

[APAC Entities](#)**RECRUITMENT DATA PROTECTION NOTICE**

Effective: 25 May 2021

I. INTRODUCTION

One or more of the entities set out in [Appendix B](#) (being the legal entity/ies to which the applicant is applying) (the “Company”) has prepared this Recruitment Data Protection Notice (“Notice”) to outline their practices regarding the collection, use, storage, transfer and other processing of individually identifiable information collected from or about Applicants (“Personal Data”). “Applicant” means any individual who submits Personal Data or about whom Personal Data has been acquired in order to be considered for an actual or potential job vacancy or who attends or applies to attend a career event.

In the event this Notice is provided to an Applicant in a language other than English, any discrepancy, conflict or inconsistency between the two language versions shall be resolved in favor of the English version (subject to applicable law).

II. PERSONAL DATA COLLECTION AND PURPOSES OF USE

Good recruitment and talent management practices and the effective running of our business require the Company to collect, use, store, transfer and otherwise process certain Personal Data.

The Company collects Personal Data that is directly relevant to its business, required to meet its legal obligations, or otherwise permissible to collect under applicable law. Listed in [Appendix A](#) of this Notice are the categories of Personal Data that we collect and the purposes for which we use the data that we collect except where restricted by applicable law. We receive Personal Data from you and from other sources, such as referees, background check providers and public sources.

We collect and process Personal Data about you: (i) because we are required or permitted to do so by applicable law, (ii) because such information is necessary for the performance of your future contract of employment if successful at recruitment stage or in order to take steps at your request prior to entering into that contract, (iii) because such information is of particular importance to us and we have a specific legitimate interest under applicable law to process it (iv) where public interest requires it, (v) where the Personal Data is necessary for the establishment, exercise or defence of legal claims, or (vi) where necessary to protect the vital interests of you or another person.

The Company does not use the Personal Data of any Applicant for direct or indirect marketing purposes, except where the Company obtains the Applicant's express consent to do so and provides the Applicant with the subsequent right to object at any time and at no charge to the use of Personal Data for direct or indirect marketing purposes. However, non-essential cookies are collected on some sites that the company uses. Please refer to the following [policy](#).

Sensitive personal data

The Company may collect and process certain special or other significant categories of Personal Data ("Sensitive Personal Data") about Applicants where required by applicable law, where necessary for the establishment, exercise or defence of legal claims, or, where necessary, the Applicant has provided explicit consent. Subject to applicable law, the Company may process information about:

- physical and/or mental health for the purposes of addressing potential workplace health, safety and accommodation issues and assessing absence data during the recruitment process
- criminal charges/convictions or unlawful behaviour for recruitment and pre-employment screening purposes and for the assessment of registration and licensing requirements
- Data related to sexual orientation, race and/or ethnic origin, gender, gender identity and gender expression, physical and/or mental health for purposes of reporting on diversity and inclusion statistics, complying with government reporting requirements, and/or other legal obligations
- biometric data, such as fingerprints and iris scans, for the purposes of electronic identification, authentication and corporate security, at secured Company premises

PERSONAL DATA ABOUT OTHER INDIVIDUALS

If an Applicant provides the Company with Personal Data about other individuals (e.g., individuals listed by Applicants as referees), it is the Applicant's responsibility to inform such individuals of their rights

(see Sections VII and IX) and to obtain their explicit consent, where necessary under applicable law, to the processing (including transfer) of that Personal Data as set out in this Notice.

MEANS OF COLLECTION AND USE

During and in connection with the recruitment and talent identification process and in order to be considered for actual and potential job vacancies the Company may collect Personal Data directly from Applicants through the completion and submission of online application forms and profiles, through resumes or curricula vitae, or through interviews or other communications (both verbally and in writing) with Applicants. The Company may also collect Personal Data from other sources, including specialist third party providers of recruitment services, career or professional social networking sites, and publicly available sources. Personal information will be collected to the extent permitted by applicable law and as appropriate for the actual or potential job vacancy or career event for which the Applicant is seeking to be considered.

Collection, use, processing, disclosure or international transfer of Personal Data may be by automated or manual means, including by hard-copy or soft-copy documents or other appropriate technology.

III. COOKIES

Non-essential and essential cookies are collected on some websites and mobile applications that the company uses. Please refer to the following policy.

IV. DATA STORAGE AND ACCESS BY COMPANY PERSONNEL

The Company maintains an automated record of the Personal Data of the Applicant. The Company may also maintain hard-copy records on Applicants. The Company maintains these records in a secure environment including in the Company's HR Information System and other applicant tracking systems. Personal Data may be stored in the Applicant's home jurisdiction and/or in other jurisdictions in which the Company has operations.

Where permitted by applicable law, access to Personal Data is restricted to those individuals who need such access for the purposes listed in [Appendix A](#), including but not limited to members of the Human Resources Department and the managers involved in the recruitment process, and to authorized representatives of the Company's internal control functions such as Compliance, Chief Administrative Office, Information Security, Corporate Security, Audit and Legal. Access may also be granted, on a strict need-to-know basis, to others where permitted by applicable law.

V. DISCLOSURE

Given the global nature of the Company's activities, the Company may (subject to applicable law and for the purposes described in this Notice) transmit Personal Data, including Sensitive Personal Data, to other Bank of America affiliates or operations located in other jurisdictions, including the United States or other jurisdictions where data protection laws may not provide an equivalent level of protection to the applicable law in the Applicant's home jurisdiction. The Company will take all reasonable measures to protect Personal Data, including Sensitive Personal Data. A list of affiliates belonging to the Bank of America Corporation group is available upon request.

The Company may disclose in accordance with applicable law relevant Personal Data to certain third parties in connection with the provision of services to the Company. Where the processing of Personal Data is delegated to a third party data processor, such as those listed in [Appendix A](#), the Company will delegate such processing in writing, will choose a data processor that provides sufficient guarantees with respect to technical and organisational security measures, such as data protection and information security requirements, governing the relevant processing and will ensure that the processor acts on the Company's behalf and under the Company's instructions.

Personal Data also may be disclosed, where permitted by applicable law, in connection with a corporate restructuring, sale, or assignment of assets, merger, divestiture, or other changes of the financial status of the Company or any of its subsidiary or affiliated companies. Personal Data also may be released to protect the legitimate interests of the Company (unless this would prejudice the rights and freedoms or interests of the Applicant), or in the Company's judgement to comply with applicable legal or regulatory obligations and regulatory inquiries or requests.

VI. INTERNATIONAL TRANSFERS OF PERSONAL DATA AND SENSITIVE PERSONAL DATA

To the extent permitted by applicable law and as appropriate to achieve the purposes described in this Notice, Personal Data may be disclosed by the Company as follows:

- Given the global nature of the Company's activities, the Company may (subject to applicable law) transmit Personal Data, including Sensitive Personal Data, to other Bank of America affiliates or operations located in other jurisdictions, including the United States or other jurisdictions where data protection laws may not provide an equivalent level of protection to

the applicable law in the Applicant's home jurisdiction. The affiliates belonging to the Bank of America Corporation group are listed at the link below. The listing is available upon request. http://legal.bankofamerica.com/client/lines_business/cso_subsidary_listings.asp?which=A.

- The Company may, in accordance with applicable law, disclose relevant Personal Data to certain third parties in connection with the provision of services to the Company. Where the processing of Personal Data is delegated to a third party data processor, such as those listed in [Appendix A](#), the Company will delegate such processing in writing, will choose a data processor that provides sufficient guarantees with respect to technical and organizational security measures, such as data protection and information security requirements, governing the relevant processing and will ensure that the processor acts on the Company's behalf and under the Company's instructions.
- Personal Data also may be disclosed, where permitted by applicable law, in connection with a corporate restructuring, sale, or assignment of assets, merger, divestiture, or other changes of the financial status of the Company or any of its subsidiary or affiliated companies. Personal Data also may be released to protect the vital interests of Applicants, to protect the legitimate interests of the Company (unless this would prejudice the rights and freedoms or interests of the Applicant), or in the Company's judgment to comply with applicable legal or regulatory obligations and regulatory inquiries or requests.

VII. SECURITY

The Company maintains appropriate technical and organisational measures designed to protect against unauthorised or unlawful processing of Personal Data and/or against accidental loss, alteration, disclosure or access, or accidental or unlawful destruction of or damage to Personal Data.

VIII. ACCESS, PORTABILITY, RECTIFICATION AND SUPPRESSION, LIMITATION AND RESTRICTION OF PROCESSING AND ACCURACY OF PERSONAL DATA

Applicants are entitled to access Personal Data held about them (with the exception of any documents that are subject to legal privilege, that provide Personal Data about other unrelated individuals, or that otherwise are not subject to data subject access rights). Any Applicant who wishes to access his/her Personal Data or (where permitted under applicable law) request portability of their data should contact

a member of the Global Talent Acquisition group using the contact information set out in **Section XI** below.

To the extent required by applicable law, Applicants have the right to have inaccurate data corrected or removed (at no charge to the Applicant and at any time).

To assist the Company in maintaining accurate Personal Data, Applicants must ensure they keep their Personal Data up to date on the Company's online recruitment system or by informing the Global Talent Acquisition group via: internationaltalentacquisitionoperations@bankofamerica.com. In the event that the Company becomes aware of any inaccuracy in the Personal Data it has recorded, it will correct that inaccuracy at the earliest practical opportunity.

To the extent available under applicable law, Applicants may also have the following rights (including but not limited to):

- to request a copy of Personal Data held by the Company (as part of an access request above);
- to request further information or complain about the Company's practices and processes regarding their Personal Data;
- to object to, withdraw consent to restrict or request discontinuance of collection, use, disclosure and other processing of their Personal Data as described in this Notice and to request deletion of such Personal Data by the Company.

For all enquiries, Applicants should contact a member of the Global Talent Acquisition group using the contact information set out in **Section XI** below. Under applicable law, in certain circumstances, the Company may be exempt from or entitled to refuse the above requests or rights. Certain additional terms and conditions may be applicable to process requests or rights, such as requiring communications to be in writing or requiring proof of identity.

IX. MODALITIES OF THE PROCESSING AND DATA RETENTION

The processing of Personal Data is carried out with the aid of manual and electronic tools.

The Company will maintain your Personal Data for as long as it is required to do so by applicable law or for as long as necessary for the purpose(s) of use and processing in Section II, whichever is longer

("Initial Retention Period"). With the exception of the countries listed below, if your application is unsuccessful your Personal Data will be retained for an Initial Retention Period of 6 months.

In addition the Company will, with your consent, retain your Personal Data after the expiry of the Initial Retention Period in its talent management database so that it may contact you with details of suitable positions that arise and which may be of interest to you. If you do not wish the Company to retain your Personal Data in its talent management database after the expiry of the Initial Retention Period you may request that your Personal Data be deleted. You may make this request at any time, but your request will not be actioned until the Initial Retention Period has expired. With the exception of the countries listed below, if your application is unsuccessful, unless you do not consent to your Personal Data being retained by the Company in its talent management database or you subsequently request that your Personal Data be deleted, your Personal Data will be retained for a total of 2 years after the date of last recorded contact with you.

Any maximum storage term set forth by applicable law will prevail. The Company will delete Personal Data after the applicable retention period.

If your application is successful, your application is retained as part of your personnel record.

X. OTHER RIGHTS AND CONSEQUENCES

To ensure good recruitment and talent management practices and the effective running of the Company's business, it is mandatory for the Company to collect, use, store, transfer and otherwise process the Personal Data marked with an asterisk in [Appendix A](#) (unless otherwise indicated during the application process). It is voluntary for Applicants to provide other types of Personal Data and information about themselves.

To the extent available under applicable law, Applicants have the right to object to the collection, use, storage, transfer or other processing of Personal Data as described in this Notice, the right to withdraw consent to or request discontinuance of collection, use, storage, transfer or other processing of Personal Data as described in this Notice, and to request deletion of such Personal Data. However, objections to the collection, use, storage, transfer or other processing of Personal Data, withdrawals of consent, requests for discontinuance and requests for deletion may affect the Company's ability to consider an

Applicant for an actual or potential job vacancy or career event and to process a related application for employment to the extent that the purposes set out in this Notice cannot be achieved.

Any Applicant who wishes to object to the collection, use, storage, transfer or other processing of Personal Data as described in this Notice, to withdraw consent, to request discontinuance or to request deletion should contact a member of the Global Talent Acquisition group using the contact information set out in **Section XI** below.

Under applicable law, in certain circumstances, the Company may be exempt from or entitled to refuse the above requests or rights. Certain additional terms and conditions may be applicable to process requests or rights, such as requiring communications to be in writing or requiring proof of identity.

XI. QUESTIONS

Should any Applicant have any questions, concerns or complaints about this Notice, please contact a member of the Global Talent Acquisition group via:

internationaltalentacquisitionoperations@bankofamerica.com

The Company will make every effort to resolve any questions, concerns or complaints promptly and in accordance with applicable law.

You may have the right to lodge a complaint with the Data Protection Authority in your country.

In certain countries, if you have additional queries about the way in which the Company processes your Personal Data more broadly) you may contact your local Data Protection Officer using the following contact details:

For APAC countries: connect.dpo@bofa.com

XII. CHANGES TO THIS NOTICE

The most up-to-date Notice is posted to the Bank of America Careers Website.

XIII. JURISDICTION-SPECIFIC CLAUSES

Korea: You acknowledge that this Notice and Declaration of Consent is designed to be read and understood together with any accompanying Korea-specific forms. The Company may collect and process certain special or other significant categories of personal data (“Sensitive Personal Data”) about you where required by applicable law, where necessary for the establishment, exercise or defence of

legal claims or, where necessary, when you have provided explicit consent. Subject to applicable law, the Company may process information about your race or ethnicity, criminal history data, passport numbers, driver's licenses or other official national identifiers, and biometric data inclusive of data collected through technical means such as fingerprints and iris scans.

Philippines and Singapore: To the extent required by applicable law, certain authorized individuals may exercise the rights mentioned in Section VII on behalf of a deceased Applicant. In furtherance of data protection and security, the Company may apply additional terms and conditions to process requests or rights made by individuals other than the deceased Applicant, such as requiring proof of legal authority to validly act on behalf of the deceased Applicant. Authorized individuals that seek to exercise these rights may contact a member of the Human Resources Department using the contact information set out in [Section XI](#).

Taiwan: See Annexures 1 and 2 for a list of the relevant standard purposes of use and types of personal data as prescribed by the Ministry of Justice.

Appendix A

The Categories of Personal Data We May Collect, Use, Transfer and Disclose, unless restricted by applicable law:

- **Recruitment/Applicant information:** Employment history*; Employer name*; language(s) spoken*; previous compensation*; Pre-employment references, voice and video recording
- **Employment and Job Information:** Job title and/or position and description of responsibilities/duties*; location; band/seniority; department; line and sub-line of business; local Company entity name; employment dates; supervisor/manager/team lead name and contact information
- **Personal Demographic Information:** Gender; date and place of birth; name (including birth surname and any other former names)*; family/marital status
- **Diversity and Inclusion:** gender, gender identity, gender expression, socio-economic background
- **Visa/ Citizenship Details:** Work eligibility status; entitlement to residency*; nationality, citizenship; passport details; visa details; National ID, social insurance number or other tax identifier number
- **Contact Details:** Address, telephone, email details* and emergency contact details
- **Expenses:** Bank account details
- **Applicant Administration:** Applicant tracking records and query management records*; voice recording and video recording; Reference letters; query management records
- **Absence Data:** Absence details e.g. sickness
- **Attendance Data:** Working Time Directive Details
- **Physical Security and Life Safety Data:** Swipe card entry data; CCTV; photograph (Security ID Card where applicable); accident and incident reporting; Biometrics
- **Compensation:** Compensation information (including base salary, market rates, incentive payment(s), stock options information and allowances)
- **Education and Training:** Academic and educational record*, professional qualifications* and memberships; professional training*
- **Regulatory Data (where applicable):** Licenses and certifications*; financial or other regulatory registration*
- **Technical information:** Including username, passwords , and device-related information such as IP addresses

- **Sensitive Personal Data:** Information regarding physical and/or mental health* (if required to make reasonable adjustments in the Recruitment Process), sexual orientation, race and/or ethnic origin, criminal charges/convictions or unlawful behaviour for recruitment and pre-employment screening purposes and for assessment of registration and licensing requirements, biometric data, such as fingerprints and iris scans, for the purposes of electronic identification, authentication and corporate security, at secured Company premises

* Personal Data marked with an asterisk in this Section is mandatory for Applicants to provide to the Company (unless otherwise indicated during the application process). It is voluntary for Applicants to provide other types of Personal Data and information about themselves. Some of the personal data listed above may be shared, collected, used, transferred and/or disclosed in-line with country specific laws/regulations at offer stage.

The Purposes For Which We May Collect, Use, Transfer And Disclose Personal Data:

- **Recruiting activities, talent management, succession planning, expense management and general administration** e.g. event management materials, keeping your application data on file, communication with Applicants about any actual or potential job vacancy or career event, conduct of interviews, consideration of eligibility for selection as candidate for employment, offer approval and Corporate Alumni program for previous employees.
- **Authentication/identification of Applicants**
- **Human resources information systems (“HRIS”) and application support and development**
- **Information technology and information security support** (including anti-spam and virus protection, and cyber security monitoring)
- **Diversity and inclusion data analysis** (certain Diversity & Inclusion Data is used on a personally identifiable basis, for talent management, succession planning, and training and conference opportunities. Diversity & Inclusion Data, and other Personal Data, is used on an aggregated basis for reporting and promotions)
- **Management of internal business operations** (internal business processes such as data analysis, monitoring, testing and audits)
- **Complying with applicable government reporting and other applicable and foreign law requirements** (including the requirements of the US Sarbanes-Oxley Act or other applicable internal control regulations and in such areas as immigration, tax or statutory financial regulation) and other legal obligations
- **Defending, preparing for, participating in and responding to potential legal claims, investigations and regulatory inquiries** (all as allowed by applicable law)

The Categories Of Unaffiliated Third Parties With Whom We May Share Personal Information:

- **Professional Advisors:** Accountants, auditors, lawyers, and other outside professional advisors in all of the countries in which the Company operates
- **Service Providers:** Companies that provide products and services to the Company in the countries in which the Company operates, such as human resources services and recruitment; expense management, relocation services IT systems suppliers and support; reception and security, catering and logistics services providers, translation services, third parties assisting with event organising and marketing activities, medical or health practitioners, and other service providers. Where appropriate, the Bank will offer and receive reasonable assistance from third parties (such as service providers) in order to respond to data subject access requests
- **Public and Governmental Authorities:** Entities that regulate or have jurisdiction over the Company in the countries in which the Company operates, such as regulatory authorities, law enforcement, public bodies, licensing and registration bodies, judicial bodies and third parties appointed by such authorities
- **Parties Related to a Corporate Transaction:** A third party in connection with any proposed or actual reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of the Company's business, assets or stock (including in connection with any bankruptcy or similar proceedings), e.g., stock exchanges and business counterparties

Appendix B

Country	Legal Entity
China	BA ELECTRONIC DATA PROCESSING (GUANGZHOU) LTD.
	BANK OF AMERICA, NATIONAL ASSOCIATION - BEIJING BRANCH
	BANK OF AMERICA, NATIONAL ASSOCIATION - GUANGZHOU BRANCH
	BANK OF AMERICA, NATIONAL ASSOCIATION - SHANGHAI BRANCH
	MERRILL LYNCH INTERNATIONAL, LLC - BEIJING OFFICE
	MERRILL LYNCH INTERNATIONAL, LLC - SHANGHAI OFFICE
Hong Kong	BANK OF AMERICA SECURITIES ASIA LIMITED
	BANK OF AMERICA, N.A. - HONG KONG BRANCH
	MERRILL LYNCH (ASIA PACIFIC) LIMITED
India	BANK OF AMERICA SECURITIES INDIA LIMITED
	BANK OF AMERICA NATIONAL ASSOCIATION - INDIA
	BA CONTINUUM INDIA PRIVATE LIMITED
Indonesia	BANK OF AMERICA, N.A – CABANG JAKARTA
	PT MERRILL LYNCH SEKURITAS INDONESIA
Japan	BANK OF AMERICA, NATIONAL ASSOCIATION - TOKYO BRANCH
	BANK OF AMERICA SECURITIES JAPAN CO. LIMITED
South Korea	BANK OF AMERICA, NATIONAL ASSOCIATION - 서울지점
	MERRILL LYNCH INTERNATIONAL, LLC – 서울 지점
Malaysia	BANK OF AMERICA MALAYSIA BERHAD
	PERSATUAN KEBANGSAAN, BANK OF AMERICA - CAWANGAN LABUAN
	MERRILL LYNCH MALAYSIAN ADVISORY SDN. BHD.
Philippines	BANK OF AMERICA, NATIONAL ASSOCIATION - MANILA BRANCH
Singapore	BANK OF AMERICA, N.A. - SINGAPORE BRANCH
	MERRILL LYNCH (SINGAPORE) PTE. LTD.
	MERRILL LYNCH GLOBAL SERVICES PTE. LTD.
	MERRILL LYNCH MARKETS SINGAPORE PTE. LTD.
Taiwan	BANK OF AMERICA, NATIONAL ASSOCIATION - 台北分行
	MERRILL LYNCH SECURITIES (TAIWAN) LTD.
Thailand	BANK OF AMERICA, N.A. - BANGKOK BRANCH;
	MERRILL LYNCH SECURITIES (THAILAND) LIMITED

Annexure 1

Relevant Standard Purposes for Personal Data Protection Act as prescribed by Ministry of Justice

Code	Purpose Type	目的項目
(001)	personal insurance	人身保險
(002)	human resources management	人事管理
(003)	arrival, departure and immigration	入出國及移民
(031)	national health insurance, labor insurance, farmers insurance, national pension insurance or other social insurances	全民健康保險、勞工保險、農民保險、國民年金保險 或其他社會保險
(059)	the collection, process and use by financial service enterprises according laws and regulations and for the need of financial supervision	金融服務業依法令規定及金融監理需要，所為之蒐集 處理及利用
(060)	financial dispute resolution	金融爭議處理
(061)	financial supervision, management and examination	金融監督、管理與檢查
(063)	the collection, process and use of personal information by non-government agency for fulfillment of regulatory obligations	非公務機關依法定義務所進行個人資料之蒐集處理及 利用
(064)	health and medical services	保健醫療服務
(069)	contractual, quasi-contractual or other legal	契約、類似契約或其他法律關係事務
(090)	consumer and customer management and services	消費者、客戶管理與服務
(104)	billing management and credit transaction business	帳務管理及債權交易業務
(114)	labor administration	勞工行政

(120)	tax administration	稅務行政
(129)	accounting and relevant services	會計與相關服務
(136)	information (tele-) communication and database management	資 (通) 訊與資料庫管理
(137)	information (tele-) communication security and management	資通安全與管理
(150)	auxiliary and back-office supporting management	輔助性與後勤支援管理
(154)	credit checks	徵信
(157)	investigation, statistics and research	調查、統計與研究分析

Code	Purpose Type	目的項目
(166)	securities, futures, securities investment trust	證券、期貨、證券投資信託及顧問相關業務
(168)	passport, visa, and verification documents processing	護照、簽證及文件證明處理
(173)	the supervision and management of target enterprises by other government agencies	其他公務機關對目的事業之監督管理
(177)	other financial management business	其他金融管理業務
(181)	other business conducted under the business registration items or organizational articles of incorporation	其他經營合於營業登記項目或組織章程所定之業務
(182)	other advisory and consulting services	其他諮詢與顧問服務

Annexure 2

Relevant Data Types for Personal Data Protection Act as prescribed by Ministry of Justice

Code	Data Type	資料項目
1. Identification category 識別類		
(C001)	for identification of individual	辨識個人者
(C002)	for identification of finance	辨識財務者
(C003)	for identification in government	政府資料中之辨識者
2. Characteristic category 特徵類		
(C011)	individual description	個人描述
(C012)	description of bodies	身體描述
(C014)	characteristic – the comment or opinion on characteristic, etc	個性 - 例如:個性等之評述意見
3. Household status 家庭情形		
(C021)	household status	家庭情形
(C023)	details of other members in the family	家庭其他成員之細節
(C024)	other social relations – friend, colleague and other non-family relationship etc	其他社會關係 - 例如:朋友、同事及其他除家庭以外之關係等
4. Social status 社會情況		
(C031)	residence and facilities	住家及設施
(C032)	properties	財產
(C033)	immigration status	移民情形
(C034)	travel and other transportation details	旅行及其他遷徙細節
(C035)	recreational activities and interests – the hobbies, sports and other entertainments, etc	休閒活動及興趣 - 例如:嗜好、運動及其他興趣等
(C038)	occupation	職業
5. Education, examination and election, techniques or other professions 教育、考選、技術或		
(C051)	academic records	學校紀錄
(C052)	qualification or techniques	資格或技術
(C053)	occupational group member qualification	職業團體會員資格
(C054)	occupational expertise	職業專長
(C057)	record of students (members) and examination takers	學生 (員)、應考人紀錄
6. Employment status 受僱情形		
(C061)	current employment status	現行之受僱情形
(C062)	employment history	僱用經過
(C063)	jobs leaving history	離職經過
(C064)	work experiences	工作經驗
(C065)	work, travel and attendance records	工作、差勤紀錄

