

## 03 DIFFERENTIATORS WITH COMPARISON

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### Typical ATS Pattern (What Usually Happens)

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Most ATS pipelines prioritize resume keyword matching, interview notes, and manual scoring. Assessment engines are often detached and integrity data is either absent or weakly integrated.

AI copilots in current systems frequently provide summary-level recommendations without traceable source references, making compliance review difficult.

### AeroHire Pattern (What Is Different)

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1. Evidence-linked rationale: strengths and risks carry evidence categories (resume.skills, submissions.tests, integrity.flags, etc).
2. Multi-signal merge: recommendation depends on technical score, behavioral score, integrity profile, originality behavior, and resume consistency.
3. Baseline policy checks: candidate is evaluated against explicit role criteria, not only relative ordering among applicants.
4. Decision transparency: recruiter can publish optional decision note directly visible to candidate status page.

### Concrete Comparison Example

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Case: candidate claims strong backend depth but fails fundamental coding checks. In traditional ATS this may still pass initial screening due keyword-rich resume. In AeroHire, the consistency layer flags mismatch and forces risk visibility in AI output.

Case: candidate performs technically but shows repeated high-risk integrity events. AeroHire can shift recommendation to NO\_HIRE/REVIEW due integrity policy, where many systems would continue to optimize for pure score.

### Why This Matters to Employers

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Hiring teams need defensible decisions under time pressure. Explainable outputs reduce escalation friction when decisions are challenged.

Baseline-aware evaluation improves role-fit quality and reduces false confidence from resume-only filtering.

Structured evidence enables future audit, policy governance, and model quality benchmarking.