



LIFE IS FOR SHARING.

By filling out and sending a response to this job offer, you provide your personal data to the company **Deutsche Telekom Services Europe Czech Republic s.r.o., Holandská 859/3, Štýřice , 639 00 Brno (further also „DTSE CZ“)**, as the controller of personal data, for the purpose of conducting the selection process. Your personal data is processed by DTSE CZ for the duration of the given selection procedure and subsequently for the duration of the legitimate interests of the processor (1 year).

DTSE CZ, as the processor of personal data, processes the following personal data of the job applicant based on a legitimate interest in connection with the implementation of the selection procedure: name, surname, contact data (telephone number and e-mail address), information on acquired work experience and skills and information about the progress of the recruitment process itself. If you decide to withdraw from the selection procedure at any time before its termination by DTSE CZ, you can do so and ask us to delete your personal data by email to: [FMB DTSE CZ Compliance Data Privacy Security01@telekom.com](mailto:FMB_DTSE_CZ_Compliance_Data_Privacy_Security01@telekom.com) or in writing to our postal address.

If you have agreed to the processing of personal data, you will be included in the database of job applicants. Deutsche Telekom Services Europe Czech Republic s.r.o. can also send you other suitable job offers or other information about the possibility of employment at DTSE CZ. Based on the consent granted, we process your personal data for a period of 3 years or until it is revoked. Giving consent is completely voluntary. You can revoke your consent at any time via the link sent by email from the Datacruit ATS application, which you received as confirmation of your response to the job offer, or by writing to us at the email address: [FMB DTSE CZ Compliance Data Privacy Security01@telekom.com](mailto:FMB_DTSE_CZ_Compliance_Data_Privacy_Security01@telekom.com) or in writing to our postal address. For data processing purposes, DTSE CZ uses the software tools of its business partner, Datacruit s.r.o..

You can find more detailed information about the processing of personal data, including your rights and contact details of DTSE CZ in [Personal Data Processing Principles - Information for Job Seekers](#)



Personal Data Processing Principles - Information for Job Seekers

You are applying for a job at Deutsche Telekom Services Europe Czech Republic s.r.o., Holandská 859/3, Štýřice, 639 00 Brno (hereinafter referred to as "DTSE CZ"). Therefore, after submitting your application, this notification obligation pertains to you and your personal data. DTSE CZ is part of the Deutsche Telekom international group. For the purposes of this notification obligation, DTSE CZ is responsible for the protection of your personal data (controller). This notification obligation explains how we will use personal data that we obtain from you or from third parties during the employee selection process. For more detailed information, please contact DTSE CZ Data Protection Officer (see below).

1. Types of Personal Data

When you apply for employment with us, we will receive the following categories of information from you:

Contact data: for example, your name, surname, academic title, address of permanent residence, address of temporary residence, private email address, telephone number

Information from your CV: such as your previous jobs, education, skills, language skills, and any other information you choose to include in your CV

Cover letter: any information you choose to include in your cover letter

Eligibility for work: you may need to demonstrate that you are legally eligible to work at DTSE CZ regarding education, language skills, medical fitness for selected types of positions

Declaration of integrity: Depending on the nature of the job and the country in question, we may ask you to submit a declaration confirming that you have not been convicted of a crime or misdemeanour that would disqualify you from the position

In addition, depending on the position you are applying for, we may receive information from third parties:

Internal requests. If you already work at DTSE CZ and you are applying for an internal position, we can use information from your personal file to supplement the information that you provide us with your job application.

Assessment. We may ask you to undergo an assessment of your skills, personality or cognitive ability. Such assessments are typically conducted by using third-party software or through a third-party company that shares the results with us. Before carrying out such an assessment, we will provide you with additional information regarding your specific situation.



References. We may choose to obtain references from persons who have worked with you in the past. Generally speaking, we will only contact these individuals if you provide us with their names and contact information. If you are already an employee of DTSE CZ, we may ask your manager and/or co-workers for references, even without your knowledge.

If you are successful in the selection process and you are selected for a position, in addition to the personal data mentioned above, we will also obtain the following information from you on the legal basis of pre-contractual relations:

Personal data: for example, date of birth, maiden name, number of your identification card or another identity document, national identification number, marital status, citizenship, photo, work permit, Social Insurance Agency identification number,

Information about family members: e.g., name, surname, academic title, date of birth of husband, wife, partner; first name, surname, academic title, date of birth, birth number of your children,

Information regarding your remuneration, pension scheme, health insurance, and other benefits: e.g. name of the health insurance company, old-age insurance, supplementary pension insurance, bank name and bank account number, deductions from wages,

Information from the employment report and confirmation of employment.

We will only process your sensitive personal data for purposes strictly related to the proper performance of our duties as your future employer and to the extent permitted or required by applicable legal regulations.

We will process the following types of sensitive personal data:

Data on your health status (confirmation of disability, results of a preventive medical examination in relation to work, data on psychological and medical fitness for work).

Criminal record for selected job positions such as work with entrusted funds, cash, etc.

Verification of social networks, former employers, submitted documents, claims and documents submitted by applicants (determining the existence of institutions that issued documents submitted to applicants)

You are not obliged to provide us with your personal data, but if you fail to do so, we will not be able to assess whether you are a suitable candidate, and we will not be able to include you in the selection process.

2. Purposes of Data Processing

The operator will process your data for the following purposes:

Recruitment of employees. We process your data to determine whether you are a qualified candidate for the position you are applying for.



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Dispute resolution. We may process personal data for the purpose of resolving disputes, complaints or legal processes.

Compliance with the law. We may need to process your personal data in compliance with the law or a court order.

3. Parties That May Have Access to Your Data

The operator may share your data with third parties under the following circumstances:

If we receive information from third parties (as described above), we will provide them with your name and any other information necessary for them to provide us with the relevant information about you.

We may share your personal data with other third parties acting on our behalf, such as a service provider. In such cases, these third parties may only use your personal data for the purposes described above and only in accordance with our instructions,

Our employees will have access to personal data. However, access will only be granted if necessary for the purposes mentioned above and only if the employee is bound by a duty of confidentiality;

If required by law or a court order, we may share your personal data, for example, with law enforcement authorities or other authorized authorities of the Czech Republic.

We may also provide your personal data to companies with economic or personnel connections in the case of a legitimate interest.

4. Location of Personal Data

Personnel within the European Union and the European Economic Area will have access to your personal data while they are in our care. Your personal data is processed within the EU.

5. Storage of Your Personal Data

We will keep your personal data for a limited time and it will be deleted when it is no longer necessary for processing purposes. In particular, we will keep your data for the duration of the selection process and for a period of 1 year from the date on which we became familiar with your personal data. The reason for this retention is to protect our interests in the event of the resolution of a dispute. If you are chosen to fill the position, we will keep your personal data in the personal file in accordance with our HR guidelines on privacy protection.

We may process your personal data for a longer period of time after the end of the selection process in the



event that a legal dispute arises or if you give us permission to keep your personal data on file for a longer period of time.

6. Legal Basis for Processing Your Data

We process your personal data because it is necessary for the purposes of the legitimate interests we are pursuing. Our legitimate interest in this case is to recruit qualified candidates. In some cases, we will process your personal data in order to fulfill our legal obligations or we will process them on the legal basis of pre-contractual relationships. Upon your consent, we will process your personal data in the database of applicants for a period of 3 years from your granting of such consent.

7. Your Rights under the Data Protection Act

Right of access

You have the right to receive a copy of the personal information that we keep about you as well as some information about how we use it. Your personal information will usually be provided to you in writing unless otherwise requested; if you request an electronic version, the information will be provided to you electronically where possible.

Right to rectification

We take reasonable steps to ensure the accuracy and completeness of the information we have about you. However, you may ask us to update or supplement this information.

Right to deletion

In certain circumstances, you have the right to ask us to delete your personal data, for example if the personal data we have collected is no longer necessary for the original purpose or if you withdraw your consent. However, this will need to be balanced with other factors. For example, due to certain legal and regulatory obligations we may not be able to comply with your request.

Right to restriction of processing

In certain circumstances, you are entitled to ask us to stop using your personal information, for example if you believe that the personal information we have about you may be inaccurate or if you believe that we no longer need to use your personal information.

Right to data portability

In certain circumstances, you have the right to ask us to transfer the personal data you have provided to us to a third party of your choice.

The right to object

You have the right to object to data processing that is based on our legitimate interests. In such a case, if we do not have a compelling legitimate reason for processing, we will no longer process your personal data. Please note, however, as a result, we will no longer take your job application into consideration.



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Rights related to automated decision-making

You have the right to refuse automated decision-making, including profiling, which results in legal or similar significant consequences for you. DTSE CZ does not normally use automated decision-making or profiling in the employment context, but if you have been the subject of an automated decision and do not agree with the outcome, you can contact us using the contact details below and ask us to review the decision.

Right to withdraw consent

In most cases, we do not process your personal data based on your consent. However, in specific cases we may ask for your consent. In such cases, you have the right to withdraw your consent to the further use of your personal data.

DTSE CZ Contact Details

If you have any other questions regarding the processing of your Data, the exercising of your rights, or if you would like to contact the person responsible for supervising the protection of personal data, you can contact us electronically or in writing:

Deutsche Telekom Services Europe Czech Republic, s.r.o.

Data Privacy Officer
Holandská 859/3, Štýřice
639 00 Brno
Czech Republic

E-mail Address: FMB_DTSE_CZ_Compliance_Data_Privacy_Security01@telekom.com

If you are not satisfied with our answer, or if you believe that we are processing your data unfairly or illegally, you may contact the Supervisory Authority. For more information about the Supervisory Authority of the Czech Republic (<https://uouu.gov.cz/>).