

AI Transparency Card — AI Interview Analyzer

AI Interview Analyzer

Provider:	AI Interview Analyzer Sp. z o.o.
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Classification:	PUBLIC
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Version: 0.7.0 | **Date:** March 14, 2026 | **Classification:** High-risk AI (EU AI Act, Annex III, Area 4a)

What Is This System?

AI Interview Analyzer helps recruiters evaluate job interviews. It transcribes recordings, scores candidates against recruiter-defined criteria, and drafts feedback — all as **recommendations for human review**. It does **not** make hiring decisions.

AI at a Glance

AI models	GPT-5.4 / GPT-5.2 / GPT-5.2-chat (Azure OpenAI), Azure Speech Services. Models are updated as newer versions become available.
Data residency	EU only (Azure West Europe / Sweden Central)
Training on your data	No — Azure OpenAI does not use customer data for training
Makes hiring decisions?	No — advisory only, recruiter decides
Analyzes emotions/personality?	No
Analyzes accent/gender/age?	No
Automated reject/accept?	No

How AI Is Used (5 Steps)

Step	What happens	AI service	Human control
1. Transcribe	Audio → text	Azure Speech	Recruiter can edit transcript
2. Parse	Text → Q&A structure	GPT	Automatic (internal step, not visible to recruiter)
3. Evaluate	Q&A → scores + evidence	GPT	Recruiter reviews all scores
4. Feedback	Scores → professional text	GPT	Recruiter edits before sending
5. Anonymous feedback	Evaluation → dev tips for candidate	GPT × 2 (generate + validate)	AI safety guardrail; candidate opt-in

What We Evaluate — and What We Don't

We DO evaluate:

- Technical knowledge (based on recruiter criteria)
- Problem-solving ability (against specific questions)
- Communication clarity (substance of answers)
- Any recruiter-defined criterion with a clear definition

We do NOT evaluate:

- Personality type or "cultural fit"
- Emotional state or tone of voice
- Accent, gender, age, or ethnicity
- Physical appearance or body language
- Anything not explicitly defined as a criterion by the recruiter

Safety Measures

Measure	Details
Evidence-based scoring	AI scores are supported by evidence references from the transcript
Anti-bias design	Candidate names excluded from evaluation; substance over style
Anonymous feedback safety	3-layer protection: architectural isolation + 349 adversarial tests (100% safe) + AI guardrail
Transparency	Consent page, emails, and UI clearly state AI involvement
Testing	333 automated tests + 349 safety tests

Data Protection

Legal basis	Explicit candidate consent (GDPR Art. 6(1)(a))
Data retention	Configurable per organization (default 12 months from decision date, all data deleted together); overridable per candidate
Candidate rights	Access, deletion, portability, objection, explanation
Encryption	AES-256 at rest, TLS 1.2+ in transit
Certifications	Azure: ISO 27001, SOC 2, GDPR

Known Limitations

1. **Transcription accuracy** varies with audio quality, accents, and background noise
2. **Scoring may vary ±1 point** between runs (inherent to AI language models)
3. **AI may very rarely cite evidence not exactly matching the transcript** — recruiter verification recommended
4. **Verbal content only** — non-verbal communication is not assessed
5. **Evaluation quality depends on the specificity of recruiter-defined criteria**

Compliance

Regulation	Status
EU AI Act (2024/1689)	Compliant — Art. 8-15, 17, 47
GDPR (2016/679)	Compliant — consent, retention, rights, DPA

Full documentation available: Technical Documentation, Risk Assessment, QMS, EU Declaration of Conformity, User Documentation.

Contact

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This card provides a simplified overview. For full details, see the User Documentation and Technical Documentation.