

INFORMATION TO THE APPLICANTS

pursuant to section 13 of Legislative Decree No. 196 of June 30, 2003
"Personal Data Protection Code"

Having regard to your quality of Data Subject, that is the person subject of the **personal data** (hereinafter called "Data"), pursuant to section 13 of Legislative Decree No. 196 of June 30, 2003, regulating the "protection of individuals and other subjects with regard to the processing of personal data", we would like to provide you with the following information.

a) The collection and the processing of Data referred to the Data Subject are carried out in order to allow Spencer Stuart, or other associated companies, to conduct its own activity of search and selection of managers and executives for potentially interested companies and bodies.

b) The processing of such Data shall be made by conservation of information in electronic and paper files in compliance with the professional ethics rules of our Company and on the basis of the principles set out by our Ethical Professional Code. In order to guarantee the utmost confidentiality in the Data processing, the access is permitted only by means of a personal identification code and a password.

The Data referred to the Data Subject shall be updated and enlarged also on the basis of information publicly available and/or collected by third parties.

Furthermore, Spencer Stuart reserves the faculty to carry out verifications on the truthfulness of the Data provided by the Data Subject and/or contained in his/her curriculum vitae, specifically regarding obtained degrees, previous working experiences, assumption of institutional offices.

Since Spencer Stuart's information system is global, the insertion of the Data in our database implies that such Data result as accessible by telematics means from all the offices of our Company in the world.

c) The provision of the Data to our company is optional, not mandatory. Refusal to provide such Data determines as a sole consequence the impossibility of inserting the Data in our global database and therefore shall prevent our Company to consider the Data of the Data Subject for job positions searched by the clients of our Company.

d) The Data shall be communicated to other offices of this Company or of other companies, also foreign, with the same associated. In this context the Data shall be made available abroad, also to countries out of the European Union, through information connections between this Company and said offices and associates companies.

The Data shall be communicated to companies and bodies potentially interested in the professional profile of the Data Subject, except for possible specific exclusions

Amsterdam
Atlanta
Barcelona
Beijing
Bogota
Boston
Brussels
Budapest
Buenos Aires
Chicago
Dallas
Dusseldorf
Frankfurt
Geneva
Hong Kong
Houston
Johannesburg
Leeds
London
Los Angeles
Madrid
Manchester
Melbourne
Mexico City
Miami
Milan
Minneapolis/St. Paul
Montreal
Munich
New York
Orange County
Paris
Philadelphia
Prague
Rio de Janeiro
Rome
San Francisco
San Mateo
Santiago
Sao Paulo
Shanghai
Singapore
Stamford
Stockholm
Stuttgart
Sydney
Tokyo
Toronto
Vienna
Warsaw
Washington, D.C.
Zurich

pointed out in writing by the same Data Subject. Such companies and bodies can be resident in Italy or in foreign countries, even out of the European Union.

- e) Section 7 of Legislative Decree No. 196 of June 30, 2003, grants to the Data Subject several rights that you should take into consideration. Among these, we remind you in short the following rights:
- having access to the register of the Italian Commission (Garante);
 - obtaining information about the data existing relating to you;
 - obtaining the erasure, blocking or updating, rectification or completion of the Data, as well as the statement that the operations have been notified to the subjects the data were communicated to;
 - objecting, on legitimate grounds, to the processing of such personal data;
 - objecting to the processing carried out for purposes of commercial information or advertising or market research.
- f) The Controller of the processing is Spencer Stuart Italia S.r.l., with registered office in Milan, Via Visconti di Modrone, 12.
Mrs Cinzia Cilia, domiciled for the assignment by the registered office of the Company, is the Processor of the data processing.