

Hirevue · Combined Report

Independent auditor: Corymb

Tools audited: Hirevue competency-based interview and game package scoring algorithms

Audit conducted: July–August 2026

This document contains: The Summary of Results and all 32 competency reports issued to this employer: 18 covering all jobs and 14 covering Early Career

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Summary of Results

1. Scope and authority

This is an independent bias audit under New York City Local Law 144, conducted in accordance with the final rules published by the Department of Consumer and Worker Protection on April 6, 2023 (6 RCNY subchapter T).

Hirevue supplied historical data from several employers. A vendor-commissioned audit drawing on multiple employers' historical data is expressly permitted: § 5-302(a) allows employers to rely on a bias audit using other employers' data provided they contribute their own, FAQ § III.2 and § III.4 confirm this across employers and across differing positions, and FAQ § V.2 permits a vendor to commission an audit of its own tool.

Corymb has no employment or financial interest in Hirevue or in any of the contributing employers, and exercised independent judgment throughout. Every methodological decision was recorded and retained by the auditor.

2. What was audited

Hirevue's tools produce a score per competency, and each competency is scored by its own algorithm. Each competency is therefore treated as its own AEDT and audited separately. Two distinct scoring algorithms were provided by Hirevue, stemming from its two current platforms, HV4 and T2O, and these algorithms were analyzed separately as distinct AEDTs.

Cognitive Ability required a further split. Its scores come from game-based assessments, and different applicant populations were assessed with different game packages. A different package is a different algorithm, so Cognitive Ability is reported separately for each package, *Digitspan and Shapedance* and *Shapedance and Numerosity*, with the package named in the competency title.

3. Data

Stage	Records
Supplied by the vendor	108,066
After removing duplicate records	82,106
Analyzed	81,318

Deduplication removed three distinct things: byte-identical rows, the same assessment re-issued under a new identifier, and repeat assessments by the same candidate for the same job. The first two are export artifacts. For the third the earliest assessment was retained, so each applicant counts once per job. Where a candidate genuinely applied to more than one job, each application is counted, because each was a separate use of the tool.

Of the 81,318 analyzed records, 4,428 have no usable sex category and 4,987 no usable race or ethnicity category. These are reported beneath every table as required by § 5-301(b)(5) and are excluded from the calculations.

4. Method

Tiering. The tool sorts applicants into three tiers by percentile (bottom 1–33, middle 34–66, top 67–100) within each employer's use of the tool for each job. That creates two thresholds, and the law requires both to be examined: top and middle against bottom, and top against middle and bottom.

Selection rate and impact ratio. Because the tool assigns a classification rather than a score used directly for a decision, § 5-301(b) applies: the selection rate is the rate at which a category is assigned to the tiers above a threshold, and the impact ratio is that rate divided by the rate of the most-selected category.

Aggregation. Each employer's use of the tool for each job is analyzed separately, because normative samples and applicant pools differ and cannot be assumed equivalent. Results are then combined: applicant counts are summed, the selection rate is the share of that category's combined applicants who were selected, and impact ratios are averaged on a logarithmic scale, weighted by each employer's applicants in that category, so that a small employer cannot outweigh a large one. Consequently, the combined impact ratios cannot be recalculated from the combined selection rates, and may exceed 1.00.

Comparator. Within each table the comparator is the most-selected category among those with enough data across every contributing implementation. A group is eligible only if it clears the 2% test in every contributing implementation; further, given the option within groups that pass the 2% test but vary on whether sufficient data is available for statistically significant analyses, groups that passed that check were preferred.

5. Exclusions

§ 5-301(d) permits one exclusion: a category representing less than 2% of the data used for the audit may be excluded from the impact-ratio calculation. Across the batch this applies to 2,156 category rows. For each, the applicant count and the selection rate are published in the table, with the ratio shown as N/A, and each excluded category is named with its figures in that report's notes, as the rule requires.

The test is applied once per report, against that report's own data. Applying it implementation by implementation instead would make it a proportion of whatever implementation happened to be smallest, which admits a single applicant in a small sample while excluding hundreds in a large one.

No other suppression was applied. FAQ § III.9 states that where a category is excluded on the 2% ground, "the calculations must include all other categories." Accordingly, 294 category rows with very few applicants (i.e., two or fewer above or below a threshold) are reported in full and flagged, rather than suppressed.

6. Limitations

The law's categories cannot represent every applicant. 194 applicants identified as non-binary, transgender, or in their own terms. EEO-1 Component 1 recognises only male and female, so these applicants cannot appear in the required tables and are counted among those with unknown demographic information. 217 applicants identified as Middle Eastern or North African; OMB added that as a standalone federal category in 2024, but the EEOC has not adopted the revised standards and this law defines its categories by reference to EEO-1, so those applicants are reported as White.

Selection rates reflect thresholds, not decisions. Organizations differ in how, and whether, they use a score to make a hiring decision; some make none. Hirevue and the auditor agreed that competency scores, which underlie all scoring and are common across organizations, are the appropriate level for this audit. The rates here should not be read as any single employer's hiring outcomes.

About This Combined Report

Analysis Information

- Summary produced on: July 2026
- Data analyzed were drawn from applicants assessed between June 1, 2025 and June 1, 2026.

Purpose

New York City Local Law 144 requires employers using an automated employment decision tool to have that tool checked for bias every year. Each competency is scored by its own algorithm and is therefore audited as its own tool. This document brings together 18 such analyses covering all jobs and 14 covering Early Career, listed in the contents. Each one checks whether the tool selects candidates from different demographic groups at meaningfully different rates, using the impact ratio the law defines: the selection rate for a given group, divided by the selection rate of whichever group is selected most often.

Methodology

The law requires three comparisons: gender, race and ethnicity, and the intersection of the two. When results come from more than one employer using the same tool, we combine them into a single aggregate view. Applicant counts are summed across employers, the selection rate is the share of that category's combined applicants who were selected, and impact ratios are averaged on a log scale, weighted by each employer's applicants in that category, and then converted back. The aggregate impact ratios below cannot be recalculated directly from the aggregate selection rates in the same table, and methods built for a single employer cannot be applied to these combined values.

Not every competency here aggregates. Where a competency was assessed within a single employer's use of the tool for a single job, its results are not combined, and its heading reads "Hirevue Bias Audit Analysis" rather than "Hirevue Aggregate Bias Audit Analysis". The note about combined values appears beneath the tables of the aggregated competencies only, and applies to those competencies alone.

Selection rates and impact ratios reflect the thresholds between tiers based on Hirevue's recommended use of the tool.

How to Read This Report

This page explains the terms used in the tables ahead.

Tier

Hirevue sorts every applicant into a Bottom, Middle, or Top tier based on their assessment result. That gives two cut points to check for bias: Top plus Middle vs. Bottom, and Top vs. Middle plus Bottom.

Selection Rate

The share of applicants in a demographic group who land above a given tier threshold. A selection rate of 0.67 means 67% of that group scored into the higher tier or tiers being compared.

Impact Ratio

One group's selection rate divided by the selection rate of whichever group is selected most often (the comparator group). A ratio close to 1.00 means the two groups are selected at similar rates; the further from 1.00, the bigger the gap.

Comparator Group

The group every other group in that table is measured against; by definition its own impact ratio is 1.00, so the table shows a badge instead of a number.

N/A

There was not enough data for that group at that threshold to calculate a meaningful statistic (too few applicants, or none at all).

Part 1: All Jobs

The 18 competency reports covering all jobs, in alphabetical order.

Hirevue Aggregate Bias Audit Analysis: Adaptability, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	8,465	0.66	0.97		8,465	0.33	0.94
Female	11,293	0.68	Comparator Group		11,293	0.35	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 982 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 982 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	5,505	0.63	0.91		5,505	0.31	0.87
White	4,066	0.65	0.95		4,066	0.32	0.92
Black or African American	6,531	0.69	Comparator Group		6,531	0.36	Comparator Group
Native Hawaiian or Other Pacific Islander	72	0.71	N/A		72	0.38	N/A
Asian	1,771	0.71	1.06		1,771	0.36	1.05
Native American or Alaska Native	76	0.75	N/A		76	0.34	N/A
Two or More Races	1,179	0.71	1.03		1,179	0.39	1.08

A value marked "N/A" means there was not enough data to calculate that statistic. 1540 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1540 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	2,700	0.64	0.88		2,700	0.32	0.82
Male White	1,546	0.66	0.93		1,546	0.32	0.84
Male Black or African American	2,710	0.67	0.92		2,710	0.33	0.85
Male Native Hawaiian or Other Pacific Islander	32	0.69	N/A		32	0.41	N/A
Male Asian	766	0.70	1.00		766	0.36	0.95
Male Native American or Alaska Native	32	0.75	N/A		32	0.34	N/A
Male Two or More Races	454	0.71	0.99		454	0.39	1.00
Female Hispanic or Latino	2,798	0.63	0.88		2,798	0.30	0.81
Female White	2,511	0.65	0.93		2,511	0.33	0.90
Female Black or African American	3,808	0.71	Comparator Group		3,808	0.38	Comparator Group
Female Native Hawaiian or Other Pacific Islander	40	0.72	N/A		40	0.35	N/A
Female Asian	1,002	0.72	1.04		1,002	0.37	0.98
Female Native American or Alaska Native	44	0.75	N/A		44	0.34	N/A
Female Two or More Races	720	0.72	1.02		720	0.39	1.04

A value marked "N/A" means there was not enough data to calculate that statistic. 1577 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1577 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Native American or Alaska Native (76 applicants, selection rate 0.75); Native Hawaiian or Other Pacific Islander (72 applicants, selection rate 0.71); Female Native American or Alaska Native (44 applicants, selection rate 0.75); Female Native Hawaiian or Other Pacific Islander (40 applicants, selection rate 0.72); Male Native Hawaiian or Other Pacific Islander (32 applicants, selection rate 0.69); Male Native American or Alaska Native (32 applicants, selection rate 0.75).
- Where a category was not selected at all within one contributing implementation, that implementation is omitted from the averaged impact ratio, because a ratio of zero has no logarithm. A ratio of 0.00 is reported only where the category was not selected anywhere.

Hirevue Aggregate Bias Audit Analysis: Agreeableness, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	4,954	0.66	0.97		4,954	0.33	0.96
Female	10,152	0.67	Comparator Group		10,152	0.34	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 761 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 761 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	3,929	0.67	Comparator Group		3,929	0.33	1.05
White	3,572	0.67	1.00		3,572	0.36	1.29
Black or African American	4,581	0.66	0.97		4,581	0.32	Comparator Group
Native Hawaiian or Other Pacific Islander	49	0.67	N/A		49	0.35	N/A
Asian	1,589	0.66	0.97		1,589	0.33	1.20
Native American or Alaska Native	59	0.53	N/A		59	0.24	N/A
Two or More Races	902	0.72	1.06		902	0.42	1.36

A value marked "N/A" means there was not enough data to calculate that statistic. 1186 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1186 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	1,479	0.67	0.99		1,479	0.33	1.03
Male White	1,160	0.65	0.96		1,160	0.35	1.22
Male Black or African American	1,251	0.65	0.97		1,251	0.30	0.94
Male Native Hawaiian or Other Pacific Islander	15	0.53	N/A		15	0.07	N/A
Male Asian	646	0.63	0.93		646	0.32	1.12
Male Native American or Alaska Native	19	0.37	N/A		19	0.16	N/A
Male Two or More Races	264	0.73	N/A		264	0.41	N/A
Female Hispanic or Latino	2,443	0.68	1.00		2,443	0.33	1.05
Female White	2,405	0.68	Comparator Group		2,405	0.37	1.34
Female Black or African American	3,320	0.66	0.97		3,320	0.33	Comparator Group
Female Native Hawaiian or Other Pacific Islander	34	0.74	N/A		34	0.47	N/A
Female Asian	940	0.68	1.00		940	0.34	1.22
Female Native American or Alaska Native	40	0.60	N/A		40	0.28	N/A
Female Two or More Races	633	0.71	1.05		633	0.42	1.34

A value marked "N/A" means there was not enough data to calculate that statistic. 1218 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1218 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (264 applicants, selection rate 0.73); Native American or Alaska Native (59 applicants, selection rate 0.53); Native Hawaiian or Other Pacific Islander (49 applicants, selection rate 0.67); Female Native American or Alaska Native (40 applicants, selection rate 0.60); Female Native Hawaiian or Other Pacific Islander (34 applicants, selection rate 0.74); Male Native American or Alaska Native (19 applicants, selection rate 0.37); Male Native Hawaiian or Other Pacific Islander (15 applicants, selection rate 0.53).
- Where a category was not selected at all within one contributing implementation, that implementation is omitted from the averaged impact ratio, because a ratio of zero has no logarithm. A ratio of 0.00 is reported only where the category was not selected anywhere.

Hirevue Bias Audit Analysis: Cognitive Ability (Shapedance and Numerosity), All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	1,341	0.67	1.00		1,341	0.35	Comparator Group
Female	2,807	0.67	Comparator Group		2,807	0.33	0.94

A value marked "N/A" means there was not enough data to calculate that statistic. 303 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 303 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	663	0.66	0.89		663	0.34	0.88
White	1,880	0.66	0.89		1,880	0.32	0.82
Black or African American	469	0.62	0.84		469	0.33	0.85
Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	0.50	N/A
Asian	829	0.74	Comparator Group		829	0.39	Comparator Group
Native American or Alaska Native	19	0.63	N/A		19	0.16	N/A
Two or More Races	177	0.70	0.95		177	0.34	0.89

A value marked "N/A" means there was not enough data to calculate that statistic. 412 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 412 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	220	0.70	0.94		220	0.38	0.92
Male White	529	0.64	0.86		529	0.32	0.79
Male Black or African American	172	0.57	0.77		172	0.33	0.80
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	323	0.73	0.98		323	0.41	Comparator Group
Male Native American or Alaska Native	3	0.33	N/A		3	0.00	N/A
Male Two or More Races	61	0.77	N/A		61	0.33	N/A
Female Hispanic or Latino	441	0.63	0.85		441	0.32	0.79
Female White	1,347	0.66	0.89		1,347	0.31	0.77
Female Black or African American	297	0.65	0.87		297	0.33	0.82
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	0.50	N/A
Female Asian	505	0.74	Comparator Group		505	0.37	0.91
Female Native American or Alaska Native	16	0.69	N/A		16	0.19	N/A
Female Two or More Races	116	0.66	0.89		116	0.35	0.86

A value marked "N/A" means there was not enough data to calculate that statistic. 419 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 419 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (61 applicants, selection rate 0.77); Native American or Alaska Native (19 applicants, selection rate 0.63); Female Native American or Alaska Native (16 applicants, selection rate 0.69); Male Native American or Alaska Native (3 applicants, selection rate 0.33); Female Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00); Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00).

Hirevue Aggregate Bias Audit Analysis: Communication, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	8,363	0.65	0.93		8,363	0.33	0.91
Female	11,167	0.69	Comparator Group		11,167	0.35	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 965 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 965 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	5,425	0.59	0.84		5,425	0.28	0.75
White	4,043	0.67	0.98		4,043	0.32	0.92
Black or African American	6,433	0.71	Comparator Group		6,433	0.38	Comparator Group
Native Hawaiian or Other Pacific Islander	71	0.77	N/A		71	0.38	N/A
Asian	1,762	0.70	1.04		1,762	0.41	1.19
Native American or Alaska Native	75	0.67	N/A		75	0.29	N/A
Two or More Races	1,169	0.75	1.07		1,169	0.41	1.12

A value marked "N/A" means there was not enough data to calculate that statistic. 1517 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1517 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	2,658	0.59	0.79		2,658	0.29	0.70
Male White	1,538	0.65	0.89		1,538	0.32	0.84
Male Black or African American	2,666	0.67	0.88		2,666	0.34	0.81
Male Native Hawaiian or Other Pacific Islander	32	0.72	N/A		32	0.47	N/A
Male Asian	763	0.70	0.96		763	0.40	1.06
Male Native American or Alaska Native	31	0.74	N/A		31	0.32	N/A
Male Two or More Races	451	0.72	0.95		451	0.39	0.96
Female Hispanic or Latino	2,760	0.59	0.81		2,760	0.27	0.69
Female White	2,496	0.68	0.96		2,496	0.31	0.87
Female Black or African American	3,755	0.74	Comparator Group		3,755	0.40	Comparator Group
Female Native Hawaiian or Other Pacific Islander	39	0.82	N/A		39	0.31	N/A
Female Asian	996	0.71	0.98		996	0.41	1.09
Female Native American or Alaska Native	44	0.61	N/A		44	0.27	N/A
Female Two or More Races	713	0.78	1.07		713	0.42	1.09

A value marked "N/A" means there was not enough data to calculate that statistic. 1553 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1553 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Native American or Alaska Native (75 applicants, selection rate 0.67); Native Hawaiian or Other Pacific Islander (71 applicants, selection rate 0.77); Female Native American or Alaska Native (44 applicants, selection rate 0.61); Female Native Hawaiian or Other Pacific Islander (39 applicants, selection rate 0.82); Male Native Hawaiian or Other Pacific Islander (32 applicants, selection rate 0.72); Male Native American or Alaska Native (31 applicants, selection rate 0.74).
- Where a category was not selected at all within one contributing implementation, that implementation is omitted from the averaged impact ratio, because a ratio of zero has no logarithm. A ratio of 0.00 is reported only where the category was not selected anywhere.

Hirevue Aggregate Bias Audit Analysis: Compassion, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	3,204	0.65	0.96		3,204	0.33	0.93
Female	6,699	0.68	Comparator Group		6,699	0.35	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 444 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 444 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	3,144	0.64	0.94		3,144	0.30	0.89
White	1,393	0.68	Comparator Group		1,393	0.37	1.08
Black or African American	3,969	0.68	1.00		3,969	0.34	Comparator Group
Native Hawaiian or Other Pacific Islander	45	0.73	N/A		45	0.36	N/A
Asian	354	0.66	0.98		354	0.31	0.86
Native American or Alaska Native	37	0.73	N/A		37	0.32	N/A
Two or More Races	668	0.73	1.07		668	0.41	1.20

A value marked "N/A" means there was not enough data to calculate that statistic. 737 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 737 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	1,212	0.64	0.93		1,212	0.31	0.87
Male White	512	0.66	0.95		512	0.37	1.04
Male Black or African American	1,021	0.63	0.92		1,021	0.31	0.85
Male Native Hawaiian or Other Pacific Islander	15	0.87	N/A		15	0.47	N/A
Male Asian	170	0.66	N/A		170	0.35	N/A
Male Native American or Alaska Native	16	0.69	N/A		16	0.31	N/A
Male Two or More Races	177	0.72	N/A		177	0.33	N/A
Female Hispanic or Latino	1,928	0.63	0.91		1,928	0.30	0.85
Female White	879	0.70	Comparator Group		879	0.37	1.06
Female Black or African American	2,938	0.69	1.00		2,938	0.36	Comparator Group
Female Native Hawaiian or Other Pacific Islander	30	0.67	N/A		30	0.30	N/A
Female Asian	182	0.65	N/A		182	0.27	N/A
Female Native American or Alaska Native	21	0.76	N/A		21	0.33	N/A
Female Two or More Races	487	0.74	1.06		487	0.44	1.27

A value marked "N/A" means there was not enough data to calculate that statistic. 759 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 759 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Female Asian (182 applicants, selection rate 0.65); Male Two or More Races (177 applicants, selection rate 0.72); Male Asian (170 applicants, selection rate 0.66); Native Hawaiian or Other Pacific Islander (45 applicants, selection rate 0.73); Native American or Alaska Native (37 applicants, selection rate 0.73); Female Native Hawaiian or Other Pacific Islander (30 applicants, selection rate 0.67); Female Native American or Alaska Native (21 applicants, selection rate 0.76); Male Native American or Alaska Native (16 applicants, selection rate 0.69); Male Native Hawaiian or Other Pacific Islander (15 applicants, selection rate 0.87).
- Where a category was not selected at all within one contributing implementation, that implementation is omitted from the averaged impact ratio, because a ratio of zero has no logarithm. A ratio of 0.00 is reported only where the category was not selected anywhere.

Hirevue Bias Audit Analysis: Composure, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	1,384	0.65	0.95		1,384	0.33	0.94
Female	3,592	0.68	Comparator Group		3,592	0.35	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 257 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 257 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	1,576	0.62	0.82		1,576	0.29	0.64
White	841	0.72	0.95		841	0.41	0.90
Black or African American	1,840	0.68	0.90		1,840	0.34	0.76
Native Hawaiian or Other Pacific Islander	14	0.86	N/A		14	0.14	N/A
Asian	139	0.53	0.70		139	0.24	0.54
Native American or Alaska Native	20	0.50	N/A		20	0.20	N/A
Two or More Races	395	0.75	Comparator Group		395	0.45	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 408 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 408 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	539	0.59	0.77		539	0.29	0.62
Male White	272	0.69	0.90		272	0.41	0.90
Male Black or African American	389	0.69	0.89		389	0.33	0.73
Male Native Hawaiian or Other Pacific Islander	5	1.00	N/A		5	0.40	N/A
Male Asian	55	0.49	N/A		55	0.22	N/A
Male Native American or Alaska Native	9	0.33	N/A		9	0.11	N/A
Male Two or More Races	77	0.70	N/A		77	0.43	N/A
Female Hispanic or Latino	1,035	0.63	0.82		1,035	0.29	0.64
Female White	567	0.73	0.95		567	0.40	0.88
Female Black or African American	1,445	0.68	0.88		1,445	0.34	0.75
Female Native Hawaiian or Other Pacific Islander	9	0.78	N/A		9	0.00	N/A
Female Asian	83	0.54	N/A		83	0.25	N/A
Female Native American or Alaska Native	11	0.64	N/A		11	0.27	N/A
Female Two or More Races	316	0.77	Comparator Group		316	0.46	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 421 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 421 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Female Asian (83 applicants, selection rate 0.54); Male Two or More Races (77 applicants, selection rate 0.70); Male Asian (55 applicants, selection rate 0.49); Native American or Alaska Native (20 applicants, selection rate 0.50); Native Hawaiian or Other Pacific Islander (14 applicants, selection rate 0.86); Female Native American or Alaska Native (11 applicants, selection rate 0.64); Female Native Hawaiian or Other Pacific Islander (9 applicants, selection rate 0.78); Male Native American or Alaska Native (9 applicants, selection rate 0.33); Male Native Hawaiian or Other Pacific Islander (5 applicants, selection rate 1.00).

Hirevue Aggregate Bias Audit Analysis: Conscientiousness, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	8,552	0.66	0.99		8,552	0.35	1.08
Female	11,382	0.67	Comparator Group		11,382	0.33	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 982 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 982 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	5,565	0.69	Comparator Group		5,565	0.35	1.13
White	4,082	0.68	0.97		4,082	0.34	1.19
Black or African American	6,604	0.64	0.93		6,604	0.32	Comparator Group
Native Hawaiian or Other Pacific Islander	75	0.76	N/A		75	0.33	N/A
Asian	1,782	0.65	0.91		1,782	0.33	1.23
Native American or Alaska Native	78	0.72	N/A		78	0.36	N/A
Two or More Races	1,184	0.68	0.98		1,184	0.36	1.17

A value marked "N/A" means there was not enough data to calculate that statistic. 1546 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1546 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	2,733	0.69	0.98		2,733	0.36	1.17
Male White	1,554	0.67	0.95		1,554	0.34	1.23
Male Black or African American	2,745	0.64	0.90		2,745	0.32	1.06
Male Native Hawaiian or Other Pacific Islander	32	0.72	N/A		32	0.34	N/A
Male Asian	771	0.64	0.88		771	0.34	1.32
Male Native American or Alaska Native	33	0.67	N/A		33	0.36	N/A
Male Two or More Races	457	0.67	0.95		457	0.37	1.25
Female Hispanic or Latino	2,825	0.70	Comparator Group		2,825	0.35	1.15
Female White	2,519	0.68	0.96		2,519	0.34	1.28
Female Black or African American	3,846	0.65	0.93		3,846	0.31	Comparator Group
Female Native Hawaiian or Other Pacific Islander	43	0.79	N/A		43	0.33	N/A
Female Asian	1,008	0.66	0.90		1,008	0.32	1.30
Female Native American or Alaska Native	45	0.76	N/A		45	0.36	N/A
Female Two or More Races	722	0.69	0.98		722	0.35	1.17

A value marked "N/A" means there was not enough data to calculate that statistic. 1583 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1583 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Native American or Alaska Native (78 applicants, selection rate 0.72); Native Hawaiian or Other Pacific Islander (75 applicants, selection rate 0.76); Female Native American or Alaska Native (45 applicants, selection rate 0.76); Female Native Hawaiian or Other Pacific Islander (43 applicants, selection rate 0.79); Male Native American or Alaska Native (33 applicants, selection rate 0.67); Male Native Hawaiian or Other Pacific Islander (32 applicants, selection rate 0.72).
- Where a category was not selected at all within one contributing implementation, that implementation is omitted from the averaged impact ratio, because a ratio of zero has no logarithm. A ratio of 0.00 is reported only where the category was not selected anywhere.

Hirevue Aggregate Bias Audit Analysis: Dependability, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier			Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio	Number of Applicants	Selection Rate	Impact Ratio
Male	1,771	0.67	0.98	1,771	0.35	Comparator Group
Female	4,191	0.68	Comparator Group	4,191	0.34	0.97

A value marked "N/A" means there was not enough data to calculate that statistic. 275 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 275 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier			Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio	Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	1,670	0.64	0.88	1,670	0.31	0.80
White	1,130	0.66	0.92	1,130	0.32	0.81
Black or African American	1,961	0.69	0.95	1,961	0.37	0.93
Native Hawaiian or Other Pacific Islander	14	0.86	N/A	14	0.50	N/A
Asian	541	0.67	0.95	541	0.32	0.77
Native American or Alaska Native	22	0.64	N/A	22	0.27	N/A
Two or More Races	449	0.72	Comparator Group	449	0.39	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 450 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 450 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	575	0.67	0.91		575	0.34	0.87
Male White	387	0.65	0.89		387	0.32	0.82
Male Black or African American	442	0.69	0.93		442	0.37	0.89
Male Native Hawaiian or Other Pacific Islander	5	0.80	N/A		5	0.60	N/A
Male Asian	208	0.62	0.84		208	0.33	0.85
Male Native American or Alaska Native	9	0.67	N/A		9	0.22	N/A
Male Two or More Races	101	0.69	N/A		101	0.39	N/A
Female Hispanic or Latino	1,092	0.63	0.86		1,092	0.30	0.75
Female White	740	0.66	0.90		740	0.32	0.81
Female Black or African American	1,514	0.69	0.94		1,514	0.37	0.92
Female Native Hawaiian or Other Pacific Islander	9	0.89	N/A		9	0.44	N/A
Female Asian	332	0.70	0.95		332	0.31	0.81
Female Native American or Alaska Native	13	0.62	N/A		13	0.31	N/A
Female Two or More Races	345	0.73	Comparator Group		345	0.40	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 465 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 465 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (101 applicants, selection rate 0.69); Native American or Alaska Native (22 applicants, selection rate 0.64); Native Hawaiian or Other Pacific Islander (14 applicants, selection rate 0.86); Female Native American or Alaska Native (13 applicants, selection rate 0.62); Female Native Hawaiian or Other Pacific Islander (9 applicants, selection rate 0.89); Male Native American or Alaska Native (9 applicants, selection rate 0.67); Male Native Hawaiian or Other Pacific Islander (5 applicants, selection rate 0.80).

Hirevue Aggregate Bias Audit Analysis: Drive for Results and Initiative, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	3,209	0.62	0.90		3,209	0.31	0.88
Female	6,024	0.70	Comparator Group		6,024	0.36	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 491 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 491 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	2,245	0.62	0.88		2,245	0.30	0.80
White	2,488	0.65	0.97		2,488	0.32	0.91
Black or African American	2,613	0.71	Comparator Group		2,613	0.37	Comparator Group
Native Hawaiian or Other Pacific Islander	34	0.68	N/A		34	0.44	N/A
Asian	1,108	0.72	1.06		1,108	0.37	1.05
Native American or Alaska Native	37	0.78	N/A		37	0.30	N/A
Two or More Races	457	0.72	1.04		457	0.37	1.02

A value marked "N/A" means there was not enough data to calculate that statistic. 742 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 742 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	898	0.60	0.81		898	0.28	0.71
Male White	786	0.59	0.85		786	0.31	0.81
Male Black or African American	807	0.63	0.86		807	0.32	0.80
Male Native Hawaiian or Other Pacific Islander	10	0.70	N/A		10	0.40	N/A
Male Asian	457	0.69	0.98		457	0.35	0.92
Male Native American or Alaska Native	10	0.80	N/A		10	0.20	N/A
Male Two or More Races	164	0.68	N/A		164	0.34	N/A
Female Hispanic or Latino	1,343	0.63	0.86		1,343	0.31	0.79
Female White	1,697	0.68	0.99		1,697	0.33	0.86
Female Black or African American	1,802	0.74	Comparator Group		1,802	0.39	Comparator Group
Female Native Hawaiian or Other Pacific Islander	24	0.67	N/A		24	0.46	N/A
Female Asian	649	0.73	1.06		649	0.39	1.02
Female Native American or Alaska Native	27	0.78	N/A		27	0.33	N/A
Female Two or More Races	291	0.74	1.03		291	0.39	1.00

A value marked "N/A" means there was not enough data to calculate that statistic. 759 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 759 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (164 applicants, selection rate 0.68); Native American or Alaska Native (37 applicants, selection rate 0.78); Native Hawaiian or Other Pacific Islander (34 applicants, selection rate 0.68); Female Native American or Alaska Native (27 applicants, selection rate 0.78); Female Native Hawaiian or Other Pacific Islander (24 applicants, selection rate 0.67); Male Native American or Alaska Native (10 applicants, selection rate 0.80); Male Native Hawaiian or Other Pacific Islander (10 applicants, selection rate 0.70).
- Where a category was not selected at all within one contributing implementation, that implementation is omitted from the averaged impact ratio, because a ratio of zero has no logarithm. A ratio of 0.00 is reported only where the category was not selected anywhere.

Hirevue Aggregate Bias Audit Analysis: Emotional Stability, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	4,954	0.69	1.04		4,954	0.38	1.07
Female	10,152	0.66	Comparator Group		10,152	0.36	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 761 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 761 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	3,929	0.66	0.97		3,929	0.35	0.88
White	3,572	0.65	0.94		3,572	0.36	0.97
Black or African American	4,581	0.68	Comparator Group		4,581	0.40	Comparator Group
Native Hawaiian or Other Pacific Islander	49	0.71	N/A		49	0.43	N/A
Asian	1,589	0.66	0.96		1,589	0.34	0.98
Native American or Alaska Native	59	0.66	N/A		59	0.41	N/A
Two or More Races	902	0.70	1.03		902	0.42	1.07

A value marked "N/A" means there was not enough data to calculate that statistic. 1186 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1186 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	1,479	0.69	1.02		1,479	0.35	0.90
Male White	1,160	0.66	0.99		1,160	0.38	1.12
Male Black or African American	1,251	0.69	1.02		1,251	0.42	1.10
Male Native Hawaiian or Other Pacific Islander	15	0.67	N/A		15	0.47	N/A
Male Asian	646	0.70	1.06		646	0.39	1.26
Male Native American or Alaska Native	19	0.74	N/A		19	0.32	N/A
Male Two or More Races	264	0.68	N/A		264	0.39	N/A
Female Hispanic or Latino	2,443	0.64	0.95		2,443	0.35	0.91
Female White	2,405	0.64	0.96		2,405	0.34	1.00
Female Black or African American	3,320	0.68	Comparator Group		3,320	0.39	Comparator Group
Female Native Hawaiian or Other Pacific Islander	34	0.74	N/A		34	0.41	N/A
Female Asian	940	0.64	0.96		940	0.31	1.05
Female Native American or Alaska Native	40	0.62	N/A		40	0.45	N/A
Female Two or More Races	633	0.71	1.05		633	0.44	1.13

A value marked "N/A" means there was not enough data to calculate that statistic. 1218 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1218 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (264 applicants, selection rate 0.68); Native American or Alaska Native (59 applicants, selection rate 0.66); Native Hawaiian or Other Pacific Islander (49 applicants, selection rate 0.71); Female Native American or Alaska Native (40 applicants, selection rate 0.62); Female Native Hawaiian or Other Pacific Islander (34 applicants, selection rate 0.74); Male Native American or Alaska Native (19 applicants, selection rate 0.74); Male Native Hawaiian or Other Pacific Islander (15 applicants, selection rate 0.67).
- Where a category was not selected at all within one contributing implementation, that implementation is omitted from the averaged impact ratio, because a ratio of zero has no logarithm. A ratio of 0.00 is reported only where the category was not selected anywhere.

Hirevue Aggregate Bias Audit Analysis: Extraversion, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	4,954	0.70	1.05		4,954	0.36	1.09
Female	10,152	0.66	Comparator Group		10,152	0.33	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 761 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 761 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	3,929	0.67	1.05		3,929	0.32	1.05
White	3,572	0.72	1.17		3,572	0.40	1.50
Black or African American	4,581	0.64	Comparator Group		4,581	0.31	Comparator Group
Native Hawaiian or Other Pacific Islander	49	0.69	N/A		49	0.37	N/A
Asian	1,589	0.67	1.12		1,589	0.34	1.34
Native American or Alaska Native	59	0.69	N/A		59	0.37	N/A
Two or More Races	902	0.68	1.07		902	0.35	1.20

A value marked "N/A" means there was not enough data to calculate that statistic. 1186 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1186 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	1,479	0.69	0.94		1,479	0.34	1.17
Male White	1,160	0.73	1.01		1,160	0.42	1.63
Male Black or African American	1,251	0.68	0.93		1,251	0.32	1.10
Male Native Hawaiian or Other Pacific Islander	15	0.80	N/A		15	0.33	N/A
Male Asian	646	0.69	0.97		646	0.38	1.58
Male Native American or Alaska Native	19	0.63	N/A		19	0.21	N/A
Male Two or More Races	264	0.66	N/A		264	0.36	N/A
Female Hispanic or Latino	2,443	0.65	0.89		2,443	0.30	1.04
Female White	2,405	0.71	Comparator Group		2,405	0.40	1.61
Female Black or African American	3,320	0.63	0.85		3,320	0.30	Comparator Group
Female Native Hawaiian or Other Pacific Islander	34	0.65	N/A		34	0.38	N/A
Female Asian	940	0.66	0.94		940	0.32	1.38
Female Native American or Alaska Native	40	0.72	N/A		40	0.45	N/A
Female Two or More Races	633	0.68	0.94		633	0.35	1.21

A value marked "N/A" means there was not enough data to calculate that statistic. 1218 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1218 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (264 applicants, selection rate 0.66); Native American or Alaska Native (59 applicants, selection rate 0.69); Native Hawaiian or Other Pacific Islander (49 applicants, selection rate 0.69); Female Native American or Alaska Native (40 applicants, selection rate 0.72); Female Native Hawaiian or Other Pacific Islander (34 applicants, selection rate 0.65); Male Native American or Alaska Native (19 applicants, selection rate 0.63); Male Native Hawaiian or Other Pacific Islander (15 applicants, selection rate 0.80).
- Where a category was not selected at all within one contributing implementation, that implementation is omitted from the averaged impact ratio, because a ratio of zero has no logarithm. A ratio of 0.00 is reported only where the category was not selected anywhere.

Hirevue Aggregate Bias Audit Analysis: Openness, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	4,954	0.63	0.90		4,954	0.31	0.85
Female	10,152	0.70	Comparator Group		10,152	0.36	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 761 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 761 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	3,929	0.68	Comparator Group		3,929	0.34	0.95
White	3,572	0.67	0.97		3,572	0.35	Comparator Group
Black or African American	4,581	0.67	0.99		4,581	0.34	0.92
Native Hawaiian or Other Pacific Islander	49	0.65	N/A		49	0.33	N/A
Asian	1,589	0.67	0.97		1,589	0.35	1.04
Native American or Alaska Native	59	0.73	N/A		59	0.29	N/A
Two or More Races	902	0.70	1.03		902	0.36	1.01

A value marked "N/A" means there was not enough data to calculate that statistic. 1186 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1186 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	1,479	0.64	0.91		1,479	0.33	0.85
Male White	1,160	0.60	0.83		1,160	0.28	0.74
Male Black or African American	1,251	0.65	0.93		1,251	0.32	0.82
Male Native Hawaiian or Other Pacific Islander	15	0.53	N/A		15	0.33	N/A
Male Asian	646	0.62	0.85		646	0.29	0.77
Male Native American or Alaska Native	19	0.74	N/A		19	0.32	N/A
Male Two or More Races	264	0.64	N/A		264	0.33	N/A
Female Hispanic or Latino	2,443	0.70	Comparator Group		2,443	0.35	0.91
Female White	2,405	0.70	0.97		2,405	0.38	Comparator Group
Female Black or African American	3,320	0.68	0.98		3,320	0.34	0.89
Female Native Hawaiian or Other Pacific Islander	34	0.71	N/A		34	0.32	N/A
Female Asian	940	0.70	0.97		940	0.39	1.06
Female Native American or Alaska Native	40	0.72	N/A		40	0.28	N/A
Female Two or More Races	633	0.73	1.03		633	0.38	0.99

A value marked "N/A" means there was not enough data to calculate that statistic. 1218 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1218 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (264 applicants, selection rate 0.64); Native American or Alaska Native (59 applicants, selection rate 0.73); Native Hawaiian or Other Pacific Islander (49 applicants, selection rate 0.65); Female Native American or Alaska Native (40 applicants, selection rate 0.72); Female Native Hawaiian or Other Pacific Islander (34 applicants, selection rate 0.71); Male Native American or Alaska Native (19 applicants, selection rate 0.74); Male Native Hawaiian or Other Pacific Islander (15 applicants, selection rate 0.53).
- Where a category was not selected at all within one contributing implementation, that implementation is omitted from the averaged impact ratio, because a ratio of zero has no logarithm. A ratio of 0.00 is reported only where the category was not selected anywhere.

Hirevue Bias Audit Analysis: Problem Solving, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	1,340	0.70	Comparator Group		1,340	0.37	Comparator Group
Female	2,806	0.65	0.94		2,806	0.33	0.88

A value marked "N/A" means there was not enough data to calculate that statistic. 302 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 302 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	663	0.63	0.85		663	0.32	0.82
White	1,879	0.66	0.89		1,879	0.33	0.85
Black or African American	469	0.66	0.89		469	0.33	0.86
Native Hawaiian or Other Pacific Islander	2	0.50	N/A		2	0.50	N/A
Asian	828	0.74	Comparator Group		828	0.39	Comparator Group
Native American or Alaska Native	19	0.68	N/A		19	0.42	N/A
Two or More Races	177	0.65	0.88		177	0.33	0.85

A value marked "N/A" means there was not enough data to calculate that statistic. 411 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 411 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	220	0.68	0.90		220	0.41	0.98
Male White	529	0.69	0.91		529	0.38	0.91
Male Black or African American	172	0.64	0.84		172	0.28	0.67
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	322	0.76	Comparator Group		322	0.42	Comparator Group
Male Native American or Alaska Native	3	0.33	N/A		3	0.00	N/A
Male Two or More Races	61	0.67	N/A		61	0.26	N/A
Female Hispanic or Latino	441	0.60	0.79		441	0.27	0.66
Female White	1,346	0.64	0.85		1,346	0.31	0.74
Female Black or African American	297	0.67	0.88		297	0.37	0.88
Female Native Hawaiian or Other Pacific Islander	2	0.50	N/A		2	0.50	N/A
Female Asian	505	0.72	0.95		505	0.37	0.89
Female Native American or Alaska Native	16	0.75	N/A		16	0.50	N/A
Female Two or More Races	116	0.64	0.84		116	0.36	0.87

A value marked "N/A" means there was not enough data to calculate that statistic. 418 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 418 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (61 applicants, selection rate 0.67); Native American or Alaska Native (19 applicants, selection rate 0.68); Female Native American or Alaska Native (16 applicants, selection rate 0.75); Male Native American or Alaska Native (3 applicants, selection rate 0.33); Female Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 0.50); Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 0.50).

Hirevue Aggregate Bias Audit Analysis: Relationship Building, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	1,780	0.60	0.84		1,780	0.27	0.71
Female	3,507	0.71	Comparator Group		3,507	0.38	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 319 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 319 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	767	0.66	0.97		767	0.32	0.87
White	2,224	0.68	1.00		2,224	0.37	Comparator Group
Black or African American	604	0.65	0.95		604	0.36	1.00
Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	1.00	N/A
Asian	1,297	0.68	0.99		1,297	0.33	0.93
Native American or Alaska Native	21	0.52	N/A		21	0.24	N/A
Two or More Races	238	0.68	Comparator Group		238	0.30	0.83

A value marked "N/A" means there was not enough data to calculate that statistic. 453 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 453 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	262	0.61	0.84		262	0.31	0.73
Male White	663	0.59	0.82		663	0.27	0.65
Male Black or African American	230	0.53	0.74		230	0.28	0.66
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	496	0.63	0.87		496	0.26	0.64
Male Native American or Alaska Native	3	0.33	N/A		3	0.00	N/A
Male Two or More Races	86	0.63	N/A		86	0.22	N/A
Female Hispanic or Latino	502	0.68	0.93		502	0.32	0.78
Female White	1,555	0.72	0.99		1,555	0.41	0.98
Female Black or African American	374	0.72	Comparator Group		374	0.41	Comparator Group
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	1.00	N/A
Female Asian	800	0.72	1.00		800	0.38	0.92
Female Native American or Alaska Native	18	0.56	N/A		18	0.28	N/A
Female Two or More Races	151	0.72	0.99		151	0.35	0.85

A value marked "N/A" means there was not enough data to calculate that statistic. 464 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 464 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (86 applicants, selection rate 0.63); Native American or Alaska Native (21 applicants, selection rate 0.52); Female Native American or Alaska Native (18 applicants, selection rate 0.56); Male Native American or Alaska Native (3 applicants, selection rate 0.33); Female Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00); Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00).

Hirevue Aggregate Bias Audit Analysis: Safety and Compliance Orientation, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier			Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio	Number of Applicants	Selection Rate	Impact Ratio
Male	7,074	0.66	0.95	7,074	0.34	0.95
Female	8,371	0.69	Comparator Group	8,371	0.35	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 681 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 681 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier			Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio	Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	4,815	0.61	0.86	4,815	0.28	0.75
White	2,136	0.69	1.01	2,136	0.37	1.05
Black or African American	6,042	0.70	Comparator Group	6,042	0.37	Comparator Group
Native Hawaiian or Other Pacific Islander	72	0.75	N/A	72	0.36	N/A
Asian	878	0.68	1.06	878	0.34	1.03
Native American or Alaska Native	58	0.74	N/A	58	0.40	N/A
Two or More Races	995	0.72	1.04	995	0.39	1.07

A value marked "N/A" means there was not enough data to calculate that statistic. 1130 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1130 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	2,467	0.62	0.83		2,467	0.28	0.72
Male White	1,003	0.69	0.94		1,003	0.38	0.99
Male Black or African American	2,530	0.67	0.89		2,530	0.36	0.90
Male Native Hawaiian or Other Pacific Islander	32	0.75	N/A		32	0.41	N/A
Male Asian	427	0.66	0.92		427	0.34	0.91
Male Native American or Alaska Native	29	0.83	N/A		29	0.41	N/A
Male Two or More Races	394	0.69	0.92		394	0.37	0.94
Female Hispanic or Latino	2,343	0.59	0.82		2,343	0.27	0.71
Female White	1,129	0.70	0.98		1,129	0.37	1.00
Female Black or African American	3,499	0.73	Comparator Group		3,499	0.38	Comparator Group
Female Native Hawaiian or Other Pacific Islander	40	0.75	N/A		40	0.33	N/A
Female Asian	449	0.69	0.99		449	0.34	0.88
Female Native American or Alaska Native	29	0.66	N/A		29	0.38	N/A
Female Two or More Races	596	0.74	1.03		596	0.40	1.08

A value marked "N/A" means there was not enough data to calculate that statistic. 1159 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1159 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Native Hawaiian or Other Pacific Islander (72 applicants, selection rate 0.75); Native American or Alaska Native (58 applicants, selection rate 0.74); Female Native Hawaiian or Other Pacific Islander (40 applicants, selection rate 0.75); Male Native Hawaiian or Other Pacific Islander (32 applicants, selection rate 0.75); Female Native American or Alaska Native (29 applicants, selection rate 0.66); Male Native American or Alaska Native (29 applicants, selection rate 0.83).
- Where a category was not selected at all within one contributing implementation, that implementation is omitted from the averaged impact ratio, because a ratio of zero has no logarithm. A ratio of 0.00 is reported only where the category was not selected anywhere.

Hirevue Aggregate Bias Audit Analysis: Service Focus, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	3,204	0.67	0.99		3,204	0.36	1.05
Female	6,708	0.67	Comparator Group		6,708	0.34	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 449 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 449 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	3,153	0.62	0.90		3,153	0.29	0.80
White	1,395	0.69	1.01		1,395	0.39	1.10
Black or African American	3,965	0.69	Comparator Group		3,965	0.36	Comparator Group
Native Hawaiian or Other Pacific Islander	44	0.77	N/A		44	0.32	N/A
Asian	355	0.63	0.90		355	0.28	0.77
Native American or Alaska Native	38	0.79	N/A		38	0.47	N/A
Two or More Races	667	0.71	1.04		667	0.38	1.08

A value marked "N/A" means there was not enough data to calculate that statistic. 744 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 744 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	1,212	0.64	0.91		1,212	0.32	0.89
Male White	512	0.70	1.02		512	0.41	1.14
Male Black or African American	1,019	0.68	0.97		1,019	0.36	0.97
Male Native Hawaiian or Other Pacific Islander	15	0.87	N/A		15	0.47	N/A
Male Asian	170	0.59	N/A		170	0.28	N/A
Male Native American or Alaska Native	16	0.69	N/A		16	0.44	N/A
Male Two or More Races	179	0.73	N/A		179	0.41	N/A
Female Hispanic or Latino	1,937	0.62	0.89		1,937	0.26	0.74
Female White	881	0.68	1.00		881	0.38	1.09
Female Black or African American	2,936	0.70	Comparator Group		2,936	0.36	Comparator Group
Female Native Hawaiian or Other Pacific Islander	29	0.72	N/A		29	0.24	N/A
Female Asian	183	0.65	N/A		183	0.27	N/A
Female Native American or Alaska Native	22	0.86	N/A		22	0.50	N/A
Female Two or More Races	484	0.71	1.04		484	0.38	1.07

A value marked "N/A" means there was not enough data to calculate that statistic. 766 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 766 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Female Asian (183 applicants, selection rate 0.65); Male Two or More Races (179 applicants, selection rate 0.73); Male Asian (170 applicants, selection rate 0.59); Native Hawaiian or Other Pacific Islander (44 applicants, selection rate 0.77); Native American or Alaska Native (38 applicants, selection rate 0.79); Female Native Hawaiian or Other Pacific Islander (29 applicants, selection rate 0.72); Female Native American or Alaska Native (22 applicants, selection rate 0.86); Male Native American or Alaska Native (16 applicants, selection rate 0.69); Male Native Hawaiian or Other Pacific Islander (15 applicants, selection rate 0.87).

Hirevue Bias Audit Analysis: Team Focus, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	3,522	0.67	0.96		3,522	0.34	0.97
Female	1,107	0.70	Comparator Group		1,107	0.35	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 217 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 217 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	1,607	0.64	0.89		1,607	0.32	0.82
White	454	0.68	0.94		454	0.35	0.89
Black or African American	1,988	0.69	0.95		1,988	0.35	0.88
Native Hawaiian or Other Pacific Islander	26	0.65	N/A		26	0.46	N/A
Asian	126	0.69	0.96		126	0.33	0.83
Native American or Alaska Native	18	0.67	N/A		18	0.28	N/A
Two or More Races	275	0.72	Comparator Group		275	0.39	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 352 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 352 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	1,237	0.65	0.87		1,237	0.34	0.87
Male White	377	0.69	0.92		377	0.36	0.95
Male Black or African American	1,475	0.66	0.89		1,475	0.33	0.86
Male Native Hawaiian or Other Pacific Islander	17	0.65	N/A		17	0.47	N/A
Male Asian	105	0.68	0.91		105	0.32	0.84
Male Native American or Alaska Native	13	0.77	N/A		13	0.31	N/A
Male Two or More Races	192	0.71	0.95		192	0.37	0.96
Female Hispanic or Latino	370	0.62	0.83		370	0.28	0.72
Female White	76	0.63	N/A		76	0.29	N/A
Female Black or African American	510	0.75	Comparator Group		510	0.38	Comparator Group
Female Native Hawaiian or Other Pacific Islander	9	0.67	N/A		9	0.44	N/A
Female Asian	21	0.76	N/A		21	0.33	N/A
Female Native American or Alaska Native	5	0.40	N/A		5	0.20	N/A
Female Two or More Races	83	0.75	N/A		83	0.45	N/A

A value marked "N/A" means there was not enough data to calculate that statistic. 356 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 356 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Female Two or More Races (83 applicants, selection rate 0.75); Female White (76 applicants, selection rate 0.63); Native Hawaiian or Other Pacific Islander (26 applicants, selection rate 0.65); Female Asian (21 applicants, selection rate 0.76); Native American or Alaska Native (18 applicants, selection rate 0.67); Male Native Hawaiian or Other Pacific Islander (17 applicants, selection rate 0.65); Male Native American or Alaska Native (13 applicants, selection rate 0.77); Female Native Hawaiian or Other Pacific Islander (9 applicants, selection rate 0.67); Female Native American or Alaska Native (5 applicants, selection rate 0.40).

Hirevue Aggregate Bias Audit Analysis: Willingness to Learn, All jobs

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	6,692	0.67	Comparator Group		6,692	0.34	0.97
Female	8,204	0.67	0.99		8,204	0.34	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 797 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 797 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	3,951	0.64	0.88		3,951	0.30	0.78
White	3,522	0.67	0.94		3,522	0.34	0.99
Black or African American	4,434	0.70	0.97		4,434	0.37	0.93
Native Hawaiian or Other Pacific Islander	42	0.64	N/A		42	0.40	N/A
Asian	1,560	0.67	0.96		1,560	0.34	1.11
Native American or Alaska Native	59	0.66	N/A		59	0.34	N/A
Two or More Races	908	0.72	Comparator Group		908	0.38	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 1217 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1217 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	2,042	0.64	0.87		2,042	0.32	0.78
Male White	1,312	0.70	0.96		1,312	0.37	0.93
Male Black or African American	2,098	0.68	0.93		2,098	0.34	0.82
Male Native Hawaiian or Other Pacific Islander	22	0.64	N/A		22	0.45	N/A
Male Asian	654	0.68	0.95		654	0.36	0.93
Male Native American or Alaska Native	25	0.56	N/A		25	0.20	N/A
Male Two or More Races	355	0.71	0.97		355	0.39	0.95
Female Hispanic or Latino	1,904	0.63	0.88		1,904	0.29	0.73
Female White	2,201	0.65	0.91		2,201	0.32	0.85
Female Black or African American	2,327	0.72	Comparator Group		2,327	0.40	Comparator Group
Female Native Hawaiian or Other Pacific Islander	20	0.65	N/A		20	0.35	N/A
Female Asian	904	0.65	0.91		904	0.33	0.85
Female Native American or Alaska Native	34	0.74	N/A		34	0.44	N/A
Female Two or More Races	550	0.73	1.01		550	0.38	0.94

A value marked "N/A" means there was not enough data to calculate that statistic. 1245 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 1245 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Native American or Alaska Native (59 applicants, selection rate 0.66); Native Hawaiian or Other Pacific Islander (42 applicants, selection rate 0.64); Female Native American or Alaska Native (34 applicants, selection rate 0.74); Male Native American or Alaska Native (25 applicants, selection rate 0.56); Male Native Hawaiian or Other Pacific Islander (22 applicants, selection rate 0.64); Female Native Hawaiian or Other Pacific Islander (20 applicants, selection rate 0.65).

Part 2: Early Career

The 14 competency reports covering early career, in alphabetical order.

Hirevue Aggregate Bias Audit Analysis: Adaptability, Early Career

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	1,780	0.66	0.98		1,780	0.33	0.95
Female	3,504	0.67	Comparator Group		3,504	0.35	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 320 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 320 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	767	0.67	0.93		767	0.39	Comparator Group
White	2,224	0.64	0.89		2,224	0.31	0.80
Black or African American	603	0.67	0.93		603	0.34	0.87
Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	1.00	N/A
Asian	1,295	0.73	Comparator Group		1,295	0.37	0.96
Native American or Alaska Native	21	0.76	N/A		21	0.29	N/A
Two or More Races	238	0.65	0.89		238	0.33	0.85

A value marked "N/A" means there was not enough data to calculate that statistic. 454 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 454 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	262	0.72	0.98		262	0.46	Comparator Group
Male White	663	0.64	0.86		663	0.27	0.60
Male Black or African American	230	0.64	0.87		230	0.30	0.67
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	496	0.71	0.96		496	0.36	0.82
Male Native American or Alaska Native	3	0.67	N/A		3	0.33	N/A
Male Two or More Races	86	0.62	N/A		86	0.35	N/A
Female Hispanic or Latino	502	0.65	0.88		502	0.35	0.77
Female White	1,555	0.65	0.88		1,555	0.33	0.72
Female Black or African American	373	0.69	0.94		373	0.36	0.80
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	1.00	N/A
Female Asian	798	0.74	Comparator Group		798	0.38	0.85
Female Native American or Alaska Native	18	0.78	N/A		18	0.28	N/A
Female Two or More Races	151	0.67	0.91		151	0.32	0.71

A value marked "N/A" means there was not enough data to calculate that statistic. 465 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 465 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (86 applicants, selection rate 0.62); Native American or Alaska Native (21 applicants, selection rate 0.76); Female Native American or Alaska Native (18 applicants, selection rate 0.78); Male Native American or Alaska Native (3 applicants, selection rate 0.67); Female Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00); Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00).

Hirevue Aggregate Bias Audit Analysis: Agreeableness, Early Career

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	1,731	0.65	0.97		1,731	0.34	1.00
Female	3,404	0.68	Comparator Group		3,404	0.34	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 320 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 320 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	760	0.68	0.95		760	0.31	0.79
White	2,170	0.67	0.94		2,170	0.37	0.93
Black or African American	588	0.62	0.86		588	0.26	0.64
Native Hawaiian or Other Pacific Islander	2	0.00	N/A		2	0.00	N/A
Asian	1,231	0.67	0.91		1,231	0.34	0.83
Native American or Alaska Native	21	0.62	N/A		21	0.14	N/A
Two or More Races	232	0.72	Comparator Group		232	0.40	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 451 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 451 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	259	0.68	0.98		259	0.30	0.79
Male White	645	0.66	0.95		645	0.37	0.97
Male Black or African American	224	0.59	0.84		224	0.26	0.67
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	476	0.65	0.91		476	0.33	0.83
Male Native American or Alaska Native	3	0.33	N/A		3	0.00	N/A
Male Two or More Races	85	0.76	N/A		85	0.41	N/A
Female Hispanic or Latino	498	0.68	0.99		498	0.32	0.84
Female White	1,520	0.68	1.00		1,520	0.37	0.96
Female Black or African American	364	0.63	0.91		364	0.26	0.65
Female Native Hawaiian or Other Pacific Islander	2	0.00	N/A		2	0.00	N/A
Female Asian	754	0.68	0.95		754	0.34	0.85
Female Native American or Alaska Native	18	0.67	N/A		18	0.17	N/A
Female Two or More Races	146	0.70	Comparator Group		146	0.39	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 461 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 461 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (85 applicants, selection rate 0.76); Native American or Alaska Native (21 applicants, selection rate 0.62); Female Native American or Alaska Native (18 applicants, selection rate 0.67); Male Native American or Alaska Native (3 applicants, selection rate 0.33); Female Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 0.00); Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 0.00).

Hirevue Bias Audit Analysis: Cognitive Ability (Shapedance and Numerosity), Early Career

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	1,341	0.67	1.00		1,341	0.35	Comparator Group
Female	2,807	0.67	Comparator Group		2,807	0.33	0.94

A value marked "N/A" means there was not enough data to calculate that statistic. 303 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 303 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	663	0.66	0.89		663	0.34	0.88
White	1,880	0.66	0.89		1,880	0.32	0.82
Black or African American	469	0.62	0.84		469	0.33	0.85
Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	0.50	N/A
Asian	829	0.74	Comparator Group		829	0.39	Comparator Group
Native American or Alaska Native	19	0.63	N/A		19	0.16	N/A
Two or More Races	177	0.70	0.95		177	0.34	0.89

A value marked "N/A" means there was not enough data to calculate that statistic. 412 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 412 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	220	0.70	0.94		220	0.38	0.92
Male White	529	0.64	0.86		529	0.32	0.79
Male Black or African American	172	0.57	0.77		172	0.33	0.80
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	323	0.73	0.98		323	0.41	Comparator Group
Male Native American or Alaska Native	3	0.33	N/A		3	0.00	N/A
Male Two or More Races	61	0.77	N/A		61	0.33	N/A
Female Hispanic or Latino	441	0.63	0.85		441	0.32	0.79
Female White	1,347	0.66	0.89		1,347	0.31	0.77
Female Black or African American	297	0.65	0.87		297	0.33	0.82
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	0.50	N/A
Female Asian	505	0.74	Comparator Group		505	0.37	0.91
Female Native American or Alaska Native	16	0.69	N/A		16	0.19	N/A
Female Two or More Races	116	0.66	0.89		116	0.35	0.86

A value marked "N/A" means there was not enough data to calculate that statistic. 419 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 419 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (61 applicants, selection rate 0.77); Native American or Alaska Native (19 applicants, selection rate 0.63); Female Native American or Alaska Native (16 applicants, selection rate 0.69); Male Native American or Alaska Native (3 applicants, selection rate 0.33); Female Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00); Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00).

Hirevue Aggregate Bias Audit Analysis: Communication, Early Career

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	1,776	0.64	0.94		1,776	0.34	0.98
Female	3,499	0.68	Comparator Group		3,499	0.34	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 319 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 319 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	767	0.60	0.81		767	0.30	0.65
White	2,218	0.66	0.88		2,218	0.30	0.66
Black or African American	603	0.66	0.89		603	0.32	0.70
Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	1.00	N/A
Asian	1,293	0.74	Comparator Group		1,293	0.45	Comparator Group
Native American or Alaska Native	21	0.57	N/A		21	0.29	N/A
Two or More Races	238	0.71	0.96		238	0.35	0.77

A value marked "N/A" means there was not enough data to calculate that statistic. 452 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 452 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	262	0.59	0.79		262	0.34	0.76
Male White	661	0.62	0.83		661	0.28	0.61
Male Black or African American	230	0.59	0.79		230	0.27	0.60
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	494	0.73	0.98		494	0.45	Comparator Group
Male Native American or Alaska Native	3	0.67	N/A		3	0.00	N/A
Male Two or More Races	86	0.71	N/A		86	0.35	N/A
Female Hispanic or Latino	502	0.61	0.82		502	0.27	0.60
Female White	1,551	0.67	0.90		1,551	0.31	0.68
Female Black or African American	373	0.70	0.94		373	0.35	0.77
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	1.00	N/A
Female Asian	798	0.74	Comparator Group		798	0.44	0.99
Female Native American or Alaska Native	18	0.56	N/A		18	0.33	N/A
Female Two or More Races	151	0.72	0.96		151	0.35	0.78

A value marked "N/A" means there was not enough data to calculate that statistic. 463 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 463 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (86 applicants, selection rate 0.71); Native American or Alaska Native (21 applicants, selection rate 0.57); Female Native American or Alaska Native (18 applicants, selection rate 0.56); Male Native American or Alaska Native (3 applicants, selection rate 0.67); Female Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00); Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00).

Hirevue Aggregate Bias Audit Analysis: Conscientiousness, Early Career

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier			Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio	Number of Applicants	Selection Rate	Impact Ratio
Male	1,780	0.64	0.95	1,780	0.35	Comparator Group
Female	3,510	0.68	Comparator Group	3,510	0.33	0.95

A value marked "N/A" means there was not enough data to calculate that statistic. 322 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 322 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier			Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio	Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	767	0.71	Comparator Group	767	0.36	0.93
White	2,226	0.68	0.96	2,226	0.34	0.89
Black or African American	605	0.57	0.79	605	0.26	0.67
Native Hawaiian or Other Pacific Islander	2	1.00	N/A	2	0.50	N/A
Asian	1,297	0.66	0.91	1,297	0.34	0.89
Native American or Alaska Native	21	0.67	N/A	21	0.24	N/A
Two or More Races	238	0.67	0.93	238	0.38	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 456 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 456 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	262	0.68	0.93		262	0.34	0.87
Male White	663	0.66	0.91		663	0.35	0.91
Male Black or African American	230	0.54	0.74		230	0.29	0.74
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	496	0.65	0.88		496	0.36	0.91
Male Native American or Alaska Native	3	0.33	N/A		3	0.00	N/A
Male Two or More Races	86	0.64	N/A		86	0.37	N/A
Female Hispanic or Latino	502	0.72	Comparator Group		502	0.36	0.93
Female White	1,557	0.69	0.96		1,557	0.34	0.86
Female Black or African American	375	0.58	0.80		375	0.23	0.60
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	0.50	N/A
Female Asian	800	0.67	0.90		800	0.33	0.84
Female Native American or Alaska Native	18	0.72	N/A		18	0.28	N/A
Female Two or More Races	151	0.68	0.93		151	0.39	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 467 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 467 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (86 applicants, selection rate 0.64); Native American or Alaska Native (21 applicants, selection rate 0.67); Female Native American or Alaska Native (18 applicants, selection rate 0.72); Male Native American or Alaska Native (3 applicants, selection rate 0.33); Female Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00); Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00).

Hirevue Bias Audit Analysis: Dependability, Early Career

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	389	0.60	0.85		389	0.32	0.89
Female	597	0.71	Comparator Group		597	0.36	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 17 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 17 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	97	0.68	0.98		97	0.33	0.82
White	289	0.66	0.96		289	0.34	0.86
Black or African American	119	0.56	0.81		119	0.26	0.65
Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Asian	402	0.69	Comparator Group		402	0.35	0.88
Native American or Alaska Native	2	0.50	N/A		2	0.00	N/A
Two or More Races	55	0.69	1.00		55	0.40	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 39 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 39 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	39	0.72	0.98		39	0.36	0.78
Male White	115	0.57	0.78		115	0.28	0.61
Male Black or African American	52	0.44	0.60		52	0.13	0.29
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	153	0.65	0.88		153	0.37	0.80
Male Native American or Alaska Native	0	N/A	N/A		0	N/A	N/A
Male Two or More Races	24	0.62	0.85		24	0.46	Comparator Group
Female Hispanic or Latino	57	0.65	0.89		57	0.30	0.65
Female White	173	0.72	0.99		173	0.38	0.83
Female Black or African American	67	0.66	0.90		67	0.36	0.78
Female Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Female Asian	249	0.72	0.98		249	0.35	0.75
Female Native American or Alaska Native	2	0.50	N/A		2	0.00	N/A
Female Two or More Races	30	0.73	Comparator Group		30	0.37	0.80

A value marked "N/A" means there was not enough data to calculate that statistic. 42 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 42 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Female Native American or Alaska Native (2 applicants, selection rate 0.50); Native American or Alaska Native (2 applicants, selection rate 0.50).

Hirevue Aggregate Bias Audit Analysis: Drive for Results and Initiative, Early Career

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	1,389	0.63	0.90		1,389	0.32	0.92
Female	2,906	0.69	Comparator Group		2,906	0.35	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 303 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 303 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	670	0.66	0.93		670	0.35	0.96
White	1,933	0.65	0.92		1,933	0.32	0.86
Black or African American	484	0.66	0.93		484	0.35	0.94
Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	1.00	N/A
Asian	893	0.71	Comparator Group		893	0.38	Comparator Group
Native American or Alaska Native	19	0.74	N/A		19	0.32	N/A
Two or More Races	183	0.71	1.00		183	0.34	0.92

A value marked "N/A" means there was not enough data to calculate that statistic. 414 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 414 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	223	0.67	0.91		223	0.36	0.94
Male White	546	0.58	0.79		546	0.31	0.78
Male Black or African American	178	0.62	0.85		178	0.31	0.79
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	343	0.67	0.91		343	0.35	0.89
Male Native American or Alaska Native	3	0.67	N/A		3	0.00	N/A
Male Two or More Races	62	0.66	N/A		62	0.29	N/A
Female Hispanic or Latino	445	0.66	0.89		445	0.35	0.90
Female White	1,382	0.68	0.93		1,382	0.33	0.83
Female Black or African American	306	0.68	0.92		306	0.38	0.97
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	1.00	N/A
Female Asian	549	0.73	Comparator Group		549	0.39	Comparator Group
Female Native American or Alaska Native	16	0.75	N/A		16	0.38	N/A
Female Two or More Races	121	0.74	1.00		121	0.37	0.95

A value marked "N/A" means there was not enough data to calculate that statistic. 422 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 422 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (62 applicants, selection rate 0.66); Native American or Alaska Native (19 applicants, selection rate 0.74); Female Native American or Alaska Native (16 applicants, selection rate 0.75); Male Native American or Alaska Native (3 applicants, selection rate 0.67); Female Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00); Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00).
- Where a category was not selected at all within one contributing implementation, that implementation is omitted from the averaged impact ratio, because a ratio of zero has no logarithm. A ratio of 0.00 is reported only where the category was not selected anywhere.

Hirevue Aggregate Bias Audit Analysis: Emotional Stability, Early Career

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	1,731	0.70	Comparator Group		1,731	0.38	Comparator Group
Female	3,404	0.65	0.93		3,404	0.31	0.81

A value marked "N/A" means there was not enough data to calculate that statistic. 320 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 320 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	760	0.68	0.98		760	0.34	0.97
White	2,170	0.66	0.94		2,170	0.33	0.96
Black or African American	588	0.70	Comparator Group		588	0.34	0.98
Native Hawaiian or Other Pacific Islander	2	0.50	N/A		2	0.50	N/A
Asian	1,231	0.67	0.97		1,231	0.34	1.01
Native American or Alaska Native	21	0.57	N/A		21	0.29	N/A
Two or More Races	232	0.69	1.00		232	0.34	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 451 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 451 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	259	0.73	0.97		259	0.39	Comparator Group
Male White	645	0.69	0.91		645	0.39	0.99
Male Black or African American	224	0.75	Comparator Group		224	0.39	1.00
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	476	0.70	0.94		476	0.39	1.01
Male Native American or Alaska Native	3	0.33	N/A		3	0.00	N/A
Male Two or More Races	85	0.72	N/A		85	0.39	N/A
Female Hispanic or Latino	498	0.66	0.87		498	0.31	0.78
Female White	1,520	0.65	0.86		1,520	0.31	0.79
Female Black or African American	364	0.66	0.88		364	0.30	0.76
Female Native Hawaiian or Other Pacific Islander	2	0.50	N/A		2	0.50	N/A
Female Asian	754	0.65	0.87		754	0.31	0.80
Female Native American or Alaska Native	18	0.61	N/A		18	0.33	N/A
Female Two or More Races	146	0.68	0.90		146	0.31	0.77

A value marked "N/A" means there was not enough data to calculate that statistic. 461 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 461 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (85 applicants, selection rate 0.72); Native American or Alaska Native (21 applicants, selection rate 0.57); Female Native American or Alaska Native (18 applicants, selection rate 0.61); Male Native American or Alaska Native (3 applicants, selection rate 0.33); Female Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 0.50); Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 0.50).

Hirevue Aggregate Bias Audit Analysis: Extraversion, Early Career

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	1,731	0.69	Comparator Group		1,731	0.35	Comparator Group
Female	3,404	0.67	0.97		3,404	0.33	0.95

A value marked "N/A" means there was not enough data to calculate that statistic. 320 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 320 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	760	0.68	0.97		760	0.31	0.81
White	2,170	0.71	Comparator Group		2,170	0.39	Comparator Group
Black or African American	588	0.59	0.83		588	0.24	0.62
Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	0.50	N/A
Asian	1,231	0.66	0.94		1,231	0.33	0.85
Native American or Alaska Native	21	0.62	N/A		21	0.43	N/A
Two or More Races	232	0.66	0.94		232	0.35	0.89

A value marked "N/A" means there was not enough data to calculate that statistic. 451 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 451 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	259	0.73	Comparator Group		259	0.34	0.88
Male White	645	0.71	0.97		645	0.38	0.98
Male Black or African American	224	0.64	0.87		224	0.28	0.72
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	476	0.67	0.90		476	0.37	0.95
Male Native American or Alaska Native	3	0.33	N/A		3	0.00	N/A
Male Two or More Races	85	0.65	N/A		85	0.34	N/A
Female Hispanic or Latino	498	0.65	0.89		498	0.30	0.77
Female White	1,520	0.70	0.96		1,520	0.39	Comparator Group
Female Black or African American	364	0.55	0.75		364	0.22	0.56
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	0.50	N/A
Female Asian	754	0.66	0.89		754	0.31	0.79
Female Native American or Alaska Native	18	0.67	N/A		18	0.50	N/A
Female Two or More Races	146	0.67	0.91		146	0.35	0.83

A value marked "N/A" means there was not enough data to calculate that statistic. 461 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 461 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (85 applicants, selection rate 0.65); Native American or Alaska Native (21 applicants, selection rate 0.62); Female Native American or Alaska Native (18 applicants, selection rate 0.67); Male Native American or Alaska Native (3 applicants, selection rate 0.33); Female Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00); Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00).

Hirevue Aggregate Bias Audit Analysis: Openness, Early Career

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	1,731	0.58	0.80		1,731	0.27	0.69
Female	3,404	0.73	Comparator Group		3,404	0.39	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 320 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 320 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	760	0.70	0.97		760	0.36	0.90
White	2,170	0.68	0.94		2,170	0.33	0.84
Black or African American	588	0.72	Comparator Group		588	0.40	Comparator Group
Native Hawaiian or Other Pacific Islander	2	0.50	N/A		2	0.00	N/A
Asian	1,231	0.66	0.93		1,231	0.35	0.88
Native American or Alaska Native	21	0.81	N/A		21	0.33	N/A
Two or More Races	232	0.68	0.95		232	0.34	0.85

A value marked "N/A" means there was not enough data to calculate that statistic. 451 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 451 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	259	0.60	0.77		259	0.29	0.65
Male White	645	0.56	0.71		645	0.24	0.53
Male Black or African American	224	0.61	0.78		224	0.31	0.69
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	476	0.59	0.76		476	0.27	0.61
Male Native American or Alaska Native	3	0.67	N/A		3	0.33	N/A
Male Two or More Races	85	0.59	N/A		85	0.32	N/A
Female Hispanic or Latino	498	0.75	0.95		498	0.39	0.85
Female White	1,520	0.72	0.92		1,520	0.37	0.82
Female Black or African American	364	0.78	Comparator Group		364	0.45	Comparator Group
Female Native Hawaiian or Other Pacific Islander	2	0.50	N/A		2	0.00	N/A
Female Asian	754	0.70	0.91		754	0.40	0.90
Female Native American or Alaska Native	18	0.83	N/A		18	0.33	N/A
Female Two or More Races	146	0.73	0.94		146	0.35	0.78

A value marked "N/A" means there was not enough data to calculate that statistic. 461 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 461 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (85 applicants, selection rate 0.59); Native American or Alaska Native (21 applicants, selection rate 0.81); Female Native American or Alaska Native (18 applicants, selection rate 0.83); Male Native American or Alaska Native (3 applicants, selection rate 0.67); Female Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 0.50); Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 0.50).

Hirevue Bias Audit Analysis: Problem Solving, Early Career

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	1,340	0.70	Comparator Group		1,340	0.37	Comparator Group
Female	2,806	0.65	0.94		2,806	0.33	0.88

A value marked "N/A" means there was not enough data to calculate that statistic. 302 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 302 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	663	0.63	0.85		663	0.32	0.82
White	1,879	0.66	0.89		1,879	0.33	0.85
Black or African American	469	0.66	0.89		469	0.33	0.86
Native Hawaiian or Other Pacific Islander	2	0.50	N/A		2	0.50	N/A
Asian	828	0.74	Comparator Group		828	0.39	Comparator Group
Native American or Alaska Native	19	0.68	N/A		19	0.42	N/A
Two or More Races	177	0.65	0.88		177	0.33	0.85

A value marked "N/A" means there was not enough data to calculate that statistic. 411 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 411 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	220	0.68	0.90		220	0.41	0.98
Male White	529	0.69	0.91		529	0.38	0.91
Male Black or African American	172	0.64	0.84		172	0.28	0.67
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	322	0.76	Comparator Group		322	0.42	Comparator Group
Male Native American or Alaska Native	3	0.33	N/A		3	0.00	N/A
Male Two or More Races	61	0.67	N/A		61	0.26	N/A
Female Hispanic or Latino	441	0.60	0.79		441	0.27	0.66
Female White	1,346	0.64	0.85		1,346	0.31	0.74
Female Black or African American	297	0.67	0.88		297	0.37	0.88
Female Native Hawaiian or Other Pacific Islander	2	0.50	N/A		2	0.50	N/A
Female Asian	505	0.72	0.95		505	0.37	0.89
Female Native American or Alaska Native	16	0.75	N/A		16	0.50	N/A
Female Two or More Races	116	0.64	0.84		116	0.36	0.87

A value marked "N/A" means there was not enough data to calculate that statistic. 418 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 418 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (61 applicants, selection rate 0.67); Native American or Alaska Native (19 applicants, selection rate 0.68); Female Native American or Alaska Native (16 applicants, selection rate 0.75); Male Native American or Alaska Native (3 applicants, selection rate 0.33); Female Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 0.50); Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 0.50).

Hirevue Aggregate Bias Audit Analysis: Relationship Building, Early Career

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	1,780	0.60	0.84		1,780	0.27	0.71
Female	3,507	0.71	Comparator Group		3,507	0.38	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 319 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 319 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	767	0.66	0.97		767	0.32	0.87
White	2,224	0.68	1.00		2,224	0.37	Comparator Group
Black or African American	604	0.65	0.95		604	0.36	1.00
Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	1.00	N/A
Asian	1,297	0.68	0.99		1,297	0.33	0.93
Native American or Alaska Native	21	0.52	N/A		21	0.24	N/A
Two or More Races	238	0.68	Comparator Group		238	0.30	0.83

A value marked "N/A" means there was not enough data to calculate that statistic. 453 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 453 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	262	0.61	0.84		262	0.31	0.73
Male White	663	0.59	0.82		663	0.27	0.65
Male Black or African American	230	0.53	0.74		230	0.28	0.66
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	496	0.63	0.87		496	0.26	0.64
Male Native American or Alaska Native	3	0.33	N/A		3	0.00	N/A
Male Two or More Races	86	0.63	N/A		86	0.22	N/A
Female Hispanic or Latino	502	0.68	0.93		502	0.32	0.78
Female White	1,555	0.72	0.99		1,555	0.41	0.98
Female Black or African American	374	0.72	Comparator Group		374	0.41	Comparator Group
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	1.00	N/A
Female Asian	800	0.72	1.00		800	0.38	0.92
Female Native American or Alaska Native	18	0.56	N/A		18	0.28	N/A
Female Two or More Races	151	0.72	0.99		151	0.35	0.85

A value marked "N/A" means there was not enough data to calculate that statistic. 464 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 464 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (86 applicants, selection rate 0.63); Native American or Alaska Native (21 applicants, selection rate 0.52); Female Native American or Alaska Native (18 applicants, selection rate 0.56); Male Native American or Alaska Native (3 applicants, selection rate 0.33); Female Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00); Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00).

Hirevue Bias Audit Analysis: Safety and Compliance Orientation, Early Career

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier			Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio	Number of Applicants	Selection Rate	Impact Ratio
Male	390	0.60	0.84	390	0.29	0.78
Female	597	0.71	Comparator Group	597	0.37	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 17 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 17 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier			Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio	Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	97	0.65	0.89	97	0.30	0.79
White	290	0.68	0.93	290	0.33	0.87
Black or African American	119	0.56	0.77	119	0.27	0.71
Native Hawaiian or Other Pacific Islander	0	N/A	N/A	0	N/A	N/A
Asian	402	0.69	0.95	402	0.38	Comparator Group
Native American or Alaska Native	2	0.50	N/A	2	0.50	N/A
Two or More Races	55	0.73	Comparator Group	55	0.33	0.86

A value marked "N/A" means there was not enough data to calculate that statistic. 39 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 39 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	39	0.56	0.71		39	0.26	0.59
Male White	116	0.59	0.74		116	0.30	0.70
Male Black or African American	52	0.42	0.53		52	0.17	0.40
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	153	0.67	0.84		153	0.35	0.81
Male Native American or Alaska Native	0	N/A	N/A		0	N/A	N/A
Male Two or More Races	24	0.62	0.78		24	0.17	0.38
Female Hispanic or Latino	57	0.70	0.88		57	0.32	0.73
Female White	173	0.73	0.91		173	0.35	0.81
Female Black or African American	67	0.67	0.84		67	0.34	0.79
Female Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Female Asian	249	0.71	0.88		249	0.40	0.92
Female Native American or Alaska Native	2	0.50	N/A		2	0.50	N/A
Female Two or More Races	30	0.80	Comparator Group		30	0.43	Comparator Group

A value marked "N/A" means there was not enough data to calculate that statistic. 42 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 42 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Female Native American or Alaska Native (2 applicants, selection rate 0.50); Native American or Alaska Native (2 applicants, selection rate 0.50).

Hirevue Aggregate Bias Audit Analysis: Willingness to Learn, Early Career

NYC Law Impact Ratios for Gender

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male	1,779	0.70	Comparator Group		1,779	0.37	Comparator Group
Female	3,509	0.65	0.93		3,509	0.33	0.88

A value marked "N/A" means there was not enough data to calculate that statistic. 321 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 321 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	767	0.67	0.95		767	0.34	0.90
White	2,225	0.66	0.94		2,225	0.33	0.89
Black or African American	605	0.70	Comparator Group		605	0.37	Comparator Group
Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	1.00	N/A
Asian	1,296	0.68	0.97		1,296	0.35	0.96
Native American or Alaska Native	21	0.71	N/A		21	0.43	N/A
Two or More Races	238	0.69	0.99		238	0.30	0.81

A value marked "N/A" means there was not enough data to calculate that statistic. 455 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 455 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

NYC Law Impact Ratios for the Combination of Gender and Race/Ethnicity

Demographic Group	Top + Middle Tier vs. Bottom Tier				Top Tier vs. Middle + Bottom Tier		
	Number of Applicants	Selection Rate	Impact Ratio		Number of Applicants	Selection Rate	Impact Ratio
Male Hispanic or Latino	262	0.69	0.95		262	0.40	Comparator Group
Male White	663	0.70	0.98		663	0.35	0.85
Male Black or African American	230	0.69	0.96		230	0.36	0.88
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A		0	N/A	N/A
Male Asian	495	0.71	Comparator Group		495	0.39	0.94
Male Native American or Alaska Native	3	0.33	N/A		3	0.00	N/A
Male Two or More Races	86	0.72	N/A		86	0.33	N/A
Female Hispanic or Latino	502	0.66	0.91		502	0.30	0.74
Female White	1,556	0.64	0.89		1,556	0.32	0.80
Female Black or African American	375	0.71	0.99		375	0.38	0.92
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A		2	1.00	N/A
Female Asian	800	0.65	0.92		800	0.33	0.80
Female Native American or Alaska Native	18	0.78	N/A		18	0.50	N/A
Female Two or More Races	151	0.68	0.95		151	0.29	0.69

A value marked "N/A" means there was not enough data to calculate that statistic. 466 applicants had unknown or missing demographic information for the Top plus Middle vs. Bottom Tier analysis, and 466 for the Top vs. Middle plus Bottom Tier analysis; those applicants are excluded from this table.

Note: because of how these results are combined across employers, methods built for a single employer's analysis do not apply to the aggregate values above, and the aggregate impact ratios cannot be computed directly from the aggregate selection rates shown.

Notes and limitations

- Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates for those categories are shown above and are as follows: Male Two or More Races (86 applicants, selection rate 0.72); Native American or Alaska Native (21 applicants, selection rate 0.71); Female Native American or Alaska Native (18 applicants, selection rate 0.78); Male Native American or Alaska Native (3 applicants, selection rate 0.33); Female Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00); Native Hawaiian or Other Pacific Islander (2 applicants, selection rate 1.00).

Notes That Apply Throughout

One note was carried by all 32 reports combined here, and is stated once below. Notes specific to a competency, including the categories excluded from impact ratio calculation under 6 RCNY 5-301(d) with their applicant counts and selection rates, appear with that competency.

- Selection rates reflect the thresholds between assessment tiers. Organizations differ in how, and whether, they use a score to make a decision, so these rates may not correspond to any single employer's operational use of the tool.

 **Corymb** conducted this analysis and prepared this report for Hirevue. Questions about these results or how to read them: reach us at discovery@corymb.ai.