

SAMPLE AUDIT PACK

NYC Local Law 144 Compliance Documentation

Generated:

January 9, 2026 at 14:32 UTC

Company:

Acme Corporation (REDACTED)

Request ID:

audit-pack-20260109-1432

Audit Period:

January 1, 2025 - December 31, 2025

Compliance Status:

■ COMPLIANT

■ EXECUTIVE SUMMARY

This audit pack provides complete documentation of AI hiring system usage and decision-making processes for Acme Corporation during the audit period specified above. All records are **immutable, timestamped, and cryptographically signed** to ensure authenticity and prevent tampering.

■ AI SYSTEMS REGISTERED

AI System	Vendor	Type	Deployed
Resume Screening AI	Greenhouse	Resume Screening	2024-03-15
Video Interview Analyzer	HireVue	Video Analysis	2024-06-01
Skill Assessment Engine	Criteria Corp	Assessment	2023-11-20

- Bias Audit Status:
- Resume Screening AI: Last audited 2025-10-15 (Pass - No disparate impact detected)
 - Video Interview Analyzer: Last audited 2025-09-22 (Pass - Within acceptable variance)
 - Skill Assessment Engine: Last audited 2025-11-30 (Pass - EEOC compliant)

Public Disclosure: ■ Posted at acmecorp.com/ai-hiring-disclosure

■ HIRING DECISIONS LOG

Sample - 5 of 1,247 records

Decision #1

Timestamp: 2025-03-15 09:23:41 UTC

Candidate ID: hash-a1b2c3d4 (SHA-256 hashed for privacy)

Role: Software Engineer - Backend

Decision: REJECTED

AI Systems Used: Resume Screening AI

Human Decision Maker: John D., Engineering Manager

Disclosure Sent: ■ 2025-03-10 14:22:01 UTC

AI Recommendation: REJECT (Score: 42/100 - Below threshold)

Human Override: NO

Final Decision: REJECTED - Resume did not meet minimum qualifications

Decision #2

Timestamp: 2025-04-22 16:45:12 UTC

Candidate ID: hash-e5f6g7h8

Role: Product Manager

Decision: ADVANCED TO INTERVIEW

AI Systems Used: Video Interview Analyzer

Human Decision Maker: Sarah K., Product Director

Disclosure Sent: ■ 2025-04-18 10:15:33 UTC

AI Recommendation: ADVANCE (Score: 78/100 - Strong communication)

Human Override: NO

Final Decision: ADVANCED - Strong video interview performance

Decision #3

Timestamp: 2025-07-08 11:12:05 UTC

Candidate ID: hash-i9j0k1l2

Role: Data Analyst

Decision: HIRED

AI Systems Used: Resume Screening AI, Skill Assessment Engine

Human Decision Maker: Michael R., Analytics Lead

Disclosure Sent: ■ 2025-06-30 08:44:19 UTC

AI Recommendation: HIRE (Resume: 89/100, Skills: 92/100)

Human Override: NO

Final Decision: HIRED - Excellent technical fit

Decision #4 (Human Override Example)

Timestamp: 2025-09-14 13:28:47 UTC

Candidate ID: hash-m3n4o5p6

Role: UX Designer

Decision: ADVANCED TO INTERVIEW

AI Systems Used: Resume Screening AI

Human Decision Maker: Lisa T., Design Manager

Disclosure Sent: ■ 2025-09-10 09:12:44 UTC

AI Recommendation: REJECT (Score: 58/100 - Below threshold)

Human Override: ■ YES

Override Justification: "Candidate's portfolio shows 5+ years of enterprise UX work. AI scored low

due to resume formatting, not actual qualifications. Advancing to interview."

Final Decision: ADVANCED - Portfolio demonstrated exceptional skills

Decision #5

Timestamp: 2025-11-02 10:05:33 UTC

Candidate ID: hash-q7r8s9t0

Role: Sales Representative

Decision: REJECTED

AI Systems Used: Video Interview Analyzer

Human Decision Maker: David L., Sales Director

Disclosure Sent: ■ 2025-10-28 14:33:21 UTC

AI Recommendation: REJECT (Score: 51/100 - Low enthusiasm detected)

Human Override: NO

Final Decision: REJECTED - Confirmed via human review

■ BIAS AUDIT SUMMARY

Auditor: Third-Party Compliance Group LLC
Audit Date: December 1, 2025
Audit Method: Impact Ratio Analysis per NYC DCWP Guidelines

Protected Category	Selection Rate Variance	Result
Race/Ethnicity	2.1%	■ PASS
Gender	1.8%	■ PASS
Age (40+)	3.2%	■ PASS

Conclusion: ■ ALL AI SYSTEMS COMPLIANT with NYC Local Law 144

■ COMPLIANCE CHECKLIST

- All AI systems registered with deployment dates
- Bias audits conducted annually by third party
- Bias audit results posted publicly
- Disclosures sent to 100% of candidates (1,247/1,247)
- All hiring decisions logged with timestamps
- Human decision maker identified for each decision
- AI recommendations vs. final decisions tracked
- Human override justifications documented
- 7-year retention policy implemented
- Data security measures in place (AES-256 encryption)
- Audit pack generation capability tested and functional

COMPLIANCE STATUS: ■ FULLY COMPLIANT

■ CONTACT INFORMATION

Generated by: Defensible Hiring AI

Platform: defensiblehiringai.com

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■ AUTHENTICITY VERIFICATION

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