Privacy policy.

What personal data we collect, why, who sees it, how long we keep it and the rights you have.

In force since 15 November 2026

Arcolabs OÜ, registry code 17587452, Sepapaja tn 6, 15551 Tallinn, Estonia · hello@testee.ai

Arcolabs OÜ (registry code 17587452, Sepapaja tn 6, 15551 Tallinn, Estonia) runs testee, a platform companies use to run structured AI interviews and review the results. This policy explains how we handle personal data on testee.ai, in the dashboard and in the interview pages.

Who decides about your data depends on who you are. For people who use the dashboard and for visitors of this site, we are the controller. For candidates, the company that invited you is the controller and we process your data on its behalf.

Who is responsible.

- **Team users and visitors.** Arcolabs OÜ is the controller. Contact for anything about your data, including the person responsible for data protection: hello@testee.ai.
- **Candidates.** The company that invited you is the controller of your interview data. It relies on steps toward a job contract with you or on its legitimate interest in hiring, not on your consent: what you accept before the interview confirms you were told how the AI interview works. Camera and screen recording run only with your consent. You can stop the interview at any time and ask the company to erase your data. We act as its processor under a data processing agreement and only on its instructions. Requests about your interview go to that company; if you write to us, we pass them on.

What we collect.

We collect only what the service needs.

- **Account.** Your name, email address, the sign-in method you use (email and password, Google, LinkedIn or your organization's single sign-on), and your organizations, companies and roles.
- **Referrals.** If you open a colleague's referral link before you sign up: its code and when you opened it, kept with your account until your first organization is created (a referral counts for 30 days), so the organization that referred you gets its credit.
- **Security.** If you turn on two-factor authentication, its secret is held by our sign-in provider, never in our databases. Creating a workspace, asking for a verification email, and this site's sample interview, demo requests and waitlist use Cloudflare Turnstile to keep bots out.
- **Use of the dashboard.** What you create and do: interviews, invitations, comments, decisions, notification settings and the audit log of changes in your company.
- **Assistant.** Your messages to the dashboard assistant and the page data it uses to answer.
- **Feedback on the AI.** If you rate an assistant answer or a generated interview draft: your thumbs up or down, the reasons and comment you add, your name, and a copy of the question and answer, or of the job description or role title the draft came from. We also note how much of a generated draft your team changed before publishing it.
- **Push notifications.** If you turn on push notifications on a device: the push address your browser gives that device and its keys, a short label such as "Chrome on Android" (never the full user agent), and when it was added and last used.
- **Billing.** The billing contact's name and email, billing address, tax ID and payment method. For monthly and yearly plans you enter them on Stripe's pages, and Stripe, our reseller, holds this data as its own controller under Link's privacy policy (link.com/privacy) and shares with us only what we need to show your plan and invoices, never full card numbers. For Enterprise, we keep the billing details of the contract for its invoices.
- **Messages to us.** What you send through the contact form or by email.
- **Waitlist.** Your first name and email if you join the waitlist before we launch.
- **Sample interview.** If you try the sample interview on this site: your voice or typed answers and their transcript, without your name or email. They're sent to OpenAI to run the conversation, never analyzed or scored, and erased a day after they start (within about 25 hours).

- **Site statistics.** When you visit this site, the dashboard or an interview page, Plausible Analytics counts the visit: the page, the site that referred you, your browser, operating system and device type, the country your IP address points to, and a few steps by name, such as starting a sign-up or finishing an interview. Page addresses reach it without ids, invitation links or query details, so it can't tell which company, interview or candidate a page was about. Your IP address and browser details are used only to compute a visitor identifier that changes every day and are never stored. No cookies, nothing stored on your device, no tracking across sites, and nothing at all in an interview embedded on a company's website; we see only totals.
- **Technical data.** Server logs with request ids, times and errors. Our load balancer and servers also log each request's IP address, browser user agent, page address and status, kept 30 days to keep the service secure. We don't store IP addresses or user agents with interview sessions. The interview pages load their code editor, whiteboard and fonts from our own servers, not from third-party file hosts.
- **Candidates' interview data (on the company's behalf).** Name and email from the invitation; the interview's audio and transcript; answers to quizzes, code, whiteboard drawings, written answers and review comments; integrity signals such as tab switches and paste sizes (never their content); camera and screen recordings only if the company turned recording on and you agreed; your optional feedback after the interview (ratings and comments).

We don't collect special categories of data on purpose, and the AI never assesses emotion, accent, fluency, personality or any protected characteristic.

Why we use it.

- **To provide the service (contract).** Accounts, interviews, results, notifications and support.
- **To keep it secure (legitimate interests).** Bot protection, access checks, logs and the audit log.
- **To bill (contract and legal obligation).** Subscriptions, invoices and tax records.
- **To send service emails (contract).** Sign-in codes, invitations, notifications you chose and notices about your account.
- **To send push notifications (consent).** Only to the devices where you turned them on, and only the kinds you chose. Turn them off on the device, in your notification settings or in the

browser.

- **To send product news and offers (consent or legitimate interests).** Only if you haven't turned them off. Every such email has an unsubscribe link.
- **To tell you when testee launches (consent).** Only if you joined the waitlist. Every such email tells you how to unsubscribe.
- **To keep bots out of the sample interview, demo requests, the waitlist, verification emails and new workspaces (legitimate interests).** When you press one of those buttons, Cloudflare Turnstile checks that you're a person. It only secures the service you asked for, so it needs no consent.
- **To understand how testee is used (legitimate interests).** Visit statistics, such as which pages people read, how many start a sign-up and how many interviews are finished, to improve this site, the dashboard and the interview pages. For candidates too, we are the controller of these totals, not the company that invited them. Nothing is stored on your device for it and no one is identified, so it needs no consent; object at any time at hello@testee.ai.
- **To let you try the product (legitimate interests).** The sample interview on this site, after you agree to its terms.
- **To run interviews for a company (processor).** Conduct the interview, transcribe it, analyze how answers covered the company's expectations and show the results to its team.
- **To improve testee from candidates' feedback (legitimate interests).** If you send feedback after an interview, the hiring team sees it, and our staff read it (the ratings, your answer about technical problems and your comment), linked to the interview but never to your name or email, to improve the interview experience. For this use we are the controller, as the form says when you send it; the company allows it in its agreement with us. We never use it about you, never share it outside our staff and never train AI models with it. It's deleted with the rest of your interview data. Object at any time at hello@testee.ai, and we stop using your feedback.
- **To improve the assistant and interview generation (legitimate interests).** If you rate an assistant answer or a generated draft, our staff read the rating with what it was about, as the form says when you send it. A thumbs down also reaches our staff's chat, with your company's name only. We use it only to improve the AI, never about anyone it mentions; where the copied answer mentions a candidate, the company allows this use in its agreement with us.

The AI's coverage report supports people; it never makes a hiring decision. The company's team reviews every result and decides.

Who we share it with.

We don't sell personal data and don't share it for advertising. We use these sub-processors, each bound by a data processing agreement:

- **Google Cloud and Firebase.** Hosting, databases, storage and messaging, in the European Union. Sign-in accounts (Google Identity Platform) and server logs are on Google's global infrastructure.
- **Cloudflare Turnstile.** Bot protection when you create a workspace, ask for a verification email, or start the sample interview, request a demo or join the waitlist on this site. It gets your IP address and signals from your browser and connection, never what you type. Cloudflare also uses these signals, as its own controller, to improve its bot detection, never for advertising.
- **OpenAI.** The voice interviewer, transcription, analysis, interview generation and the dashboard assistant. Data sent through the API isn't used to train OpenAI's models; OpenAI keeps it for up to 30 days to detect abuse, then deletes it.
- **Anam.** The real-time video avatar of the AI interviewer, only when the company turns it on (Enterprise). It receives the AI interviewer's voice and the candidate's connection data (such as the IP address), never the candidate's microphone or camera, and keeps no recording or transcript.
- **Resend.** Sending emails, and keeping the waitlist.
- **Plausible Analytics.** Visit statistics for this site, the dashboard and the interview pages, in the European Union (Germany). It gets page addresses without ids, invitation links or query details, and your IP address and browser details only to count unique visitors; it stores neither.
- **Stripe.** Subscriptions to the monthly and yearly plans. Stripe is our reseller for them: it sells the plan to you and is an independent controller of the payment data. Enterprise doesn't go through Stripe: we invoice it directly under the contract.
- **Upstash.** The counters behind our rate limits, in the European Union (Belgium). It gets counts under keys hashed with a secret key that stays with us (made from IP addresses

and account, invitation and session ids), never names, emails or content; each counter expires within two days.

When a company connects its own tools (an applicant tracking system, Slack, webhooks or the API), data goes to those tools on the company's instruction, under the company's own agreements with them. The current list is on the Trust page.

Push notifications reach your device through its browser's push service (Google, Apple, Mozilla or Microsoft). The service sees the device's push address, never the message: it is encrypted end to end and names no one.

Transfers outside the EU.

Our databases and files are stored in the European Union. Some sub-processors (OpenAI, Resend, parts of Stripe and, for the video avatar, Anam) process data in the United States, and Google's sign-in and logging services run on its global infrastructure. These transfers rely on the EU–US Data Privacy Framework where the provider is certified, and on the European Commission's Standard Contractual Clauses otherwise, with extra safeguards such as encryption in transit. For data from the United Kingdom, the UK Extension to the Data Privacy Framework or the UK Addendum to those clauses applies.

How long we keep it.

- **Accounts.** Until you delete your account (Account → Delete account), which takes effect at once.
- **Organizations and companies.** Until they're deleted; deletion completes after a 7-day grace period in which it can be canceled.
- **Candidates' data.** As the company sets it: by default, a candidate with no activity for 365 days is erased, and interview audio and recordings are deleted 180 days after the interview. A company can keep them for up to 10 years where the law asks it to keep hiring records longer.
- **The AI system's log.** For each interview we keep a log of how the AI system ran: ids, the models and prompt versions used, statuses and times, and when people reviewed the result; never names, emails, answers, transcripts, scores or the decision. The EU AI Act

requires us to keep it for at least six months. We delete it 190 days after its last entry; from 2 December 2027, when that duty applies, it stays that long even after the rest of a candidate's data is erased.

- **Assistant conversations.** 90 days after their last message.
- **Feedback on the AI.** 90 days after you last change it, and earlier with the assistant conversation it's about or your account.
- **Push devices.** Until you turn push off on the device, remove it, sign out there or don't use it for 90 days, and at the latest when your account is deleted.
- **Waitlist.** Until you unsubscribe or ask us to delete it, and at most a year after the launch.
- **Messages to us.** Contact form messages and demo requests: 365 days.
- **Sample interviews.** Erased a day after they start.
- **Logs.** 30 days. The audit log: 365 days.
- **Site statistics.** Kept only as totals; the daily visitor identifier can't be linked to you after the day ends.
- **Billing records.** As long as accounting and tax law requires: 10 years, the longest period an EU member state sets.

Your rights.

Under the GDPR and similar laws you can:

- Access your data and get a copy (Account → Download my data in the dashboard).
- Correct it, or have it deleted.
- Restrict or object to processing based on legitimate interests.
- Take your data to another service (portability).
- Withdraw consent at any time, for example by unsubscribing from emails.
- Not be subject to a decision based solely on automated processing: in testee, people make every hiring decision.

Write to hello@testee.ai. We answer within a month. Candidates' requests are answered by the company that invited them, which the dashboard gives the tools to export and erase a candidate's data.

You can also complain to a data protection authority. Ours is the Estonian Data Protection Inspectorate (Andmekaitse Inspektsioon, www.aki.ee); you can also go to the authority where you live or work.

If you live in the United States.

We don't sell or share personal information for cross-context behavioral advertising, and we don't use sensitive personal information to infer characteristics about you. Residents of California and other states with privacy laws have the rights to know, delete and correct their personal information and to not be discriminated against for using them; ask us as above.

Companies hiring in places with laws on AI in hiring (New York City's Local Law 144, the Illinois AI Video Interview Act and others) are responsible for the notices, consents and audits those laws require. testee shows the AI notice and records consent before every interview.

Cookies and storage.

This site stores one cookie: your theme choice (light, dark or system). The dashboard and interview pages use browser storage to keep you signed in, and the dashboard one cookie with the interface language you picked, so its pages open in it. A referral link's code is kept in this tab's session storage while you browse this site, and in the dashboard's browser storage until you create your organization. During a bot check, Cloudflare Turnstile may set strictly necessary cookies on its own domain (challenges.cloudflare.com), to tell people from bots. We use no advertising, analytics or tracking cookies. The visit statistics (Plausible) work without cookies and store nothing on your device.

Two things on this site come from Google and load only when you ask for them: the product video plays from YouTube's privacy-enhanced mode when you open it, and the demo booking calendar is Google Calendar's page, shown after you send the demo form. Google may then store data in your browser under its own privacy policy.

Children.

testee is a service for businesses and isn't meant for children. Companies may not invite candidates who are under 16, or under the age of employment where they hire.

Changes to this policy.

When we change this policy, we publish the new version here with the date it applies from, and we email account holders about significant changes before they apply.

Contact us.

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