address</p> <p>Data provided at registration</p>
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The aim of data management	The aim of the event sign-up is to enable the User to take part in the Event advertised on the website. Within this, after signing up, the User may participate in a preparatory process (they can unsubscribe from the preparatory e-mails anytime by clicking on the link at the bottom of the e-mails), can plan ahead which exhibitors they wish to visit, can review and save their favoured relevant job and internship/training opportunities uploaded by the exhibitors, can enter the Event and on the premises can apply for their chosen employers' offers.
The period of data management	365 days after the end of the Event. After this date the data which were provided for the given Event will be deleted; only the data which were provided during the registration process described in point 1. will be retained until their withdrawal, that is, until the User deletes their profile or requests their profile to be deleted.
The legal basis of data management	the voluntary consent of the affected person
The manager of the data	Frisssdiplomás Kft. 1037 Budapest, 14 Montevideo u. HVG Kiadó Zrt. 1037 Budapest, 14 Montevideo u.
The processor of the data	CreatIT Solutions Kft. 6724 Szeged, 59 Körtöltés u. Wanadis Kft. 1112 Budapest, 153 Budaörsi út

3. Applying for jobs

Managed data	Name E-mail address Data provided at registration
The aim of data management	At the Event the Users have the opportunity to apply for jobs, intern positions and trainings with the help of the barcode they received on entering the event. In the case of an application, all the data they provided at registration and their CV will be forwarded to the given employers with their consent.

The period of data management	365 days after the end of the Event. After this date the data which were provided for the given Event and the list of employers where applications were sent will be deleted; only the data which were provided during the registration process described in point 1. will be retained until their withdrawal, that is, until the User deletes their profile or requests their profile to be deleted.
The legal basis of data management	the voluntary consent of the affected person
The manager of the data	<p>Frissdiplomás Kft. 1037 Budapest, 14 Montevideo u.</p> <p>HVG Kiadó Zrt. 1037 Budapest, 14 Montevideo u.</p> <p>Further Data Managers are the Exhibitors who the job seekers have given their applications to. The Exhibitors are obliged by the General Terms and Conditions compulsorily accepted by the Organizers and the Exhibitors to delete the personal data of the applicants who have not given their consent to further data management on the 365th day after the end of the event.</p>
The processor of the data	<p>CreatIT Solutions Kft. 6724 Szeged, 59 Körtöltés u.</p>

4. Using Jobline.hu

Managed data	<p>Name</p> <p>E-mail address</p> <p>Data provided at registration</p>
The aim of data management	By providing their data, the User will be entitled to use the employment website <i>Jobline.hu</i> as well, which has been created and operated by HVG. In order to be even more effective in the job search, an active user profile will be created on <i>Jobline.hu</i> . The User can confirm the activation of their profile by clicking on the activation link sent to them via e-mail. Following this process, they may edit or delete their profile and make a declaration about its searchability.
The period of data management	Until the withdrawal of the consent, that is, until the User deletes their profile. The User has the opportunity to withdraw their consent partially, that is, they may cancel particular services separately as well.

The legal basis of data management	the voluntary consent of the affected person
The manager of the data	HVG Kiadó Zrt. 1037 Budapest, 14 Montevideo u.
The processor of the data	CreatIT Solutions Kft. 6724 Szeged, 59 Körtöltés u.

5. Using Frissdiplomas.hu

Managed data	Name E-mail address Data provided at registration
The aim of data management	By providing their data, Users under the age of 31 will be entitled to use the employment website <i>Frisssdiplomas.hu</i> as well, which has been created and operated by HVG. In order to be even more effective in the job search, an active user profile will be created on <i>Frisssdiplomas.hu</i> as well. After logging in to their profile, the User may edit or delete their data and make a declaration about what kind of letters they wish to receive.
The period of data management	Until the withdrawal of the consent, that is, until the User deletes their profile. The User has the opportunity to withdraw their consent partially, that is, they may cancel particular services separately as well.
The legal basis of data management	the voluntary consent of the affected person
The manager of the data	Frisssdiplomás Kft. 1037 Budapest, 14 Montevideo u.
The processor of the data	CreatIT Solutions Kft. 6724 Szeged, 59 Körtöltés u.

General data management principles

The data provided at the online registration process and at the paper-based registration process during the promotional activities before the Event are exclusively managed by Frisssdiplomás Kft. and HVG Kiadó Zrt. as joint data managers.

The provision of data is – in the case of online registration and by filling in a paper-based registration form on the premises – voluntary and takes place in full knowledge of the purposes of data management.

When registering for the Event, a job-seeker profile with a unique identifier is created based on the User's registration data. With the User's consent exclusively those exhibiting partners will have access to the User's profile data which the User has given their permission to. The User may give their consent on the premises of the Event by providing their unique identifier for the exhibitors or by having their personal barcode scanned by them.

The Organizers oblige themselves to use the provided data exclusively for those services which the Users have given permission for and only according to the Users' consent.

The provided personal and other data and the required services may be modified at any time, may be deleted separately and collectively as well and the required services may be cancelled too.

The Organizers make every effort to ensure that their database and its use is technically secure, that unauthorized persons do not have the access to their Users' personal data and they do not have the opportunity to modify or delete them. The Organizers agree that in order to introduce their services and activities which correspond to the purposes of data management and serve the employment and career development of the Users; they may only send a maximum of one information letter to the Users, who are offered the opportunity to utilize the new service.

The Organizers reserve the right to communicate the statistical data, which does not qualify as personal data, gathered from their Users, clients and visitors to the public in accordance with the formalities laid down by the relevant laws. The Organizers pay special attention to the fact that the data they publish are not suitable for the identification of their Users providing those data.

The contracts and cooperation agreements between the Organizers and the partners using the systems of *Jobline.hu* and *Frisssdiplomas.hu* lay a very strong emphasis on exquisitely complying with the data protection laws from both sides. The partners and clients of the Organizers commit to the lawful handling of the data of those using *jobline.hu* and *frisssdiplomas.hu* and of those applying for jobs through these websites.

The Organizers reserve the right to and also make full commitment for the unilateral alteration of the content of the present privacy policy in accordance with the statutory regulations currently in force.

The present privacy policy is effective with all the data managed by the Organizers.

Positioning cookies and web beacons and their purpose

While using particular parts of the website *hvgallasborze.hu*, the Organizers install small data files (cookies), which also contain data that cannot directly be associated with the user, on the User's computer in order to record data, to identify the User, to facilitate the further visits of the User, to enhance the efficiency of the Services, to forward targeted advertisements or other targeted content to the given User or for market research. As a result of using these data files, the Organizers do not link the gained data to the identification data of the given User. The so called session cookies will automatically be deleted at the set deadline in the cookies.

Concerning cookies the User has the following possibilities in their web browser:

- they may set to receive notifications when the Organizers wish to install a cookie on their computer,
- they may anytime disable the sending of cookies.

In this respect it must be highlighted that not accepting cookies may result in the malfunction of several sites or functions and it may also be possible that the User will not get the permission to access particular data. Further information on cookies can be found at <http://www.cookiecentral.com>.

For the above mentioned reasons, *hvgallasborze.hu* may insert a web beacon (or web bug), which originates from a third party, in the website. A web beacon is an image embedded in the websites, with which the visits on the websites can be tracked down. This information is also called 'clickstream data'. With the help of these data the visiting habits of the users can be analyzed, which is necessary to enhance the quality of the website or significant to display advertisements. Concerning their functions, web beacons are similar to cookies; they are both used to track down the online actions of the users. However, the main difference between them is that web beacons are not visible on the sites. Furthermore, the user does not have the possibility to disable the downloading of web bugs in their browser – unlike in the case of cookies. Further information on web beacons can be found at http://en.wikipedia.org/wiki/Web_beacon.

The Users who arrive and register at *hvgallasborze.hu* through a Media partner link will be uniquely identified in order to ensure the monitorability of the agreement with the Media partners. During the identification the following data will be recorded:

- e-mail address,
- the URL of the Media partner, from where the user arrived and
- the URL with a measuring code, on which the user clicked and so arrived at the website.

The Organizers oblige themselves to use the stored data exclusively for statistical reasons and to monitor and check the agreements with their Media partners, and not to identify the Users.

Users' Rights and Possibilities

The User has the right at any time to seek information about their personal data managed by the Organizers; furthermore, they can modify them at any time in accordance with the Terms and Conditions of Use.

Furthermore, the User has the right to request the deletion of their data through the contacts provided in this point and also at *hvgallasborze.hu* after signing in to their profile.

The User has the right at any time to request the modification and correction of their data and the immediate transmission of their data to another service provider determined by them. This request must be made via e-mail. The Organizers have a maximum of 1 month to comply with the request. The User may request the deletion of their data as well unless there is statutory obligation for their preservation.

On the request of the User, the Organizers must provide information about the data referring to the User managed by the Organizers, their legal basis, their duration and also about who and for what reason receive or received their data. The Organizers provide information in a written format within 30 days of the submission of the application.

Those affected may practice their rights through the following availabilities:

Phone: +36 1 787 5989

E-mail: info@hvgallasborze.hu

The User may report any problem or comment in connection with data management on the above listed availabilities.

The User has the right at any time to request the correction or the deletion of their faulty data. Several pieces of data may be corrected by the User on the website; in other cases the Organizers, on the request of the User, after the identification of the User modify or delete the data within 3 working days of the submission of the application. In the latter case, the data cannot be restored again. The User may claim their rights before the court based on Act CXII of 2011 (Privacy Act) and the Civil Code; furthermore, they may submit a formal complaint to the National Authority for Data Protection and Freedom of Information (NAIH) (1125 Budapest, 22/C Szilágyi Erzsébet fasor) in connection with the data management practices of the data manager.

If the User provided the data of a third party during the registration in order to use the services or caused any kind of harm during the use of the Website, the Organizers have the right to pursue actions for compensation from the User. In such cases, the Organizers do everything in their power to help determining authorities to establish the identity of the infringer.

The Data of Exhibitors

The availabilities displayed in the list of exhibitors and on the particular exhibitors' websites serve the communication with the applicants and can solely be used for career-themed contacting. It is strictly forbidden to use the availabilities for business offers and purposes. If the Exhibitor's data are used for other purposes than career development-related ones, that is, application for jobs, internship positions or training opportunities, and for requesting information, the Organizers have the right to pursue actions for compensation from the person acting illegally.

Creating still and moving images and their terms of use

We would like to raise your attention that at the Events still and moving images are being made. By entering the Event, the Users visiting the premises of the Event give their consent to the publication of any photographs that may be made of them and give their permission to the Organizers to use them on the website of the Events, on social media platforms, on information materials, in advertisements and on other platforms presenting the Event without any compensation.