

## THE TALENT CATALOG — PRIVACY PROTECTION POLICY

### Profile presentation format

- The ID-identifier of an individual profile is formed by the equation first name & first letter of last name, such as Jari V
- Contact information has been removed from the CV/Resume view

Inclusion to the Talent Catalog requires individual permission, which can be granted either for sales purposes only or for sales and marketing purposes.

### Sales

- A single profile page is shared in 121 sales situations as a replacement for a CV attachment
- A single profile page thumbnail does not appear in the aggregation site view.

### Marketing

- A single profile page thumbnail appears in the aggregation site view.
- As a monthly lift in the Newsletter, the profile page must include a video presentation.
  - ✓ The distribution list of companies is verified with the lifted profile owner in advance to prevent any potential conflicts.

The Talent Catalog is not publicly visible in the directory tree of kontraktori.fi.