HireVue

HIREVUE AI EXPLAINABILITY STATEMENT SUMMARY

PREPARED IN PARTNERSHIP WITH
## BEST PRACTICE AI

Why we use AI:

HireVue's Hiring Experience Platform™ provides recruiters and candidates with a fair and efficient end-to-end platform to streamline and speed-up the hiring process. HireVue uses AI technology to assess candidates' responses to competency-based interview questions and game-based assessments. Academic research shows that using identical, structured and open-ended questions for all candidates, and adopting a uniform marking scheme, increases objectivity and minimises conscious and unconscious bias in the hiring process.

The aim of any hiring process is to find the right candidate(s) for a job. Our AI assessments do not replace recruiters. Instead, they allow recruiters to screen many candidates, more accurately, in a shorter time and at lower cost than traditional human-led, or video, interviews. They also enable candidates to undertake interviews at a time of their convenience.

How we use AI:

1. To transcribe the words spoken by a candidate in a video interview

2. To assign meaning to the transcribed text

3. To score the candidate's answers, against a selection of competencies required in the role
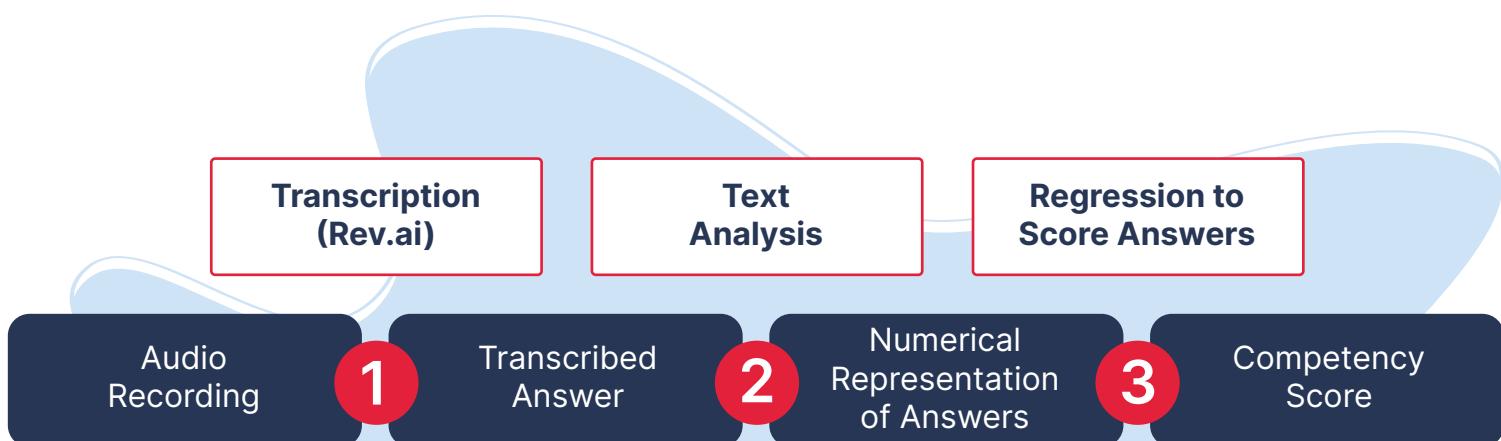
We use transcription tools from a company called Rev.AI to transcribe speech to text. Our language understanding models are based on publicly available models from the Google research team, then modified by HireVue's Science Team, for even greater accuracy. Our AI system for assessing and marking interview answers is trained by analyzing 125,000+ ratings by HireVue's expert human interviewers of 30,000+ previous candidate answers.

How we mitigate bias:

We work hard to ensure that any bias is detected and minimized. Competencies to be assessed are agreed upon with the employer. We use data from a diverse group of over half a million interviewees to train our AI. The AI tools do not assess any visual or audio aspects of the video interview and so would not assess a candidates' physical appearance, mannerisms, surroundings, facial movements, sound or tonality of the voice.

Before any AI tool is deployed, we test it for adverse impact on legally protected groups and other metrics related to fairness. Once we have started using the AI system we continually monitor the real-world impact of our assessments on key groups and proactively make any changes required to sustain fairness and objectivity. We also hold review meetings with employers to ensure that the hiring process is achieving the desired results. We are able to identify any issues quickly and act to solve them, without reducing the accuracy of our assessments. Our practices create a level of transparency and focus that may be lacking in many traditional human-led recruitment processes.

To understand more about our AI use, please see our full AI Explainability Statement.