



**jeitosa** — [zhay-taw-za] (Brazilian Portuguese) adj. agile, skillful, adroit, clever, innovative, solution-oriented



Ireland



France



China

**Knowledgeable, Experienced Global Experts to address your Data Privacy Needs**

**Compliance Options for Importing European HR Data**

- **Safe Harbor:** voluntary adherence to seven privacy principles in a program with FTC oversight
- **Model Contracts:** implementation of privacy protections specified in a set of standard contractual clauses
- **Binding Corporate Rules:** a worldwide corporate privacy code approved by European data protection authorities
- **Employee Consent:** a limited option, useful only in contexts where consent is freely-given, specific and informed

**Jeitosa's Services**

Jeitosa offers a variety of services to help you meet your data privacy needs:

- Educational workshops & presentations
- Assessment of current policies & practices
- Identification of regulatory requirements
- Risk assessments & mitigation strategies
- Development of compliance strategies
- Assistance with Safe Harbor certification
- Implementation of model contracts
- Assistance with EU notification requirements
- Requirements for privacy & info security
- Development of policies & procedures
- Creation of programs, guides & resources
- Project management for privacy projects
- Awareness & training programs
- Development of audit programs
- Monitoring of global privacy developments

**Data Privacy Compliance**

- Guides you in selecting the right privacy compliance option for your organization
- Identifies areas of potential risk and develops mitigation strategies
- Develops a comprehensive data privacy strategy to protect your organization

**GLOBAL EXPERTS IN DATA PRIVACY & PROTECTION**

Comprehensive data protection laws in 44 countries, coupled with a growing body of targeted state and federal privacy laws in the U.S. are forcing HR organizations to create, implement and sustain data privacy compliance programs. The launch of a project to build a global HR system or database typically brings compliance needs to a head, with management of data privacy requirements soon being recognized as part of the critical path to project success.

Jeitosa's advisors have over 25 years experience helping dozens of companies, ranging from small-to-medium-sized businesses to Global Fortune 50 firms, meet data privacy challenges. Meeting the requirements of European privacy laws, with their strong restrictions on transborder data transfers, is usually a top priority for HR project teams. Jeitosa's privacy experts can help you understand and evaluate the major compliance options. Our services are structured to provide a step-by-step process that allows you to understand the issues, determine a course of action, and implement solutions to ensure you achieve and remain in compliance. We help you find a cost-effective approach to privacy compliance best suited to your corporate objectives, operations, and culture.

**Nations with Omnibus Privacy Laws**

Jeitosa's Global Data Privacy approach helps companies develop a comprehensive strategy to data privacy and protection that ensures compliance with legislation around the world.

| European Union |             |             |                |
|----------------|-------------|-------------|----------------|
| Austria        | Finland     | Lithuania   | Slovakia       |
| Bahamas        | France      | Luxembourg  | Slovenia       |
| Belgium        | Germany     | Malta       | Spain          |
| Bulgaria       | Greece      | Netherlands | Sweden         |
| Cyprus         | Hungary     | Poland      | United Kingdom |
| Czech Republic | Ireland     | Portugal    |                |
| Denmark        | Italy       | Romania     |                |
| Estonia        | Latvia      | Russia      |                |
| Elsewhere:     |             |             |                |
| Argentina      | Guernsey    | Japan       |                |
| Australia      | Hong Kong   | Jersey      |                |
| Canada         | Iceland     | New Zealand |                |
| Chile          | Isle of Man | Norway      |                |
| Dubai          | Isreal      | Switzerland |                |

## Our People

### Knowledgeable, Collaborative, Committed

...transnational network of over 50 consultants across more than 20 countries, averaging 15 years of experience in human resources, financials, and information technology solutions, including:

#### DON HARRIS

##### Senior Global Data Privacy Advisor



...known worldwide as an HR data privacy expert, author, and speaker, Don is a past recipient of IHRIM's Summit Award. He was the founder of IHRIM's Data Privacy Special Interest Group and is currently leading a coalition of ten US and Canadian organizations, developing a process to identify and promote good HR data privacy practices. Don holds a PhD from Columbia University and an MBA from New York University.

#### SCOTT BLACKMER

##### Senior Global Privacy Counsel



...internationally recognized authority on privacy and information security law and regulation. Scott holds a JD from UC Berkeley and has been involved in counseling and transactions for corporate operations in more than 100 countries. He is fluent in English and French, and is listed in World's Leading Technology, Media & Telecommunications Lawyers.

#### IAN TURNBULL

##### Canadian Privacy Advisor / VP, Canada



... a 30 years practitioner and consultant with extensive global frontline experience in HRM and HR systems, payroll, finance and information systems. Ian has published numerous articles and books, including Privacy in the Workplace: The Employment Perspective. Past-chairman of IHRIM and CCHRA, he also received The President's Award from IPMA for his outstanding contributions.

#### KAREN BEAMAN

##### CEO / Founder / Global Advisor



...widely recognized as a global HR industry guru and business leader, Karen has built and led many global teams for Fortune 500 companies. She is Editor-in-Chief of the IHRIM Journal and has published four books. In 2002, she was honored with IHRIM's Summit Award for her lifetime achievements in the field of HR systems. She is fluent in English, German, French, and Portuguese.

## Our Experience – Your Advantage

Many of the world's greatest companies have turned to Jeitosa Group International to help with their global business needs. Committed to excellence and total satisfaction, we help our clients expand their own capabilities, guaranteeing the results of all we do. Here are a few examples of our projects:

#### Project Profile: Aerospace Company — Data Privacy Assessment and Strategy

Designed and carried out a worldwide risk assessment, leading to the development of a three-tiered compliance strategy, by guiding the company in certifying for Safe Harbor, including privacy policy revision, implementation of notification requirements in Europe, revision of vendor contracts, and delivery of educational and training sessions.

#### Project Profile: Healthcare Organization — Global Employee Privacy Program

Developed a global employee privacy policy and designed the program and resources needed to implement the policy on a worldwide basis; guided the company in becoming the first major multi-national employer to certify for Safe Harbor; conducted benchmarking on training and privacy impact assessments, and developed laptop security and data retention policies.

#### Project Profile: Medical Products Organization — Safe Harbor Certification and Training

Started with a level-setting educational workshop, developed a model contract to meet an immediate compliance need of a French subsidiary, and guided the company with Safe Harbor certification; created training modules, developed a privacy policy, and assisted European units in updating and completing notifications to data protection authorities and employees.

### WHY WE'RE DIFFERENT

**Experts:** Research-based knowledge, best practice sharing, and real-world experience

**Agile:** Innovative and flexible solutions to address modern, complex business problems

**Global:** Transnational approach, meeting local needs, bringing global results

**Mentors:** Knowledge transfer to make you stronger and better than when you started

### OUR COMMITMENT

...strengthening your capabilities, leaving you more aligned, more aware, more effective

## Jeitosa Strategic Enterprise Business Services Issue-Focused, Strategically-Aligned, Goal-Oriented



### CONTACT US

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