

Privacy Policy

PERSONAL DATA PROTECTION POLICY

1. In the text below ("Personal Data Protection Policy", hereinafter referred to as "PDP Policy"), you will learn, among others: for what purposes and for how long Bulldogjob (hereinafter: Data Controller) will process your personal data. You will learn what categories of entities may have access to your personal data, as well as what rights you can exercise in connection with the processing of your personal data. The prepared Policy is closely related to the need to apply new requirements for data processing resulting from the EU provisions on the protection of personal data, i.e. Regulation 2016/679, also referred to as GDPR (hereinafter referred to as the Regulation).
2. The PDP Policy is part of the Bulldogjob Privacy Policy, which also regulates the use of cookies.
3. The PDP policy applies to data collected via the website and directly by Bulldogjob employees or representatives.
4. The administrator of your personal data - processed for the purposes presented below - is: Bulldogjob Spółka z ograniczoną odpowiedzialnością with its registered office at ul. Prosta 70, 00-838 Warsaw, entered into the register of entrepreneurs of the National Court Register kept by the District Court for the Capital City of Warsaw. Warsaw, XIII Commercial, under KRS number 0000403571, NIP: 739-385-10-16, REGON: 281357750, share capital: PLN 8,600.00 (hereinafter referred to as: Bulldogjob).
5. The data controller has appointed a data protection consultant (hereinafter: Consultant). You can contact the Consultant in all matters related to the processing of your personal data, also in case of doubts as to your rights. The consultant is obliged to maintain secrecy or confidentiality regarding the performance of his tasks - in accordance with EU or national law.
Data Protection Consultant: e-mail: daneosobowe@bulldogjob.pl
6. The consultant has the following tasks:
 - a. informing the Data Administrator and employees who process personal data about their obligations under the law;
 - b. monitoring compliance with the GDPR, other EU or Member State data protection regulations and the policies of the Data Controller or processor in the field of personal data protection, including division of responsibilities, awareness-raising activities, training of staff involved in processing operations and related audits;
 - c. providing data protection impact assessment recommendations upon request and monitoring its implementation;
 - d. cooperation with the supervisory authority;
 - e. acting as a contact point for the supervisory authority on matters related to processing.
7. The data controller ensures that it will process your personal data only for specific, explicit and legally justified purposes and will not further process it in a manner inconsistent with these purposes. The purpose of data processing is the reason why we process your personal data. If the Data Controller wants to process your personal data for other purposes - not indicated below - you will be informed separately about this new purpose.
8. The Administrator distinguishes the following categories of users of the bulldogjob.pl and bulldogjob.com websites:
 - a. Individual User, defined as a natural person acting on his/her own behalf and

- b. Business User, defined as an individual representing and acting on behalf of a business organization.
9. Tables 1 and 2 below present a summary of the purposes of personal data processing, along with an indication of the legal basis and the period of personal data processing, divided into categories of users.

Table No. 1. List of purposes for processing personal data and information of Individual Users.

the	Explanation	Base legal	Length of processing (when your data will be deleted)
Creating an account on the website in accordance with the regulations (hereinafter: Regulations).	Access to personalized content requires creating an account and confirming your identity by logging in with your Google, Facebook or LinkedIn account. The following will be collected: Name, surname, email address and avatar.	Art. 6 section 1 lit. f) GDPR	Until the account is deleted, which is possible from the account settings on the Website.
To send the newsletter	Acceptance of the Regulations of the Bulldogjob.pl and Bulldogjob.com websites is tantamount to consent to receiving the newsletter. The user can define criteria from the account level, based on which preferred content is matched. In this case, personal data obtained through the account will be used. The processed personal data may be transferred to external IT systems to the extent necessary to handle the sending of the newsletter.	Art. 6 section 1 letter a) GDPR	Until consent is withdrawn, and after withdrawal only for the purpose of defense against claims (during the limitation period for claims for infringement of personal rights).
For application purposes using CV.	In such a case, the CV used for application purposes is stored on the website for a period of 3	Art. 6 section 1 letter a) GDPR	If the user has an account, until the CV is deleted from the website (from the account settings level).

	<p>months, and the administrator of the user's personal data is the employer considering the application.</p> <p>If the user has an account on the website, the CV is automatically assigned to the account, which allows the user to quickly apply.</p> <p>The processed personal data includes information contained by the user in his CV (personal data, professional experience, education, possibly other).</p>		<p>If the user does not have an account on the website, until the consent to the processing of personal data is withdrawn (information about the withdrawal of consent will be forwarded to the personal data administrator).</p>
<p>For application purposes without using a CV.</p>	<p>A user who has an account on Bulldogjob.pl and Bulldogjob.com has the option of supplementing his profile with data on education and professional experience, and then applying for job offers without a CV.</p> <p>The personal data processed includes information completed by the User in the profile.</p>	<p>Art. 6 section 1 letter a) GDPR</p>	<p>Until the information about personal data is removed from the account or the account is deleted, which is possible from the account settings on the Website.</p>
<p>In order to present the employer with a shortened and anonymized profile of the candidate</p>	<p>In the case of applications using a CV, the information contained in the CV can be processed by LLM models through Bulldogjob sub-processes to obtain a CV summary.</p>	<p>Art. 6 section 1 letter a) GDPR</p>	<p>Result of summarization - 3 months.</p> <p>Data sent to the subprocessor - 30 days.</p>
<p>In order to process information about average earnings for specific positions in the IT industry.</p>	<p>A user who has an account on Bulldogjob.pl and Bulldogjob.com has the option of supplementing his profile with data regarding his earnings.</p>	<p>Art. 6 section 1 letter a) GDPR</p>	<p>Until the information about personal data is removed from the account or the account is deleted, which is possible from the account settings on the Website.</p>

	The data is collected in the Bulldogjob database and processed to develop estimates of average earnings for individual positions.		
In order to better match the content published on the website and social media Bulldogjob.pl and Bulldogjob.com.	Bulldogjob analyzes user behavior on the websites Bulldogjob.pl and Bulldogjob.com in order to better match the published content to user expectations.	Art. 6 section 1 lit. f) GDPR	Until the information about personal data is removed from the account or the account is deleted, which is possible from the account settings on the Website.
To carry out marketing of other Bulldogjob services or Bulldogjob partners.	If marketing of services other than job offers will be carried out by sending mailings, you will be asked for additional consent - see. below. In this case, personal data obtained through your account will be used.	Art. 6 section 1 lit. f) GDPR	Until an objection is raised, and after notification, only for the purpose of defending against claims (during the limitation period for claims for infringement of personal rights).
To ensure safety on the website.	This includes: o preventing unauthorized access to electronic communications networks and the distribution of malicious codes, interrupting denial-of-service attacks, as well as preventing damage to computer systems and electronic communications systems.	Art. 6 section 1 lit. f) GDPR	Until an effective objection is submitted (see below) or until the limitation period for mutual claims, e.g. related to violation of security rules on the website -> depending on which event occurs first.
In order to display the so-called web push.	In this case you will be asked for additional consent. Web push means that the browser address will ask whether the user consents to receiving web push notifications. The user has the option to accept or block notifications. The content of the notification is created by the browser	Art. 6 section 1 letter a) GDPR	Until consent is withdrawn, and after withdrawal only for the purpose of defense against claims (during the limitation period for claims for infringement of personal rights).

	without the possibility of interference.		
For geolocation purposes for the purpose of presenting personalized advertising.	In this case you will be asked for additional consent.	Art. 6 section 1 letter a) GDPR	Until consent is withdrawn, and after withdrawal only for the purpose of defense against claims (during the limitation period for claims for infringement of personal rights).
In order to fulfill obligations related to the exercise of rights specified in the GDPR.	In this case, the data will be processed only to the extent necessary to identify and verify the identity of the requesting person.	Art. 6 section 1 lit. c) GDPR	In order to defend against claims during the period of limitation for claims for infringement of personal rights.
In order to enable Users to post, edit or delete opinions about their current or former employers, moderate the opinions received, verify the employment history of the User giving the opinion via LinkedIn, and enable other Users to read the content of the opinion about the employer.	<p>In this case, the data will be processed only to the extent necessary to identify and verify the identity and employment history of the User giving the opinion.</p> <p>If the User posts an opinion on the Website, the data provided by him regarding the name of the employer, company location and other data included in the content of the opinion (excluding data enabling the identification of the User) will be processed to the extent necessary to enable other Users to read the content of the opinion.</p>	Art. 6 section. 1 lit. a) i b) GDPR	<p>In order to enable the User to post opinions about their employer - until the anonymized opinion is posted on the website or the consent is withdrawn;</p> <p>In order to moderate the received opinions - until the moderation ends, but no longer than 3 days from the receipt of the opinion or withdrawal of consent;</p> <p>In order to verify the employment history of the User giving an opinion - until the verification is completed, but no longer than 24 hours, or until the consent is withdrawn;</p> <p>In order to enable other Users to read the content of opinions about the employer - until consent is withdrawn.</p>

To respond to reports regarding the content of opinions sent by other Users or Employers.	In this case, the data will be processed only to the extent necessary to determine whether the opinion does not violate the Website Regulations or legal provisions and possible removal of the opinion from the Website. In no case does the Data Administrator provide Employers and other Users with the data of authors of opinions about employers	Art. 6 section 1 lit. f) GDPR	During the limitation period of claims both against the Data Controller and those due to the Data Controller.
In order to satisfy the requests of authorized bodies or courts or to fulfill the legal obligation imposed on the Administrator;	For this purpose, data will be processed only if the Administrator is legally obliged to process them and only to the extent necessary for this purpose.	Art. 6 section 1 lit c) GDPR	For the period necessary to satisfy the requests of authorized bodies and fulfill the legal obligations of the Administrator.
To pursue, establish or defend against claims related to: - performance of the service in accordance with the Regulations (including complaint handling); - performance of obligations arising from the provisions of the GDPR (in order to demonstrate compliance with the regulations).	In this case, the data will be processed only to the extent necessary to pursue, establish or defend claims.	Art. 6 section 1 lit. f) GDPR	During the limitation period of claims both against the Data Controller and those due to the Data Controller.

Table no. 2: List of purposes for processing personal data of Business Users.

Creating an account on the website in	In this case, it concerns data processing to the extent necessary for you to create an	Art. 6 section	For the period of provision of the account service, provided that if an account

<p>accordance with the regulations (hereinafter: Regulations).</p>	<p>account on the website www.bulldogjob.pl and bulldogjob.com to use it, among others: in order to verify the accuracy of data or review completed transactions. If you have any problems setting up an account, you can contact us directly.</p>	<p>. 1 lit. b) GDPR and Art. 22 section 2 letter a) GDPR</p>	<p>was not created on the website or after the account was deleted, the data will be archived and not used except for the purposes of investigation, defense or determination. mutual claims.</p>
<p>Concluding a service provision agreement in accordance with the Regulations.</p>	<p>After creating an account on the website www.bulldogjob.pl the bulldogjob.com you can order the service in accordance with the Regulations. Personal data collected in the process of ordering services will be processed (including, for example, entities providing a specific service chosen by the User). functionality) to finalize the service. Any user is entitled to conclude the contract, without preliminary verification, unless otherwise indicated in the Regulations.</p>	<p>Art. 6 section 1 lit. b) GDPR and Art. 22 section 2 letter a) GDPR</p>	<p>For the period of service provision and until the limitation period for mutual claims expires, except that if no conclusion of the contract and provision of the service in accordance with the Regulations or after completion service provision, data will be archived and will not be used except for investigative, defense or discovery purposes mutual claims.</p>
<p>Performance of the service provision agreement in accordance with Regulations.</p>	<p>After creating an account on the website www.bulldogjob.pl or Bulldogjob.com you can order the service in accordance with the Regulations. Personal data collected in the process of ordering the service will be processed in order to perform the contract. When ordering the service, you can also select additional options (in accordance with the Regulations). If you select this</p>	<p>Art. 6 section . 1 lit. b) GDPR and Art. 22 section 2 letter a) RPDP</p>	<p>For the period of service provision and until the limitation period for mutual claims expires, except that if no conclusion of the contract and provision of the service in accordance with the Regulations or after completion service provision, data will be archived and will not be used except for investigative, defense or discovery purposes</p>

	option, your data will also be processed in order to provide this additional service.		mutual claims.
For the purpose of marketing Bulldogjob services.	<p>If marketing is carried out by sending mailings, you will be asked for additional consent - see below. In this case, personal data obtained through the account or during the process will be used</p> <p>transaction and service performance and for this period. The indicated goal may also be achieved by displaying personalized advertising based on profiling. Profiling, in accordance with the GDPR, means any form of automated processing of personal data, which consists in using personal data to evaluate certain personal factors of a natural person, in particular to analyze or predict aspects relating to that natural person's work performance, economic situation, health, personal preferences, interests, credibility, behavior, location or movements;</p>	Art. 6 section 1 lit. f) GDPR	Until an objection is raised, and after notification, only for the purpose of defending against claims (during the limitation period for claims for infringement of personal rights).
In order to fulfill public law obligations (e.g. tax) in connection with concluding a contract for the provision of a service in accordance with the Regulations.	This is about fulfilling the obligations incumbent on the Data Administrator under Polish law.	Art. 6 section 1 lit. c) GDPR	Until the limitation period for public law obligations (including tax obligations) expires.
To ensure safety on the website.	This includes: o preventing unauthorized access to electronic communications networks and the distribution of malicious codes, interrupting denial-of-service attacks, as well	Art. 6 section 1 lit. f) GDPR	Until an effective objection is submitted (see below) or until the limitation period for mutual claims, e.g. related to violation of security rules on

	as preventing damage to computer systems and electronic communications systems.		the website -> depending on which event occurs first.
In order to perform statistical analysis, including financial analysis, with the purpose of using the results of these studies to improve the quality of services provided by the Data Administrator.	The analysis is performed "manually". The purpose of the analysis is to identify transactions that constitute a breach of the contract (without intention to pay) in order to assert the rights of the Data Controller.	Art. 6 section 1 lit. f) GDPR	Until an effective objection is submitted or until the limitation period for mutual claims, e.g. related to violation of security rules on the website -> depending on which event occurs first.
To send the newsletter.	Acceptance of the Regulations of the Bulldogjob.pl and Bulldogjob.com websites is equivalent to consent to receiving the newsletter. In this case, personal data obtained through the account or during the transaction process and service provision will be used and for this period. The indicated goal may also be achieved by displaying personalized advertising based on profiling. Profiling, in accordance with the GDPR, means any form of automated processing of personal data, which involves the use of personal data to evaluate certain personal factors of a natural person, in particular to analyze or predict aspects concerning the natural person's work performance, economic situation, health, personal preferences, interests, credibility, behavior, location or movements. The processed personal data may be transferred to external IT systems to the extent necessary to handle the sending of the newsletter.	Art. 6 section 1 letter a) RPDP	Until consent is withdrawn, and after withdrawal only for the purpose of defense against claims (during the limitation period for claims for infringement of personal rights).

<p>In order to display the so-called web push.</p>	<p>In this case you will be asked for additional consent. Web push means that the browser address will ask whether the user consents to receiving web push notifications. The user has the option to accept or block notifications. The content of the notification is created by the browser without the possibility of interference.</p>	<p>Art. 6 section 1 letter a) RPDP</p>	<p>Until consent is withdrawn, and after withdrawal only for the purpose of defense against claims (during the limitation period for claims for infringement of personal rights).</p>
<p>For geolocation purposes for the purpose of presenting personalized advertising.</p>	<p>In this case you will be asked for additional consent.</p>	<p>Art. 6 section 1 letter a) RPDP</p>	<p>Until consent is withdrawn, and after withdrawal only for the purpose of defense against claims (during the limitation period for claims for infringement of personal rights).</p>
<p>In order to fulfill obligations related to the exercise of rights specified in the GDPR.</p>	<p>In this case, the data will be processed only to the extent necessary to identify and verify the identity of the requesting person.</p>	<p>Art. 6 section 1 lit. c) GDPR</p>	<p>In order to defend against claims during the period of limitation for claims for infringement of personal rights.</p>
<p>To pursue, establish or defend against claims related to:</p> <ul style="list-style-type: none"> - performance of the service in accordance with the Regulations (v in this regard, consideration complaints); - performing responsibilities arising from GDPR regulations (to be able to demonstrate 	<p>In this case, the data will be processed only to the extent necessary to pursue, establish or defend claims.</p>	<p>Art. 6 section 1 lit. f) GDPR</p>	<p>During the limitation period of claims both against the Data Controller and those due to the Data Controller.</p>

compliance with the regulations).			
In order to enable Employers who have an account on the Website to respond to opinions about employers posted by Users.	In this case, the data will be processed only to the extent necessary to post a response to the opinion on the Website.	Art. 6 section 1 lit. b) GDPR	In order to defend against claims during the limitation period for claims.
In order to enable links to be sent to employees' work e-mails to conduct the Employer's review campaign ("Verified").	In this case, the data will be processed only to the extent necessary to conduct an employee review campaign for interested employers in their company ("Verified").	Art. 6 section 1 lit. b) GDPR	For the period necessary to provide the Verified Service.
In order to enable Employers to report opinions that are inconsistent with the Website Regulations or legal provisions.	In this case, the data will be processed only to the extent necessary to report opinions inconsistent with the Website Regulations or legal provisions.	Art. 6 section 1 lit. d) GDPR	In order to defend against claims during the limitation period for claims.
In order to satisfy the requests of authorized bodies or courts or to fulfill the legal obligation imposed on the Administrator.	For this purpose, data will be processed only if the Administrator is legally obliged to process them and only to the extent necessary for this purpose.	art. 6 section 1 lit c) GDPR	For the period necessary to satisfy the requests of authorized bodies and fulfill the legal obligations of the Administrator.

10. You can delete your personal data from the bulldogjob.pl and bulldogjob.com websites at any time by:

- a. deleting the user account from the website (account → notification settings → account deletion) in the case of an Individual User;
- b. submitting a request to delete your account via e-mail sent to: daneosobowe@bulldogjob.pl in the case of a Business User.

11. In other cases, your personal data will be processed on the basis of consents collected in other Bulldogjob actions, you can withdraw them at any time. You can withdraw your consent at the Data Controller's office or via e-mail sent to the following address: daneosobowe@Bulldogjob.pl. Withdrawal of consent does not

affect the lawfulness of processing carried out until the consent is withdrawn. In the event of withdrawal of consent, the Data Controller will assess whether it still has grounds to process the data. Further data processing in such a case will be possible to defend against claims (e.g. by demonstrating that the right to withdraw consent has been exercised) and only to the extent necessary for this purpose.

12. If your personal data is included in the content of an opinion about an employer posted on the Website, you can at any time submit a request to remove this data from the content of the opinion, at the same time indicating what specific data is concerned, or submit a request to delete the entire opinion. You can submit your request by sending an e-mail to: daneosobowe@bulldogjob.pl.
13. Remember that each time personal data is processed pursuant to Art. 6 section 1 letter f) GDPR (see above), i.e. in the case of the so-called legitimate interest of the Data Administrator, you may object at any time - for reasons related to a particular situation - to the processing of personal data. After filing an objection, the Data Controller will no longer be able to process personal data, unless he demonstrates the existence of valid legally justified grounds for processing, overriding the interests, rights and freedoms of the data subject, or grounds for establishing, pursuing or defending claims.
14. Importantly, in cases of personal data processing pursuant to Art. 6 section 1 letter f) GDPR (see above), for the purpose of marketing Bulldogjob services, there is no need to justify the objection with a special situation, and after submitting the objection, the Data Controller will no longer be able to process personal data pursuant to Art. 6 section 1 letter f) GDPR for the purpose of marketing Bulldogjob services, to the extent that these data were processed for this purpose.
15. An objection can be raised in the following way: at the Data Controller's office or via e-mail sent to the following address: daneosobowe@Bulldogjob.pl.
16. In addition to the right to withdraw consent and raise an objection, you have the right to access data, including obtaining a copy of data, the right to transfer data, the right to rectify and delete data, limit processing and the right not to be subject to a decision based solely on automated processing, including profiling, and produces legal effects or similarly significantly affects it.
17. You can exercise the indicated rights in the following way: at the headquarters of the Data Controller or or via e-mail sent to the following address: daneosobowe@Bulldogjob.pl.
18. You can also correct your data by accessing your account. You can also delete your account at any time after logging in in accordance with the Regulations or according to the previously indicated forms of contact.
19. You have the right to lodge a complaint with the Supervisory Body of the President of the Office for Personal Data Protection - www.giodo.gov.pl.
20. We will obtain personal data directly from you (via your account, in the transaction process, etc.). Data may be obtained from other sources only for the purpose of providing the service, e.g. information from entities providing the service you ordered. If it is necessary to provide information to third parties, the scope of data will only include information necessary to confirm payment of the order or to provide data necessary for such entity to provide the service selected by the User and provided to him and ordered via Bulldogjob.
21. Providing personal data is always voluntary, but necessary to achieve the above-mentioned purposes. goals.
22. Personal data processed for the purpose of providing the service in accordance with the Regulations are disclosed to entities providing the user with the service selected by him (including their subcontractors). Regardless of the purpose of data processing, access to your personal data may only be granted to authorized employees and subcontractors of the Data Controller with whom he has concluded

appropriate data entrustment agreements (for details, please contact the Data Protection Consultant).

RULES FOR THE USE OF COOKIES

1. Definitions

Cookies - means IT data, in particular small text files, saved and stored on User's devices, containing settings and other information used by Service.

Administrator's Cookies - means Cookies placed by the Administrator, related to the provision of electronic services by the Administrator via the Website.

Third Party Cookies - means Cookies placed by the Administrator's partners via the Website.

Service - means a website or application under which the Administrator runs a website operating in the bulldogjob.pl domain.

Device - means an electronic device through which the User gains access to the Website.

User - means an entity to which, in accordance with the Regulations and legal provisions, services may be provided electronically or with which an Agreement for the provision of electronic services may be concluded.

2. Types of Cookies used

Cookies used by the Administrator are safe for the User's Device. In particular, this way it is not possible for viruses or other unwanted software or malware to penetrate Users' Devices. These files allow you to identify the software used by the User and customize the Website individually for each User. Cookies usually contain the name of the domain they come from, the time they are stored on the Device and the assigned value.

The administrator uses two types of cookies:

Session cookies: are stored on the User's Device and remain there until the end of the browser session. The saved information is then permanently deleted from the Device's memory. The session cookie mechanism does not allow downloading any personal data or any confidential information from the User's Device.

Persistent cookies: are stored on the User's Device and remain there until they are deleted. Ending a given browser session or turning off the Device does not delete them from the User's Device. The persistent cookies mechanism does not allow downloading any personal data or any confidential information from the User's Device.

3. Managing cookies

The User has the option of limiting or disabling access to cookies to his/her Device. If you use this option, you will be able to use the Website, except for functions that by their nature require cookies.

4. Purposes for which own cookies are used

The administrator uses its own cookies for the following purposes:

- website configuration,
- adapting the content of the Website pages to the User's preferences and optimizing the use of the Website pages,
- recognizing the Website User's device and its location and, accordingly, displaying a website tailored to his or her individual needs,

- remembering the settings selected by the User and personalizing the User's interface, e.g. in terms of the selected language or the region from which the User comes,
- remembering the history of visited pages on the website in order to recommend content,
- font size, website appearance,
- authenticating the user on the website and ensuring the user's session on the website,
- maintaining the Website User's session (after logging in), thanks to which the User does not have to re-enter the login and password on each subpage of the Website,
- correct configuration of selected functions of the Website, enabling in particular verification of the authenticity of the browser session,
- optimizing and increasing the efficiency of services provided by the Administrator,
- implementation of processes necessary for full functionality of websites,
- correct operation of the affiliate program, enabling in particular verification of the sources of redirection of Users to the Website's websites,
- remembering the user's location,
- correct configuration of selected functions of the Website, enabling in particular the adaptation of the information provided to the User, taking into account his/her location. 1.5 Analyzes and research as well as audience audit,
- creating anonymous statistics that help understand how Website Users use the Website's websites, which allows improving their structure and content,
- Providing advertising services,
- adapting advertisements for third-party services and products presented via the Website,
- providing users with advertising content tailored to their interests within the advertising services of Google AdWords, Facebook, Twitter, YouTube
- ensuring the safety and reliability of the website.

5. Third party cookies

The service administrator uses external cookies for the following purposes:

- presenting multimedia content on the Website's websites, which are downloaded from an external website: www.youtube.com (cookie administrator: Google Inc. based in the USA), Depositphotos (cookie administrator: Depositphotos Inc. based in the USA), Twitter, Inc. .
- to collect user data in order to track conversions and display advertising targeted to users' interests, including storing and accessing them,
- collecting general and anonymous static data via analytical tools: Google Analytics (cookie administrator: Google Inc based in the USA), Hotjar (cookie administrator: Hotjar Ltd. based in Malta),
- using interactive functions to popularize the website via social networking sites: plus.google.com (cookie administrator: Google Inc based in the USA), Facebook.com (cookie administrator: Facebook Inc based in the USA or Facebook Ireland based in Ireland) , LinkedIn.com (cookie administrator: LinkedIn Ireland Limited based in Ireland), Twitter, Inc. (cookie administrator: Twitter Inc based in the USA),

6. Possibility of determining the conditions of storage or access via Cookies

The User may independently change cookie settings at any time, specifying the conditions for storing them and accessing cookies to the User's Device. The User can change the settings referred to in the previous sentence using the web browser settings or via the service configuration. These settings can be changed in particular in such a way as to block the automatic handling of cookies in the web browser settings or to inform about each time a cookie is placed on the User's device. Detailed information about the possibilities and methods of handling cookies is available in the software (web browser) settings. The user may delete cookies at any time using the available functions in the web browser he or she uses. Restricting the use of cookies may affect some of the functionalities available on the Website.