

Thank you for visiting our website and the interest in our services. Maiwald HR Consulting is specialized in consulting companies regarding HR matters. In addition I am also available as an HR Interim Manager or as a special adviser.

Privacy policy

We take the protection of your personal data very seriously. In the paragraphs below we will inform you about the type, scope and purpose of data collected and used about you, and about the use of social network plugins on our website.

General information on data protection

Our website can generally be used without the entry of personal data. If personal data is collected (e.g. name, address or e-mail addresses in the contact form), it is only done so on a voluntary basis. Such data will not be transmitted to third parties without your explicit consent. We will only ever use this data for the respectively specified purposes, which in the case of the contact form entails its use for responding to your enquiries and messages. Data is only collected and used by us in line with applicable data protection regulations. Consent granted by you for the collection and/or use of this data can be revoked by you at any time with future effect.

Please note that the transmission of data over the internet (e.g. when communicating over e-mail) may be insecure. Absolute security cannot be provided for data against access by third parties.

Our Cookie Policy

Cookies are tiny text files that are stored on your computer, tablet or mobile phone. They are not harmful to your computer or your security and despite misconceptions, are nothing to do with viruses like 'Trojans'. When you visit a website, Cookies allow the website to 'remember' you and how you've used the website each time you come back, which means you have a much better experience online.

If you don't want to receive cookies you can modify your browser so that it notifies you when they are sent to you, or you can refuse cookies altogether. You can also delete cookies that have already been set.

We use Google Analytics, a web analytics service provided by Google Inc. (Google) which uses cookies to help analyse how the website is used to improve your experience in our systems.

A so-called "User ID" will be used on this website. The User ID functions as your alias in Google Analytics. Google connects your online behaviour and the

User-ID to a profile. Google Analytics tracks your activities on an anonymised basis across multiple devices (tablet, PC, smartphone, etc.).

The information generated by the cookies about your use of the website (including your IP address) will be transmitted to and stored by Google on servers in the United States. Google will use this information for the purpose of evaluating your use of the website, compiling reports on website activity for us and providing other services relating to website activity and internet usage. Google may also transfer this information to third parties where required to do so by law, or where such third parties process the information on Google's behalf. Google will not associate your IP address with any other data held by Google.

Google only receives the User-ID, not the information contained in the above-mentioned profile or other personal data of yours. We do not attach any other of your personally identifiable data to the profile connected to a User-ID.

You may also refuse the use of cookies by selecting the appropriate settings on your browser, however, please note that if you do this you may not be able to use the full functionality of this website.

By using this website, you consent to the processing of data about you by Google in the manner and for the purposes set out above.

Further information about cookies is available at <https://www.aboutcookies.org/>.

By continuing to use our site, you agree to the placement of cookies on your device. If you choose not to receive our cookies, we cannot guarantee that your experience will be as fulfilling as it would otherwise be.

Privacy policy for the use of Twitter

Functions of the Twitter service have been integrated into our website. These functions are offered by Twitter Inc., Twitter, Inc. 1355 Market St, Suite 900, San Francisco, CA 94103, USA. The use of Twitter and the 're-tweet' function links the website visited by you with your Twitter account and publishes it for other users to see. Data is transferred to Twitter in this process.

Please note that we as the provider of the pages are not privy to the content of the data transferred or to how it is used by Twitter. You can find more information on this in the Privacy Policy of Twitter at <https://twitter.com/privacy> You can modify your privacy settings at Twitter by visiting your account settings at <https://twitter.com/account/settings>.

Privacy policy for the use of the XING Share button

Here we would like to inform you about how personal data is processed through the functionality offered by the XING Share button.

The 'XING Share' button is used on this website. When opening this website, a brief connection is established via your browser to servers held by XING AG ("XING"), which is used to provide the 'XING Share' button functions (in particular the calculation and display of the counter). XING does not store any of your personal data through the simple opening of this website. In particular, XING does not store IP addresses. There is also no analysis performed of your usage behaviour through the use of cookies in relation to the 'XING Share' button. You can access the currently applicable privacy policy related to the 'XING Share' button and related information via this website:

https://www.xing.com/app/share?op=data_protection

Privacy policy for the use of LinkedIn Recommend button

Plugins of the social network LinkedIn operated by LinkedIn Corporation, 2029 Stierlin Court, Mountain View, CA 94043, USA (hereinafter referred to as "LinkedIn") are integrated into this website. You can identify the LinkedIn plugins by the LinkedIn logo or the 'Share' button ("Recommend") on this website. Visiting this website will establish a direct connection between your browser and the LinkedIn server. As a result, LinkedIn receives the information that you have visited this website with your IP address. If you click on the LinkedIn 'Share' button while you are logged onto your LinkedIn account, you can provide a link to the content of this website on your LinkedIn profile. This will enable LinkedIn to associate the visit to this website to your user account. Please note that we as the provider of the pages are not privy to the content of the data transferred or to how it is used by LinkedIn. Details on data collection (purpose, scope, further processing, use) and your rights and configuration options can be found in the Privacy Policy of LinkedIn. LinkedIn provides this information under <https://www.linkedin.com/legal/privacy-policy>

Source: "General Information" based on eRecht24.de,

"Google +1 Privacy Policy" and "Twitter Terms of Use" all from eRecht24.de;

"XING Share Button Privacy Policy" from xing.com;

"Privacy Policy for the use of LinkedIn the LinkedIn Recommend Button" based on the Facebook disclaimer from eRecht24.de