Addendum to Bias Audit for Plum's Talent Match Model

Addendum to Bias Evaluation for Plum's Talent Match Model

Addendum prepared by FairNow on October 28, 2025

Introduction and executive summary

This document describes supplemental analysis conducted as part of FairNow's audit of Plum's Talent Match model in October 2025.

The audit applied a disparate impact analysis to evaluate the selection rate of different demographic groups across race, gender, and intersectional categories. Plum provided demographic data for age (derived from year of birth) and disability status. Since these two categories are not required under the New York City bias audit law (LL144), the disparate impact analyses of Plum's sample are shared in this addendum report.

Data used

This addendum analysis used the same sample provided for FairNow's October 2025 audit of Plum's Talent Match Model. Year of birth was self-reported by candidates. Candidate age was derived by subtracting this value from 2025. Disability status was self-reported by candidates.

Age was grouped into two categories, less than 40 and 40 or older, in alignment with the Age Discrimination in Employment Act (ADEA), which prohibits employment discrimination against individuals aged 40 and over.

Disability status took on the following values:
- No disability
- Chronic Conditions Or Neurological Disorder
- Cognitive Or Learning Related
- Mental Health Related
- Physical Impairments
- Sensory Impairments
- Two Or More Options
- Opt-out or otherwise unknown (not included in the analysis)

Due to low sample size within disabled groups, disability status was reported as "Disabled" or "Not disabled".

Analysis results

Results by age

Age	# of Applications	# Selected	Selection Rate	Impact Ratio
Younger than 40	68,050	36,397	53%	100%
40 or older	8,251	4,297	52%	97%

There were 480,764 applications for which the candidate's year of birth (and thus age) was not known. This data was not included in the above table.

Results by disability status

Disability Status	# of Applications	# Selected	Selection Rate	Impact Ratio
Disabled	1,936	939	49%	91%
Not disabled	72,875	39,021	54%	100%

There were 482,254 applications for which the applicant's disability status was not known. This data was not included in the above table.