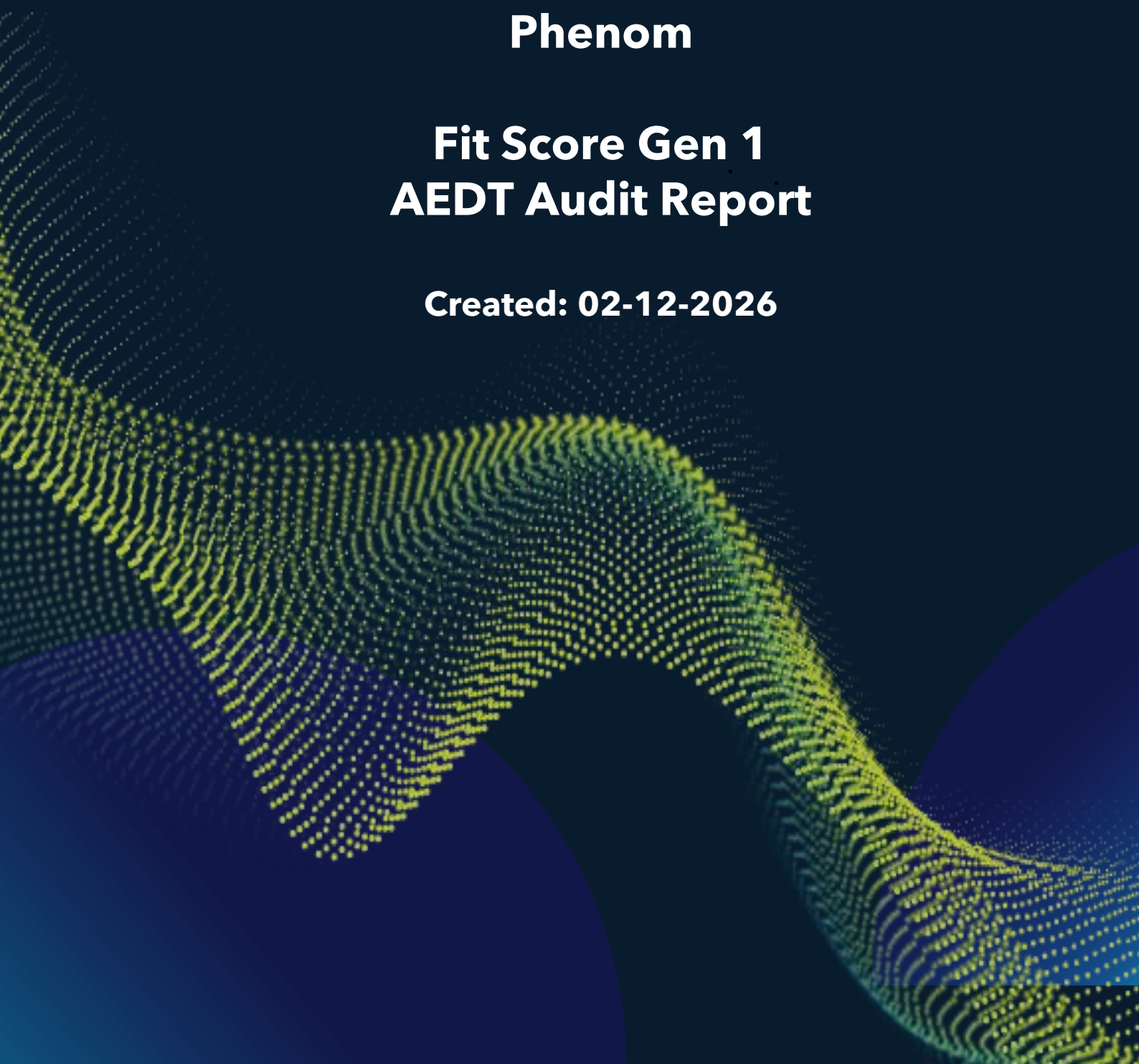


02-12-2026

# Phenom

## Fit Score Gen 1 AEDT Audit Report

Created: 02-12-2026



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# 1 | Summary of Findings

The results below were prepared as part of an audit produced on 02/12/2026 for Phenom. The independent auditor, Ildiro Analytics, completed the audit using a data set provided by Phenom.

Phenom's data comprised of 12,468,736 applications from candidates relating to 260,985 job postings for various professions. The candidates' self-reported ethnicities and genders were recorded in the data. 783,578 applications with "I do not wish to disclose" or "Other" for their recorded gender were removed from the data for the gender-only analysis. Similarly, 984,640 applications with "I do not wish to disclose" or "Other" for their recorded ethnicity were removed from the data for the ethnicity-only analysis.

This audit calculates the impact ratio of 5 of the race categories spelled out in the law. There are no "Native American or Alaska Native" or "Native Hawaiian or Pacific Islander" groups in our analysis as these groups fall below the minimum 2% threshold of the total candidate pool in this instance. The "Middle Eastern or North African" group present in the data is not spelled out in the law and also falls under the 2% threshold, so this was also not considered.

Phenom's AEDT model 'Fit Score Gen 1' calculates a 'FIT' score for each application. This audit determined the median 'FIT' score for each job posting which formed the basis of our selection criteria. A candidate was considered 'Selected' if their 'FIT' score was greater than the median 'FIT' score for that job.

The "Scoring Rate" is calculated as the percentage of candidates within a group who have been identified as having a 'FIT' score greater than the median. The Impact Ratio is calculated by dividing the scoring rate for a group by the maximum scoring rate within that category.

# 2 | Audit Results

Gender Categories				
	# of Applicants	# Selected	Selection Rate	Impact Ratio
Male	5,595,169	2,715,723	48.54%	0.97
Female	6,089,989	3,051,765	50.11%	1.00

Ethnicity Categories				
	# of Applicants	# Selected	Selection Rate	Impact Ratio
Asian	3,310,669	1,765,910	53.34%	1.00
Black or African American	2,314,361	1,163,660	50.28%	0.94
Two or more races	618,907	308,637	49.87%	0.93
Hispanic or Latino	1,010,542	484,848	47.98%	0.90
White	4,065,518	1,877,142	46.17%	0.87

Intersectional Categories						
		# of Applicants	# Selected	Selection Rate	Impact Ratio	
Hispanic or Latino	Male	459,710	214,105	46.57%	0.87	
	Female	482,541	235,575	48.82%	0.91	
Non/Hispanic or Latino	Male	White	1,849,412	826,800	44.71%	0.83
		Black	918,643	453,212	49.33%	0.92
		Asian	1,819,312	964,330	53.01%	0.99
		Two or more races	248,309	120,247	48.43%	0.90
	Female	White	2,103,357	997,646	47.43%	0.88
		Black	1,314,279	670,171	50.99%	0.95
		Asian	1,414,589	759,810	53.71%	1.00
		Two or more races	361,727	184,059	50.88%	0.95

### 3 | Conclusion

Based on the data provided and the impact ratios calculated across Gender, Ethnicity, and Intersectional categories, the auditor finds no evidence of algorithmic bias in the Phenom AEDT model 'Fit Score Gen 1'. All impact ratios exceed the generally accepted threshold of 0.80 and are in line with NYC Local Law 144 requirements. The system demonstrates consistent and equitable treatment across demographic groups.

### 4 | About Idiri Analytics

Idiro Analytics is a leading AI and data analytics company specializing in customized analytical solutions and seamless integration of machine learning (ML) and artificial intelligence (AI) into businesses. Idiri Analytics offers independent bias audits to evaluate the potential adverse impact of AI-enabled and automated tools on individuals based on gender, ethnicity, and other sensitive attributes. Our comprehensive audits provide valuable insights, ensure equitable and ethical AI implementation, and foster inclusivity in decision-making.

# Thank you.

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