

AEDT BIAS AUDIT - PHENOM

Prepared by
ConductorAI in
accordance with NYC
Local Law 144

AEDT Covered - Phenom
Fit Score Gen 1

Summary of Findings:

The audit results shown below were produced on 02/16/2025, for Phenom, regarding their use of the following tools: Phenom Fit Score Gen 1.

This bias audit does not represent ConductorAI’s or Phenom’s opinion that Phenom Fit Score Gen 1 is an automated employment decision tool (AEDT). The purpose of the audit is to analyze Fit Score Gen 1 as if it were an AEDT to enable compliance with NYC Local Law 144.

The audit below was performed on historical data from multiple employers that used the Phenom platform from 01/01/2024 to 12/31/2024. Phenom provided the data to the independent auditor ConductorAI.

The dataset provided by Phenom included jobs distributed across the United States, multiple employers, multiple job families, and distinct talent pools for each job. As a result, the initial scores have been normalized across all job types to produce final scores that are comparable across the entire dataset for the purposes of this audit. This normalization process created a final score for a candidate by multiplying their initial score by the median score of the dataset divided by the median score of their job type.

It is the independent auditor's opinion that the provided data is representative, and “Scoring Rate” is most appropriate for assessment. Scoring Rate is the percentage of candidates within a given group whose score is above the median score of the entire dataset. This median score across all candidates is 1.689. After normalization, the median score across all candidates was .5. Impact Ratio is calculated by dividing the Scoring Rate of a given group by the highest Scoring Rate within the category.

The dataset given to ConductorAI consisted of 8,246,336 candidates. 668,666 candidates had sex data but unknown race data. 321,903 candidates had race data but unknown sex data.

Audit Results

Sex Categories			
	# Of Applicants	Scoring Rate	Impact Ratio
Male	3857754	48%	0.98
Female	4066679	49%	1.00

Race/Ethnicity Categories			
	# Of Applicants	Scoring Rate	Impact Ratio
Hispanic or Latino	708708	48%	0.90
White	2568477	46%	0.87
Black or African American	1658176	51%	0.96
Native Hawaiian or Pacific Islander	21312	47%	
Asian	2171088	53%	1
Native American or Alaska Native	47283	41%	
Two or More Races	402657	50%	0.94

Native American, and Native Hawaiian applicants make up less than 2% of the dataset. Their results have been excluded

Intersectional Categories					
	Sex	Race/Ethnicity Categories	# Of Applicants	Scoring Rate	Impact Ratio
Hispanic or Latino	Male		349128	48%	0.89
Hispanic or Latino	Female		354142	49%	0.91
Non-Hispanic or Latino	Male	White	1251380	46%	0.86
Non-Hispanic or Latino	Male	Black or African American	613247	50%	0.93
Non-Hispanic or Latino	Male	Native Hawaiian or Pacific Islander	10452	48%	0.90
Non-Hispanic or Latino	Male	Asian	1246329	53%	0.99
Non-Hispanic or Latino	Male	Native American or Alaska Native	22245	41%	
Non-Hispanic or Latino	Male	Two or More Races	168678	49%	0.92
Non-Hispanic or Latino	Female	White	1290614	46%	0.87
Non-Hispanic or Latino	Female	Black or African American	1036580	52%	0.97
Non-Hispanic or Latino	Female	Native Hawaiian or Pacific Islander	10448	46%	0.87
Non-Hispanic or Latino	Female	Asian	906597	54%	1
Non-Hispanic or Latino	Female	Native American or Alaska Native	24363	45%	
Non-Hispanic or Latino	Female	Two or More Races	224699	51%	0.94

Native American, and Native Hawaiian applicants make up less than 2% of the dataset. Their results have been excluded

AEDT BIAS AUDIT - PHENOM

Prepared by
ConductorAI on
accordance with NYC
Local Law 144

AEDT Covered - Phenom
Fit Score Gen 2

Summary of Findings:

The audit results shown below were produced on 02/16/2025, for Phenom, regarding their use of the following tools: Phenom Fit Score Gen 2.

This bias audit does not represent ConductorAI’s or Phenom’s opinion that Phenom Fit Score Gen 2 is an automated employment decision tool (AEDT). The purpose of the audit is to analyze Fit Score Gen 2 as if it were an AEDT to enable compliance with NYC Local Law 144.

The audit below was performed on historical data from multiple employers that used the Phenom platform from 01/01/2024 to 12/31/2024. Phenom provided the data to the independent auditor ConductorAI.

The dataset provided by Phenom included jobs distributed across the United States, multiple employers, multiple job families, and distinct talent pools for each job. As a result, the initial scores have been normalized across all job types to produce final scores that are comparable across the entire dataset for the purposes of this audit. This normalization process created a final score for a candidate by multiplying their initial score by the median score of the dataset divided by the median score of their job type.

It is the independent auditor’s opinion that the provided data is representative, and “Scoring Rate” is most appropriate for assessment. Scoring Rate is the percentage of candidates within a given group whose score is above the median score of the entire dataset. This median score across all candidates is 1.029. After normalization, the median score across all candidates was .5. Impact Ratio is calculated by dividing the Scoring Rate of a given group by the highest Scoring Rate within the category.

The dataset given to ConductorAI consisted of 594,915 candidates. 37,150 candidates had sex data but unknown race data. 17,948 candidates had race data but unknown sex data.

Audit Results

Sex Categories			
	# Of Applicants	Scoring Rate	Impact Ratio
Male	316489	50%	1.00
Female	260478	49%	0.995

Race/Ethnicity Categories			
	# Of Applicants	Scoring Rate	Impact Ratio
Hispanic or Latino	52913	50%	0.99
White	190782	51%	1
Black or African American	58714	49%	0.96
Native Hawaiian or Pacific Islander	1489	50%	
Asian	226931	49%	0.96
Native American or Alaska Native	2344	44%	
Two or More Races	24592	50%	0.98

Native American, and Native Hawaiian applicants make up less than 2% of the dataset. Their results have been excluded

Intersectional Categories					
	Sex	Race/Ethnicity Categories	# Of Applicants	Scoring Rate	Impact Ratio
Hispanic or Latino	Male		27912	50%	0.98
Hispanic or Latino	Female		24737	50%	0.97
Non-Hispanic or Latino	Male	White	104921	51%	0.99
Non-Hispanic or Latino	Male	Black or African American	28377	49%	0.96
Non-Hispanic or Latino	Male	Native Hawaiian or Pacific Islander	789	51%	
Non-Hispanic or Latino	Male	Asian	128567	49%	0.95
Non-Hispanic or Latino	Male	Native American or Alaska Native	1217	46%	
Non-Hispanic or Latino	Male	Two or More Races	12824	50%	0.98
Non-Hispanic or Latino	Female	White	84741	51%	0.99
Non-Hispanic or Latino	Female	Black or African American	30168	49%	0.95
Non-Hispanic or Latino	Female	Native Hawaiian or Pacific Islander	675	48%	
Non-Hispanic or Latino	Female	Asian	97618	49%	0.95
Non-Hispanic or Latino	Female	Native American or Alaska Native	1090	42%	
Non-Hispanic or Latino	Female	Two or More Races	11166	49%	0.96

Native American, and Native Hawaiian applicants make up less than 2% of the dataset. Their results have been excluded