Summary of Findings:

The audit results shown below were produced on 04/04/2024, for Phenom, regarding their use of the following tools: Phenom Fit Score.

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

The audit below was performed using historical data from between 01/01/2023 and 12/31/2023 gathered from multiple employers provided by Phenom 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 1.5863. 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 3,064,538 candidates. 232,786 candidates had sex data but unknown race data. 339,455 candidates had race data but unknown sex data.

Audit Results

Sex Categories			
	# Of Applicants	Scoring Rate	Impact Ratio
Male	1381130	49%	0.98
Female	1343953	50%	1.00

Race/Ethnicity Categories			
	# Of Applicants	Scoring Rate	Impact Ratio
Hispanic or Latino	277337	48%	0.91
White	914824	46%	0.88
Black or African American	619307	50%	0.94
Native Hawaiian or Pacific Islander	7300	48%	
Asian	863161	53%	1
Native American or Alaska Native	15989	41%	
Two or More Races	133834	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		115261	47%	0.88
Hispanic or Latino	Female		124233	49%	0.91
Non-Hispanic or Latino	Male	White	447732	46%	0.86
Non-Hispanic or Latino	Male	Black or African American	210001	50%	0.93
Non-Hispanic or Latino	Male	Native Hawaiian or Pacific Islander	3377	48%	0.90
Non-Hispanic or Latino	Male	Asian	488011	52%	0.97
Non-Hispanic or Latino	Male	Native American or Alaska Native	7907	37%	
Non-Hispanic or Latino	Male	Two or More Races	54879	49%	0.92
Non-Hispanic or Latino	Female	White	396093	57%	0.87
Non-Hispanic or Latino	Female	Black or African American	348817	50%	0.93
Non-Hispanic or Latino	Female	Native Hawaiian or Pacific Islander	3108	48%	0.89
Non-Hispanic or Latino	Female	Asian	348570	54%	1
Non-Hispanic or Latino	Female	Native American or Alaska Native	6780	42%	
Non-Hispanic or Latino	Female	Two or More Races	64203	51%	0.94

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