

2
0
2
2



Beamery AI Explainability Statement



Transparency in AI is one of our core values at Beamery.

We have therefore written this Explainability Statement to explain our AI processes, and in an effort to assist our customers in fulfilling their obligations as “employers using AI tools in making employment decisions” under such laws like NYC’s Automated Employment Decision Tools (AEDT) law and as “data controllers” in compliance with data protection laws, including the EU/UK General Data Protection Regulation (GDPR) and similar regulations.

This document is also intended to provide you with information on how the Artificial Intelligence (AI) in the Beamery suite of products works and how utilizing this technology helps our customers maximize human potential.

This document may be updated from time to time based on updates to our internal processes or products.

Content

1. The Use of AI in Our Suite of Products	4
2. Our Commitment to Responsible AI	6
a. Our AI Principles	
b. Bias Mitigation Processes	
c. Third-Party Auditing Process (with Parity)	
d. Accommodations	
e. Our Security and Data Protection Practices	

The Use of AI in Our Suite of Products

Beamery is an AI-powered talent platform that lets businesses identify, recruit, develop, retain and redeploy talent more effectively by unlocking the skills and capabilities of their global workforce. Bringing workforce planning, CRM, and talent marketplace together for the first time, Beamery provides a unique, unified experience for internal and external resourcing, and helps organizations improve DE&I efforts, close key skill gaps, and retain top performers.

Technologies such as artificial intelligence (or AI) and machine learning are powerful tools to help recruiters sift through extremely large amounts of data, enabling them to interpret resumes better and suggest better candidate matches. For candidates, AI can lead to greater personalization: AI can surface higher quality matches, streamlining the job seeking experience and highlighting internal and external opportunities with greater relevance.

Beamery's product can be organized into three key core components:

- Beamery Connect
- Beamery Engage
- Beamery Grow

BEAMERY CONNECT helps organizations attract and convert qualified talent while connecting the right candidate to the right career opportunity. To achieve that, we use AI in two key areas:

- **Candidate Portals:** Beamery helps its customers create a personalized journey for candidates, giving them job recommendations that match their skills, experiences, and goals through our AI job matching. As part of the Candidate Portals, Beamery's Preference Center lets candidates control how they would like to be reached and ensures organizations handle candidate data correctly while communicating with candidates in the manner that the candidate wants.
- **Career Sites:** By implementing Beamery's Candidate Portal on our customers' career site, candidates and teammates can leverage Beamery's AI to offer unique talent journeys, help address bias in the recruiting process, and offer more effective job matching between candidates and relevant roles.

BEAMERY ENGAGE helps recruiters to identify, source and engage candidates with the right skills and potential for success within the organization and helps recruiters find engaged talent faster and reduce hiring times. To achieve that, we use AI in a few key areas

- **AI Matching with Explainability:** As the volume of candidates and talent increases and becomes more challenging to track, we help our customers find and evaluate candidates based on their skills and potential. To do that, Beamery's AI Matching helps our customers to:

- **See inbound applicants:** scored against what hiring managers are looking for – giving hiring teams a streamlined, consistent view of fit and saving them time by focusing on quality candidates first.
- **Discover suggested contacts:** Beamery helps customers reduce the time to hire with suggested contacts or resurfaced contacts, with prioritized explainability to help them make fast decisions, understanding not just who's a fit, but why the system suggested these candidates for review. We further empower customers to, in turn, explain recommendations and decisions to candidates.
- **Suggested Contacts:** Beamery's AI-powered Suggested Contacts feature uses frequency matching on key attributes to find relevant contacts for Sourcers and Recruiters to add to Pools, finding the closest fits for their ideal candidate profile.

BEAMERY GROW Is an internal mobility platform that gives every worker a transparent, personalized, and AI-driven map for their career. Additionally, it provides access to full-time roles, part-time internal projects, mentorship, and learning opportunities to upskill, develop, and increase retention, performance, and engagement. As a result, companies have much better visibility into their workforce's competencies and can fill positions faster while promoting a culture of recognition and progression..

AI is used in a few key areas:

- **Recommend opportunities for each employee:** This helps employees find suitable opportunities more quickly. The recommendations change with each employee's interaction with Beamery Grow. Team members retain complete control over their preferences and career objectives, providing opportunities that match their desired career paths.
- **Recommend candidates for open opportunities:** This helps managers find and reach suitable candidates in the company. The recommendations consider candidates' profiles and goals.
- **Provide career pathways for employees to explore:** Beamery Grow shows a "map"-style visualization to let employees freely explore career development options from any role, both from a global and industry-based perspective, using data specific to the employee's current company. Beamery calls this a "career pathway."
- **Suggest adjacent skills on talent profiles:** Beamery also uses AI to suggest adjacent skills or domains to users when they fill out their profiles, to help them provide more comprehensive and accurate data.

The AI in Beamery is intended to provide useful recommendations and help users discover suitable matches, not programmatically steer people into one role.



Our Commitment to Responsible AI

A. OUR AI PRINCIPLES

There are five key principles that guide us when we work with AI..

i. We intend for our AI to be socially beneficial.

Our products and services allow our users to employ AI for positive social benefits and to further equal access to meaningful work, skills, and careers for people of all backgrounds. Our AI systems respect human rights and diversity.

ii. We avoid creating unfair bias.

We understand that AI models can reinforce everyday biases and that bias can come from many datasets. We have designed our products and services to avoid unjust impacts on people based on protected characteristics, such as race, ethnicity, gender, nationality, income, sexual orientation, ability, and political or religious beliefs. These characteristics, as well as known proxies for these characteristics, are never included as inputs for our training models. Our models, training, and validation data have been audited by a third party to confirm we are meeting the industry standards minimizing the risk of unintended bias. We also never use any facial recognition, voice recognition, emotion detection, or biometrics in our products or services.

iii. We empower our users.

Our AI is supercharging everyday tasks in the talent lifecycle, not replacing them. The AI does not make any final employment or workplace decisions without a human.

iv. We are transparent with our use of AI.

We inform candidates when their data may be used in AI activities and give our users information on how AI is used. We also clearly call out throughout our product where AI is used so that users understand when AI is interacting with them. We employ a system of checks and balances to review user interactions and feed back to the platform to ensure that the systems operate as they should.

v. We are committed to continual improvement.

No system is perfect. These technologies involve a level of complexity that requires a commitment to continual review and improvement as the field rapidly advances. We review new risk mitigation technologies as they become available and we will consider employing them as appropriate.

B. OUR BIAS MITIGATION PROCESS

Transparency with explainability

We help users understand why we predict that someone will be a good match for a role, using a few key explanation layers, which users can provide to candidates, that clarify the AI recommendation.

- Users can see each component's weight (or influence): in the decision: our AI recommendations articulate what is the mix and weight of **skills, seniority, proficiency and industry**, so users can clearly see the main reason our AI considered a potential fit between talent and vacancies.
- Users can understand what skills impacted the recommendations the most, also helping them to understand what skills did or did not have an impact on the recommendation.

No Personally Identifiable Information (PII) used for training, validation or recommendation

When training our models, we use anonymized third-party datasets, which means our models are not explicitly aware of race, ethnicity, gender, nationality, income, sexual orientation, ability, and political or religious beliefs. Additionally, when we are validating our models against test data sets, non-personally-identifiable data is used. When we match candidates in the CRM, our models never see the PII of any candidate. All they see are skills, roles and experience.

There is a natural tension, however, between the most modern techniques for AI bias identification and the privacy value of omitting PII. Most state-of-the-art methods to audit for bias create validation sets that may contain some voluntarily-provided demographic information, or inferred demographic information. Our external auditors may make use of candidate demographic features that they obtain outside of our internal processes, which are deleted following the audit process, and never retained. These data points are used only in assessing model performance for potential bias.

Human governance

Our models are not meant to replace humans; instead, they give relevant information to human decision makers to make more informed decisions.

C. THIRD-PARTY AUDITING PROCESS (WITH PARITY)

To ensure that we minimize any unintended bias that may be created as part of our model development, we are audited by a third party.

In order to investigate potential risks with our AI, Parity undertakes a socio-technical approach to risk identification with respect for intersectionality. The process involves rigorous testing of the model's performance among users representative of protected classes, with tests performed not only on models but on our platform's performance.

Our goal is to ensure that our models and platform perform similarly across a suite of metrics designed to measure comparative performance on minority and reference populations. This work involves quantitative and qualitative review, in order to minimize the possibility that bias may be inadvertently learned from information that may serve as a proxy for protected class.

Our audit process remains mindful of existing and proposed global regulatory frameworks but strives to go beyond the “bare minimum” of requirements. Our work with Parity seeks to futureproof our AI against risks in a rapidly evolving scientific environment, where new evaluation and mitigation techniques surface regularly. We will review and consider employing new mitigation techniques that these experts might recommend as they become available, as appropriate.

D. ACCOMMODATIONS

To support our customer’s role in compliance with supporting a candidate’s choices with regard to their information, Beamery offers a robust preference tracking feature, and the ability to search, filter and create Recipes to ensure that workflows highlight those candidates that have expressed a preference for an accommodation with respect to AI. We recognize that each customer will have their own policies to respond to these accommodations, so the product enables them with robust tracking and adds the following functionality:

- The ability for customers to choose exactly how to explain the consent to the candidate, so they can make an informed choice.
- A customizable set of “candidate preferences” that a customer can choose to optionally collect, and choose how to act on.
- A place for candidates to go to in order to manage their preferences (based on the preference options provided to them by a particular company using Beamery products) and change their minds on the accommodation should their needs and preferences change.
- The ability for users to create workflows within Beamery based on visibility into candidates who have expressed their preferences and/or requested an accommodation.

It is important to note that most obligations under the AEDT must ultimately be fulfilled by our customers. Beamery cannot guarantee that a particular user’s use of the tool in specific circumstances will never result in any unfair bias (especially if the tools are not used as intended).



E. OUR SECURITY AND DATA PROTECTION PRACTICES

We maintain industry-leading information security protections for all data stored on our systems (see further information on our information security practices [here](#)). Personal Data collected during the hiring process, and during employment is collected by Beamery's customers in their role as a Controller or the local law equivalent. Personal Data input into the Beamery systems, is processed by Beamery as a processor on behalf of our customers. You can find further information about data collected in the hiring process in our customers' applicable privacy statements. This document is intended to enable our customers in fulfilling their obligations as "employers" or "data controllers" with regard to transparency and notice under certain laws like the AEDT and GDPR. Our platform enables our customers, the employers, to collect candidate/employee personal data. We are the "data processor", and collecting and processing personal information from candidates/employees personal information on our customer's behalf and following their instructions.

For any questions or enquiries, please email privacy@beamery.com.

This document and all its contents is the property of Beamery Inc. THIS DOCUMENT IS FOR INFORMATION PURPOSES ONLY. DIAGRAMS, PERCENTAGES AND/OR OUTCOMES USED IN THIS DOCUMENT IS FOR ILLUSTRATION PURPOSES ONLY. INDIVIDUAL OUTCOMES VARY BY CUSTOMER. THE BEAMERY CUSTOMER IS SOLELY RESPONSIBLE FOR ITS USE OF THE BEAMERY TECHNOLOGY. BEAMERY WILL NOT BE RESPONSIBLE FOR ANY LIABILITY, LOSS OR DAMAGE OF ANY KIND RESULTING FROM OR CONNECTED WITH THE USE OF THIS DOCUMENT.

© 2022 Beamery Inc. All rights reserved.

