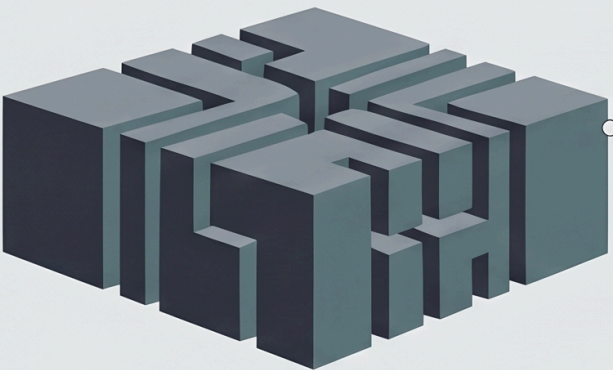


ALGORITHMIC MONOCULTURES: THE HIDDEN RISKS OF AI IN HIRING

Reliance on a few major AI hiring vendors creates systemic exclusion, hiding racial bias behind aggregate data and causing lasting harm.

THE MONOCULTURE PROBLEM



60% FORTUNE 100 COMPANIES USE ONE VENDOR

High vendor concentration means a single algorithmic error can trigger systemic exclusion across multiple employers.



REJECTION RATES EXCEED STATISTICAL CHANCE

4% of applicants seeking 10 positions are rejected by all, indicating correlated, non-random exclusion.



THE "SCARRING EFFECT" OF AI REJECTION

Opaque, systemic rejections cause lasting financial and mental health damage to excluded job seekers.

THE BIAS GAP & SOLUTION

AGGREGATE FAIRNESS (CLAIMS)



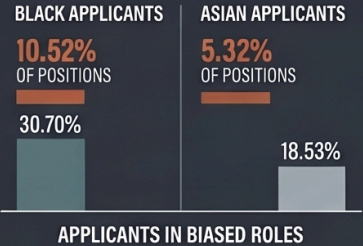
POSITION-LEVEL REALITY (IMPACT)



POSITION-LEVEL REALITY (IMPACT)

10.62% SPECIFIC ROLES SHOW ADVERSE IMPACT

against Black applicants, while 5.32% of roles show adverse impact against Asian applicants.

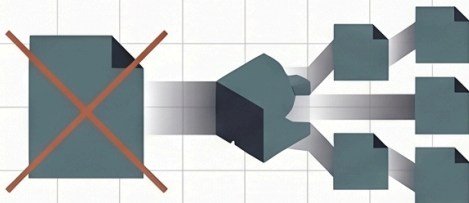


330-DAY ASSESSMENT LOCKOUTS

Many vendors prevent retaking tests for nearly a year, turning one poor performance into long-term exclusion.

SOLUTION

SHIFT TO DISAGGREGATED AUDITING



PORTFOLIO-WIDE VENDOR REPORT

PER-POSITION AUDITING

Employers must audit fairness per-position rather than accepting high-level reports.