02-12-2026

Phenom

Fit Score Gen 2
AEDT Audit Report

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Contents

1 | Summary of Findings 3
2 | Audit Results 3
3 | Conclusion 4
4 | About Idiro Analytics 4

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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, Idiro Analytics, completed the audit using a data set provided by Phenom.

Phenom's data comprised of 3,101,631 applications from candidates relating to 67,987 job postings for various professions. The candidates' self-reported ethnicities and genders were recorded in the data. 352,198 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, 234,775 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 2' 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	1,449,889	718,735	49.57%	1.00
Female	1,299,544	638,522	49.13%	0.99

Ethnicity Categories				
	# of Applicants	# Selected	Selection Rate	Impact Ratio
Asian	922,346	471,080	51.07%	1.00
Hispanic or Latino	291,915	146,723	50.26%	0.98
Two or more races	140,089	69,159	49.37%	0.97
Black or African American	507,543	246,697	48.61%	0.95
White	979,651	472,309	48.21%	0.94

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Intersectional Categories			# of Applicants	# Selected	Selection Rate	Impact Ratio
Hispanic or Latino		Male	100,559	49,029	48.76%	0.95
		Female	146,164	74,793	51.17%	1.00
Non/Hispanic or Latino	Male	White	431,104	206,491	47.90%	0.94
		Black	172,928	83,598	48.34%	0.94
		Asian	474,160	241,485	50.93%	0.99
		Two or more races	60,066	29,286	48.76%	0.95
	Female	White	480,496	232,738	48.44%	0.95
		Black	282,466	137,341	48.62%	0.95
		Asian	388,121	198,801	51.22%	1.00
		Two or more races	77,953	38,861	49.85%	0.97

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 2'. 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 Idiro 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. Idiro 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.

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Thank you.

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