

PRODUCT	FAMILY	MODULE	PURPOSES OF DATA PROCESSING	LOCALISATION	DURATION OF PROCESSING	CATEGORIES OF PERSONNAL DATA (PD) PROCESSED	DATA SUBJECTS
TALENTIA HR ADMINISTRATION		Core HR	Human Resources Management	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life, employment data	Employees, interns, temporary workers of the Client
		Personnel administration	Payroll, training, interview, career management	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life, employment data	Employees, interns, temporary workers of the Client
		Onboarding	Human resources management that may include personnel administration	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life, employment data	Employees, interns, temporary workers of the Client
		Absence management	Management of leave, sick leave, analysis of absenteeism, planning of team absences.	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life, absence data (leave, illness)	Employees, interns, temporary workers of the Client
		Organizational chart	Human resources management that may include personnel administration	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life, absence data (leave, illness)	Employees, interns, temporary workers of the Client
		Virtual Assistant	Q&A, Conversational Navigation. Querying data in order to conversationally.	European Union	Conditioned by the manual erasure of the Client	Identification PD	Employees, interns, temporary workers of the Client
		Survey	Analyze and obtain ideas/figures from a survey launched on a topic or a general initiative.	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life, employment data	Employees, interns, temporary workers of the Client
		Social	Public interactions through comments	European Union	Conditioned by the manual erasure of the Client	Identification PD	Employees, interns, temporary workers of the Client
TALENTIA PAYROLL			Payroll Management, Personnel Administration Management and DSN Portal	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life	Employees, interns, temporary workers of the Client
TALENTIA HCM	Recruitment	Recruitment management	Management of internal mobility, movement of employees	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life	Employees, interns, temporary workers of the Client
	Talents	Performance management	Human resources management that may include training,	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life	Employees, interns, temporary workers of the Client
		Talent management	Talent management, decision-making-HR	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life	Employees, interns, temporary workers of the Client
		Continuous Feedback	Collection of individual informal comments sent or received for statistical purposes and integration of formal evaluation comments.	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life	Employees, interns, temporary workers of the Client
	Learning & Development	Succession and career planning	Data management to reduce the risk of key vacancies and predict replacements	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life	Employees, interns, temporary workers of the Client
		Training management	Management and administration of training provided to employees	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life	Employees, interns, temporary workers of the Client
		Learning Management System (LMS)	Analysis and administration of individual learning.	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life	Employees, interns, temporary workers of the Client
		Professionnal interviews	Analysis and administration of individual learning.	European Union	Conditioned by the manual erasure of the Client	Identification PD	Employees, interns, temporary workers of the Client
	Compensation	Salary analysis	Pay equity administration, both internal and external.	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life	Employees, interns, temporary workers of the Client
		Pay review	Monitoring of performance evaluation and salary analysis	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life	Employees, interns, temporary workers of the Client
TALENTIA REPORTING & ANALYTICS RH		HRi (Payroll et HCM)	Human Resources Management Reporting	European Union	Conditioned by the manual erasure of the Client	Identification PD (including national identification numbers), personal life, professional life	Employees, interns, temporary workers of the Client