Your privacy at Career Bootcamp

This policy explains how Career Bootcamp handles personal data when you visit our website, request a Career Reality Check, subscribe to our newsletter, book a Career Strategy Session, receive our offers or get in touch.

Clients of our programmes receive a programme notice as well, which adds the details of their coaching.

Version 1.1 · valid from **15 November 2026**· replaces version 1.0 of 14 October 2026

01 WHO IS RESPONSIBLE

Controller	Career Bootcamp GmbH, Bachtobelstrasse 13, 8123 Ebmatingen, Switzerland (registered office), UID CHE-226.642.721. CBC Coaching Hub: Restelbergstrasse 49, 8044 Zurich
Your contact	Michael Schmidt, Founder and Owner
Laws that apply	The Swiss Federal Act on Data Protection (FADP). If you live in the European Union or EEA, the EU General Data Protection Regulation (GDPR) applies as well.
Scope	www.career-bootcamp.net and its subdomains, our Career Reality Check, our newsletter and offers, our advertising, our social media pages and the messages you send us.
Clients	ELEVATE and EXECUTIVE clients receive a programme privacy notice at onboarding. Where it is more specific, it takes precedence over this policy.

02 WHAT WE COLLECT AND WHY

SITUATION	DATA	WHY WE USE IT	LEGAL BASIS
Visiting the website	IP address, browser, device, pages visited, date and time	To run the website securely and fix errors	Legitimate interest
Essential cookies	Cookies set by Wix that the site needs to work	To make the website work and keep it secure	Legitimate interest
Analytics and marketing cookies	Cookie and device identifiers, pages visited, and whether a visit led to a booking or a request	To measure whether our advertising works and to show our ads to people who visited us	Your consent in the cookie banner. Nothing is set before you accept
Newsletter	Email address, name if given, whether you open or click our emails	To send you our newsletter	Your consent, withdrawn at any time by the unsubscribe link
Career Reality Check	Your answers to eight questions, the CV you upload, your LinkedIn profile address, name, email, and the report we send you	To prepare your personal report and send it to you, normally within 24 hours	Steps before a contract, at your request; for any sensitive details in your CV, your explicit consent given at upload
Career Strategy Session	Name, email, phone, your answers to our booking questions, notes from the call	To schedule and prepare the call and, if you wish, to talk about a programme that fits	Steps before a contract, at your request

AI notice: Career Bootcamp uses AI tools to support preparation and drafting, in line with the EU AI Act transparency principles. A person reviews every output. No automated decisions are made about you.

SITUATION	DATA	WHY WE USE IT	LEGAL BASIS
Our offers by email and WhatsApp	Name, email, mobile number, which offers you received and opened	To tell you about our own programmes, events and publications	Your consent, withdrawn at any time by the unsubscribe link or by replying STOP
Our ads on LinkedIn and Meta	Your email address and phone number in hashed form	So that LinkedIn and Meta can show our ads to you, or leave you out of them	Your separate consent, withdrawn at any time by a message to us
Employer funding requests	Name and business contact details of the person at your employer, invoice details	To answer the request and issue the invoice	Steps before a contract; contract
Enquiries and messages	What you send us by email, phone, WhatsApp or social media	To answer you	Legitimate interest; steps before a contract
Our social media pages	Your interactions with our pages on LinkedIn, Instagram and Facebook	To communicate with you and to read page statistics	Legitimate interest. For page statistics, Meta and LinkedIn are jointly responsible with us

Every consent is voluntary and separate. You can use our website, request a Career Reality Check and book a Career Strategy Session without agreeing to offers or to advertising.

We do not collect special categories of data on purpose. If your CV or a message contains them, we use them only for the purpose you sent them for.

03 WHO SEES YOUR DATA

Within Career Bootcamp, only the people who need it for the task: Michael M. Schmidt and where a task needs it, our coaches and our technology partners, all bound by confidentiality.

Our marketing partners have no access to personal data or contact lists. We never sell personal data.

One exception applies only to people who gave the separate advertising consent: we ourselves upload their email address and phone number to LinkedIn and Meta in hashed form, so that these platforms can match them to an account. Nobody else receives these lists, and we remove a contact within 30 days after consent is withdrawn.

04 THE TOOLS WE USE

These providers process data on our behalf and only on our instructions. Some are based in the United States or Israel. For the United States we rely on the Swiss-US and EU-US Data Privacy Framework where the provider is certified, and otherwise on the standard contractual clauses recognised by the FDPIC and the European Commission. Switzerland and the EU recognise Israel as providing adequate protection.

TOOL	WHAT WE USE IT FOR	PROVIDER AND DATA LOCATION
Wix	Website hosting, forms, cookie banner	Wix.com Ltd., Israel, with servers in the EU and USA
Lovable	Hosting of our booking, testimonial and programme comparison pages on subdomains	Lovable Labs Incorporated Delaware, Lovable Labs Sweden AB, Regeringsgatan 25, 111 53 Stockholm, Sweden, stated cloud hosting in EU, US, APAC does not move across regions by default
Calendly	Booking Career Strategy Sessions	Calendly LLC, USA
Zoom	Online calls	Zoom Communications Inc., USA
Fireflies.ai	Note taker in calls, only with your consent at the start	Fireflies, USA
Google Workspace	Email, calendar, documents	Google, Ireland and USA
Google Ads	Measuring whether an ad led to a booking or a request; showing our ads. Only after your consent in the cookie banner	Google Ireland Ltd., Ireland, and Google LLC, USA
Meta Ads, LinkedIn Campaign Manager	Showing our ads; matching hashed contact data of people who gave the advertising consent [	Meta Platforms Ireland Ltd., Ireland and USA; LinkedIn Ireland Unlimited Company, Ireland and USA
Close	Contact and enquiry records	Close, USA
Stripe	Card payments for our programmes	Stripe Payments Europe, Ireland, and Stripe Inc., USA
Bexio	Invoicing and bookkeeping	bexio AG, Switzerland
WhatsApp, Superchat	Messages; our messaging inbox	Meta Platforms Ireland and USA; Superchat, Germany
Claude, Perplexity	Drafting, analysis and research support, on business plans	Anthropic PBC and Perplexity AI Inc., USA. Business terms exclude training on our data
Make	Automations that move data between the tools above	Make (Celonis group), Czech Republic (EU)

05 HOW WE USE AI

Last reviewed: 15 November 2026. We review this section every six months.

For the Career Reality Check, AI tools help us read your answers and your CV against a fixed set of criteria and prepare a draft of your report. A person at Career Bootcamp reviews the report before it is sent. The report is information for you. It makes no decision about you, and no employer receives it.

Your CV and your answers are not published, shared or sold, and are not used to train any AI model.

We use AI tools only on business plans whose terms exclude training on our data. A person at Career Bootcamp reviews anything we send you that AI helped to prepare.

No chat or messaging channel of ours answers you automatically with AI. If that changes, the assistant will say that it is AI at the start.

06 COOKIES AND ADVERTISING

Essential cookies. Our website runs on Wix, which sets the cookies the site needs to work and stay secure. These do not need your consent.

Analytics and marketing cookies. When you first visit, a cookie banner asks for your choice. Until you accept, no analytics or marketing cookie or tag is set. If you accept, Google Ads records whether a visit that came from one of our ads led to a booking or a request, and may show our ads to you again.

Changing your choice. You can change or withdraw your choice at any time through the link "Cookie settings" in the footer of every page. Refusing has no effect on what you can do on our website.

Ads based on your contact data. Separately from cookies, and only if you gave the advertising consent described in section 02, we upload your hashed email address and phone number to LinkedIn and Meta. You can withdraw this consent at any time by writing to info@career-bootcamp.net.

07 HOW LONG WE KEEP YOUR DATA

DATA	RETENTION
Website logs	As set by Wix, usually a few weeks
Analytics and marketing cookies	13 months at most, or until you withdraw your choice
Newsletter; offers by email and WhatsApp	Until you unsubscribe or withdraw your consent
Contact data in advertising audiences on LinkedIn and Meta	Until you withdraw your consent; removed within 30 days after that
Career Reality Check: answers, CV, LinkedIn address and report	90 days after we send the report, unless you become a client
Enquiries, Career Strategy Session notes, contact records	24 months after our last contact
Contracts, invoices, payment records	10 years, as Swiss accounting law requires (Art. 958f CO)

08 YOUR RIGHTS

You may at any time, free of charge, and with an answer within 30 days:

- see the data we hold about you and receive a copy;
- correct what is wrong and delete what we no longer need;
- take your data with you in a common electronic format;
- object to processing based on our legitimate interest, and to any use of your data for advertising;
- withdraw any consent. This works for the future and does not affect what was done before.

Write to info@career-bootcamp.net.
You may also complain to the FDPIC in Bern (www.edoeb.admin.ch) or, if you live in the EU, to the data protection authority of your country.

09 SECURITY, MINORS AND CHANGES

Access is limited to the people who need it and protected by individual logins and two factor authentication where the tool offers it. If a breach puts your data at risk, we inform the FDPIC and, where required, you, without delay. Our services are meant for adults; we do not knowingly collect data from anyone under 18. We publish any change to this policy here, with a new version date.