



Dear ladies and gentlemen,

We would like to invite you to take part in the online seminar "**HR Start 2023: Personnel, Salaries and Work with Personal Data**", organised by ADVANT Beiten and Antal Talent. We will consider the following issues in the seminar:

1. Labour market 2023 - new planning horizons

- Recruitment plans for 2023
- Indexation of salaries
- HR budget 2023
- Supporting the emotional well-being of employees
- Challenges and major difficulties for HR in the new year

Speaker: Konstantin Bryauzov, General Director of Antal Talent

2. Evolution of outplacement: examples taken from actual practice

Speaker: Anastasia Kovaleva, Head of Consulting Services, Antal Talent

3. Personal data processing in 2023 - over time, across distance: new requirements and the timeframes that must be met

- Notices on the cross-border transfer of personal data — not much time left!
- Now the destruction of personal data is subject to compliance with the rules
- Leak notices: when and how, practice and liability
- Assessment of harm to personal data subjects: from low to significant
- No scheduled inspections, but preventive visits: what to prepare for and how to prepare

Speaker: Andrey Slepov, Partner and Head of the Labour and Migration Law Practice Group, ADVANT Beiten in CIS

Date and time: 20 January 2023, from 11:00 AM to 12:30 PM (Moscow time).

Language: Russian (no translation available).

Participation is free of charge. Please register by 18 January at the latest to confirm your participation by [clicking here*](#).

PLEASE NOTE: We will send you an e-mail confirming your registration and the link to join the online seminar. The online seminar will take place on Zoom.

If you registered for the online seminar, but have not received the link to join the seminar by 12:00 PM on 19 January 2023, please notify us by e-mail: marketingMOS@advant-beiten.com or by phone: +7 (495) 232 96 35.

* Pursuant to Federal Law No. 152-FZ dated 27 July 2006 "On Personal Data", by completing and sending the data webpage using the above link, I confirm that I give my consent to the operator OOO BEITEN BURKHARDT Rechtsanwaltsgesellschaft mbH (Germany), acting through the Representative Office of OOO BEITEN BURKHARDT Rechtsanwaltsgesellschaft mbH in Moscow, located at Turchaninov per, 6/2, 119034, Moscow, Russian Federation,

– to process my personal data (collect, record, systematise, accumulate, store, clarify (update, modify), extract, use, transfer to third parties, assign the processing of my personal data (including to the owner of the online platform for the holding of the event), delete, destroy, through the use of automation tools or without the use of such tools) for the registration of my participation in the online seminar.

My personal data in respect of which this consent is given include: surname, first name, gender, position, employment details, contact details (including telephone numbers, fax numbers and e-mail addresses), postal address. I undertake not to provide the personal data of third parties.

This consent is issued for a period of 1 month. I am aware that OOO BEITEN BURKHARDT Rechtsanwaltsgesellschaft mbH (Germany), acting through the Representative Office of OOO BEITEN BURKHARDT Rechtsanwaltsgesellschaft mbH in Moscow, will only process the data if this is required for a specific purpose, and may request that I extend my consent to the processing after the expiry of 1 month to ensure that it complies with my intentions.