# Bias Assessment for SeekOut Spot Rubric Evaluation

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# Bias evaluation for SeekOut Spot

This report presents an independent bias evaluation of SeekOut Spot's candidate sourcing and inbound resume review process. It was prepared by FairNow on September 15th, 2025.

# Summary of results

SeekOut Spot is an AI-powered managed recruiting service that supports top-of-the-funnel hiring steps for SeekOut's clients by combining AI-assisted candidate evaluation with human recruiter expertise. Through top-of-funnel stages including candidate sourcing, resume review, and AI-led interviews, SeekOut Spot produces structured candidate profiles that SeekOut recruiters review in accordance with client guidance. SeekOut's recruiters then pass along the profiles of qualified and interested candidates to the client.

Testing in this report focuses on SeekOut Spot's rubric evaluation capability, which assesses candidate resumes and profile information against individual rubric criteria. Performance was assessed for gender, race, and gender–race combinations. Testing showed no evidence of adverse impact, as all groups had selection rates at least 97% of the most favored group. These results satisfy the EEOC's four-fifths rule of at least 80% of the most favored group.

# SeekOut Spot system overview

## System details

**SeekOut Spot** is an AI-powered recruiting service that combines AI functionality and human recruiter expertise. SeekOut Spot manages top-of-the-funnel sourcing and application review for open job roles. "Top-of-the-funnel" refers to the processes that begin once a job is opened, starting with a hiring manager intake facilitated by a human recruiter. SeekOut Spot is a managed service that uses AI on behalf of clients, meaning it is the developer but also takes on many of the responsibilities that typically fall to AI deployers.

SeekOut Spot has a series of five stages, which are all human-led and enhanced by Spot AI. These stages may be customized based on a client's preferences and internal process:

### 1. Intake and job rubric creation

A SeekOut recruiter conducts a structured interview with the client hiring manager to better understand the role and its requirements. These details, along with the job description, are used to generate the rubric**,** which outlines the key tasks, required skills, qualifications, and other criteria and requirements for the roles. The initial draft of the rubric is generated by Spot AI but it is reviewed and edited by the SeekOut recruiter and the client hiring team. The SeekOut recruiter then approves the rubric based on feedback from the client hiring manager.

Spot is designed to restrict rubrics to objective, fact-based items that can be reasonably assessed from resumes and candidate data. Evaluations of soft skills remain the responsibility of human recruiters.

### 2. Candidate sourcing

At this stage, the SeekOut recruiter uses the rubric to identify potentially qualified candidates for outreach. The SeekOut recruiter uses keyword search to filter down to a smaller set of prospective candidates who are potentially qualified and interested. Spot's AI agents then source and identify qualified candidates from several channels (e.g., professional sites, past applicants in the client ATS, referrals).

These prospective candidates are evaluated using AI against each criterion of the job rubric (created in the previous step) in a standardized manner. The output is a score from 1-10 for each competency and an explanation describing the rationale behind the score, allowing the

SeekOut recruiter to filter and rank candidates by each criterion of the rubric or combinations thereof. The rubric evaluator intentionally avoids producing an overall score for a candidate. This design ensures that outputs are flexible, interpretable, and context-dependent, empowering recruiters to make informed decisions based on the most relevant criteria rather than relying on oversimplified composite scores.

At regular intervals, human reviewers double-check these AI-generated evaluations to ensure they align with human assessments. This benchmarking ensures accuracy and consistency across evaluations.

Based on the SeekOut recruiter's evaluation, a subset of candidates is contacted and encouraged to apply to the role. SeekOut recruiters are trained to cast a wider net during outreach, inviting potentially qualified candidates to provide resumes or answer targeted screening questions. This additional information is then incorporated into the rubric evaluation in the next step, reducing the risk of premature or inaccurate judgments of potential qualifications.

### 3. Inbound resume review

SeekOut recruiters engage with both inbound applicants (if the client elects) and those who were invited to apply for the role in the previous step. Spot AI evaluates each applicant by scoring their resume against each criterion of the job rubric in a standardized manner. This Spot AI review again produces 1-10 scores for each competency in the rubric for each applicant and an explanation describing the rationale behind the score. The rubric evaluator intentionally avoids producing an overall score for a candidate. Here again, human reviewers double-check these AI-generated evaluations at regular intervals to ensure they align with human assessments and are consistent across evaluations.

### 4. AI-led interview

SeekOut recruiters may invite candidates to participate in an AI interview screen to highlight their relevant experiences, qualifications, and achievements for recruiter and hiring manager review. All candidates are also given a non-AI alternative screening option. If a candidate opts for an AI video interview, then SeekOut Spot's AI interview assistant leads a video interview. The AI interviewer asks customized, role-specific questions that are designed to evaluate the candidate against the competencies of the job rubric. Hiring teams may review and edit interview questions prior to deployment to ensure alignment with team standards and role requirements. Spot AI transcribes the AI video interview and the SeekOut recruiter reviews the transcript. Spot AI also highlights for the SeekOut recruiter where responses correspond to criterion in the job rubric.

### 5. Hiring manager review

The evaluation of the candidate's resume and the written transcription of the interview responses are compiled by Spot AI for SeekOut recruiter review. Spot AI also provides an overall candidate summary and a summary against each of the rubric criteria, citing evidence of competency in the resume and interview transcript. At this stage, human recruiters review the

complete profile to determine which candidates are qualified and interested for client hiring manager review. The SeekOut recruiter determines how combinations of rubric items should be interpreted in context when recommending candidates.

The SeekOut recruiter then passes along qualified and interested candidates to the client hiring manager. The client hiring manager selects next steps for each candidate.

### Report scope

This bias test uses synthetic candidate resumes to evaluate SeekOut Spot's candidate sourcing and inbound resume review processes. Each rubric criterion is tested against each synthetic profile. The following AI-assisted tasks are out of scope for this bias test: transcription of video interviews; job rubric generation; interview question generation; the scoring of candidates based on transcribed interview responses; and research agents that assist with information gathering and synthesis during the passive sourcing stage (e.g., coding context from GitHub).

## Bias evaluation methodology and results

### Data used

This assessment is conducted with a dataset of 5,600 synthetic job candidate profiles constructed via FairNow's proprietary algorithms. Synthetic candidate profiles are designed in such a way that valid predictors of job success (such as technical skills, previous work experience, and education) are held constant while candidate profiles are varied by proxies for protected class. Common examples of protected class proxies include candidate name, education (e.g., HBCUs), and professional affiliations – all of which can serve as indicators of race or gender.

This analysis tested two different job postings: Senior Product Designer and Senior Software Engineer. These were chosen because they are representative of common roles processed by SeekOut Spot. The job descriptions and rubrics were provided by SeekOut and deemed to be appropriate for the roles. The rubrics used had multiple criteria, or dimensions, evaluated by Spot AI. Each synthetic resume was assessed across the rubric criteria for the aligned posting, resulting in a final dataset containing a total 33,600 application-criteria pairs.

Gender was represented as one of the following values:

- Female
- Male

Race/Ethnicity was represented as one of the following values:

- Asian
- Black
- Hispanic/Latino

- White

## Note on the applicability of synthetic data

Synthetic data was used for this assessment because SeekOut does not collect demographic data on job candidates. The use of synthetic data in this way meets the definition of situation testing, a long-established framework to detect discrimination by comparing the outcomes of individuals who differ in protected group membership but are equal in the criteria related to the task being assessed – in this case, factors such as work experience, educational level and technical skills.

## Scoring methodology

Spot AI does not produce an aggregated candidate score for rank-ordering or evaluation purposes. Instead, Spot AI produces scores for each individual criterion covered in the job rubric. In alignment with product usage, this test evaluates scoring at the applicant-criteria level, a criterion with a score greater than the median score being marked as “selected”.

Because Spot AI is used to score candidates against job rubric criteria, rather than select which candidates proceed in the hiring process, this analysis uses the “scoring rate” methodology of the NYC Bias Audit law. Under this approach, candidate scores are compared against the median score across application-criteria. Criteria with a score greater than the median score are considered to have been selected by the AI for the purposes of this analysis. For the purposes of reporting, these results are aggregated.

## Testing results

### Results by gender

| Gender | # of Application-Criteria | # Selected | Scoring Rate | Impact Ratio |
|---|---|---|---|---|
| Female | 16,800 | 7,507 | 45% | 100% |
| Male | 16,800 | 7,476 | 45% | 100% |

There were 0 application-criteria for which the applicant’s gender was not known.

### Results by race

| Race | # of Application-Criteria | # Selected | Scoring Rate | Impact Ratio |
|---|---|---|---|---|
| Asian | 8,400 | 3,727 | 44% | 99% |
| Black | 8,400 | 3,772 | 45% | 100% |
| Hispanic/Latino | 8,400 | 3,709 | 44% | 98% |
| White | 8,400 | 3,775 | 45% | 100% |

There were 0 application-criteria for which the applicant's race/ethnicity was not known.

### Results by gender and race

| Gender | Race | # of Application-Criteria | # Selected | Scoring Rate | Impact Ratio |
|---|---|---|---|---|---|
| Female | Asian | 4,200 | 1,854 | 44% | 97% |
| Male | Asian | 4,200 | 1,902 | 45% | 100% |
| Female | Black | 4,200 | 1,863 | 44% | 98% |
| Male | Black | 4,200 | 1,888 | 45% | 99% |
| Female | Hispanic/Latino | 4,200 | 1,873 | 45% | 98% |
| Male | Hispanic/Latino | 4,200 | 1,870 | 45% | 98% |
| Female | White | 4,200 | 1,846 | 44% | 97% |
| Male | White | 4,200 | 1,887 | 45% | 99% |

There were 0 application-criteria for which the applicant's gender or race/ethnicity were not known.

# Appendix

## Report applicability

This evaluation tests for adverse impact in accordance with EEOC's four-fifths rule. It represents an independent bias audit in alignment with the requirements of New York City Local Law 144, and constitutes algorithmic discrimination testing for race, gender, and race*gender combinations that may be relevant for the Colorado AI Act, the European Union AI Act, and the California Civil Rights Council's employment regulations on AI.

Results in this report represent a point-in-time snapshot and are based on the relevance of the testing data available at the time of generation. We encourage ongoing monitoring over time.

## About FairNow

FairNow is an organization dedicated to helping companies leverage AI in a responsible, fair, and well-managed way. FairNow conducts bias testing in support of assessments related to various US and global AI regulations, and is also an independent auditor in alignment with the specifications of New York City Local Law 144.