

## Data Protection Notice HOGAN

Last revised: February 2022

### What we need

At DTAG (acting as a **Data Controller**) with all our interlinked providers and sub providers like **Assessment Systems International and HOGAN Testing** (acting as a **Data Processor**), we must inform you about the process of the personality questionnaires (HPI, HDS, MVTI).

For the purpose of this, we do not need to collect any of the personal data from you. Please note that you do not need any personal data to log in in the system, so that no one could identify you. Substitutionally we provide you a pseudonym for taking the test. The test results alone cannot be used to identify the test taker.

On the other hand, if required, the data processor will process all the personal data in compliance with the highest standards of data protection and information security based on, but not limited, to the regulation (EU) 2016/679 of the European Parliament (General Data Protection Regulation).

### Why we need it

The HOGAN questionnaires are to be completed for the process defined by us for the purpose of being part of diagnostics procedure or just for development purpose. DTAG has already informed you on that. DTAG may take the results of the HOGAN questionnaires into consideration in the development and/or selection process. For more information on the need of such processing, you should contact the person from whom you have received the demand for the testing.

In order to fulfil the purpose determined by DTAG (acting as a Data Controller) HOGAN needs to process the answers given in the questionnaires and provide the results to DTAG.

Participation in the test is on voluntary basis and all answers to questions which are not mandatory as part of the test procedure are voluntary and not necessary for the proper execution.

### What we do with it

After you have completed the test(s) with the User ID and password provided for you, the system generates and makes available the test results for the DTAG (in this case DTSE (Deutsche Telekom Services Europe)). DTAG matches the test results with your contact details, using its internal tracking key processes.

HOGAN stores the pseudonymized report for a period of 6 months. The anonymized raw test results are stored for the purpose of increasing the accuracy of the norm groups.

DTAG stores your name, e-mail address and test report.

Our HOGAN questionnaires use the infrastructure of the Hogan Assessment, USA and TierPoint LLC, USA to process your answers and compute your results with the help of the necessary and copyrighted algorithms. Only anonymized and pseudonymized information is stored within this infrastructure and there is no possibility to identify you. No other third-party providers have access to the test data, unless specifically required by law and even in this case, they are processed by the explicit consent of the Data Controller as defined by the regulation (EU) GDPR 2016/679.

**How long we keep it**

After 6 months the data will be deleted automatically.

**What are your rights**

If you believe that the personal data, we hold about you is inaccurate, incomplete, or subject to any other cause, you have the opportunity to request to see this it, rectify it, or have it deleted. The most efficient way is to contact the Data Controller directly.

If you proceed with the test, the above information will automatically be consented by you. You may withdraw your consent at any time by contacting us and your data will be deleted. Please do not hesitate to contact us if you have any further questions.

**Contact:** [eignungsdiagnostik@telekom.de](mailto: eignungsdiagnostik@telekom.de)