Lens, data storage candidates

Data stream	What?	Why?	How long?
Market Research & Approach*	• Identification data • Education & Training • Occupation & Employment • Location data	This data is collected under the legal basis 'legitimate interest' as this is information we need to gather in order to be able to operate. Meaning that this information is necessary for us to assess if a person is a potential fit for the open position and to contact the person when this is the case. In order for us to build a relationship with potential candidates and keep them informed about our job opportunities we build a database, where besides the information available on LinkedIn we keep track of our communication with potential candidates.	Storage period of 5 years. Based on explanation under 'Why?'
Selection Process**	• Salary indication • Personal treats, Family composition, Hobbies & Interests • Racial, ethnic & gender information • Psychological information based on assessments	This data is collected under the legal basis 'contractual agreement' as our candidates agree to information sharing of their personal data with our clients. Before this information is shared with our client we ask the candidate permission for this action. With all our clients we have signed a Service Level Agreement in which is stated that our client will have to comply to the rights of candidates to decide over their data. Meaning that if a candidate has been in process for a job and decides after a year that Lens can no longer store his data. Any data shared with our Client will have to be deleted by the client according to this agreement. As information gathered in an interview is subject of change, the data gathered expires and therefore is stored no longer then 1 year after the determination of the contract with our client.	Storage period of 1 year. If a candidate is not placed, we keep them in file for new procedures in the following year. If a candidate is placed, we give our client 1 year guarantee. Data is stored to keep track of progress during first year of employment of candidate.

* this information is mostly gathered from **Linked in**   ** this information is gathered directly from the candidate