

Data Processing Agreement (DPA)

Last Updated - April 22, 2026

This Data Processing Agreement ("DPA") forms part of the Master Service Agreement or Terms of Service (the "Agreement") between TestnHire (the "Processor") and the entity purchasing the services (the "Controller").

Definitions

"Candidate Data" means any personal data of job applicants or employees processed by TestnHire on behalf of the Controller.

"Data Protection Laws" means the General Data Protection Regulation (GDPR), the Indian Digital Personal Data Protection Act (DPDPA), and any other applicable privacy laws.

"Sub-processor" means any third-party service provider engaged by TestnHire to perform processing activities (e.g., cloud hosting).

Scope and role

The parties agree that for the purpose of the Talent Assessment services, the Client is the Data Controller (deciding who takes the test) and TestnHire is the Data Processor (providing the platform to conduct the test).

Obligations of the Processor

TestnHire agrees to:

- **Processing instructions:** Process Candidate Data only on the documented instructions of the Controller.
- **Confidentiality:** Ensure that all personnel authorized to process Candidate Data are committed to confidentiality.
- **Security:** Implement appropriate technical and organizational measures (TOMs) to protect data against unauthorized access or breach (see Annex 2).
- **Sub-processors:** Only engage Sub-processors who provide the same level of data protection as set out in this DPA (see Annex 3).
- **Data subject rights:** Assist the Controller in responding to requests from Candidates (e.g., requests to delete scores or access data).
- **Breach notification:** Notify the Controller without undue delay (and in any event within 72 hours) after becoming aware of a personal data breach.

Data deletion

Upon termination of the Agreement or upon written request by the Controller, TestnHire shall delete or return all Candidate Data within 30 days, unless legal obligations require continued storage.

Annex 1: Details of processing

Subject matter: Provision of online talent assessment, skill testing, and AI-driven candidate evaluation services.

Duration: The term of the Agreement plus the period until all data is deleted.

Nature / purpose: To allow the Controller to evaluate the professional skills and suitability of Candidates for employment.

Categories of data subjects: Job applicants, candidates, and employees of the Controller.

Types of personal data:

- **Identification:** Name, email, phone number, LinkedIn profile.
- **Professional:** Resume details, work experience, skill sets.
- **Assessment data:** Test scores, answer logs, coding samples, psychometric profiles.
- **Proctoring data:** IP addresses, browser fingerprints, and (if enabled) webcam snapshots or video snippets for anti-cheating measures.

Annex 2: Technical and organizational measures (TOMs)

TestnHire maintains the following security standards:

- **Encryption:** All data is encrypted at rest using AES-256 and in transit via TLS 1.2+.
- **Access control:** Strict "least privilege" access. Multi-factor authentication (MFA) is mandatory for all TestnHire administrative access.
- **Data isolation:** Logical separation of data ensuring that one Client's candidate data is never accessible to another Client.
- **Vulnerability management:** Regular automated scans and annual third-party penetration testing.
- **Backups:** Daily encrypted backups with a tested disaster recovery plan.

Annex 3: Authorized sub-processors

Entity name	Purpose	Location
Amazon Web Services (AWS)	Cloud infrastructure and hosting	India / EU (region-specific)
SendGrid	Transactional emails (test invites)	USA
OpenAI API	AI-based subjective answer grading	USA (zero data retention)
Stripe	Subscription billing	USA / global

This DPA is pre-signed by TestnHire. By using the Service and agreeing to the Terms of Use, the Controller accepts this DPA in its entirety.

On behalf of TestnHire:

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