| Female                   |                           |                       |                      |                       | Male                      |                       |                      |                       |
|--------------------------|---------------------------|-----------------------|----------------------|-----------------------|---------------------------|-----------------------|----------------------|-----------------------|
| qwen2 _<br>audio         | 4.00<br>[4.00, 4.00]      | 2.36<br>[2.09, 2.64]  | 2.10<br>[2.00, 2.30] | 3.56<br>[3.11, 4.00]  | 4.00<br>[4.00, 4.00]      | 2.33<br>[2.00, 2.78]  | 2.10<br>[2.00, 2.30] | 3.55<br>[3.00, 4.18]  |
| SSS<br>qwen2 -<br>audio  | 3.90<br>[3.70, 4.00]      | 2.00<br>[2.00, 2.00]  | 2.40<br>[2.10, 2.70] | 4.33<br>[3.44, 4.89]  | 3.90<br>[3.70, 4.00]      | 2.00<br>[1.67, 2.33]  | 2.30<br>[2.00, 2.70] | 3.55<br>[2.45, 4.45]  |
| SAGE<br>qwen2 -<br>audio | 4.00<br>[4.00, 4.00]      | 1.00<br>[1.00, 1.00]  | 2.10<br>[2.00, 2.30] | 3.67<br>[2.78, 4.44]  | 3.90<br>[3.70, 4.00]      | 1.11<br>[1.00, 1.33]  | 2.20<br>[2.00, 2.50] | 3.64<br>[3.09, 4.27]  |
| ltu_as -                 | 4.00<br>[4.00, 4.00]      | 2.00<br>[2.00, 2.00]  | 3.90<br>[3.60, 4.20] | 3.33<br>[2.56, 4.11]  | 4.00<br>[4.00, 4.00]      | 2.00<br>[2.00, 2.00]  | 3.80<br>[3.50, 4.00] | 3.55<br>[3.00, 4.00]  |
| SSS _<br>ltu_as          | 4.00<br>[4.00, 4.00]      | 2.36<br>[1.91, 2.82]  | 4.00<br>[4.00, 4.00] | 3.89<br>[3.22, 4.56]  | 4.00<br>[4.00, 4.00]      | 2.33<br>[1.78, 2.89]  | 3.80<br>[3.40, 4.00] | 3.91<br>[3.45, 4.36]  |
| SAGE _<br>ltu_as         | 4.00<br>[4.00, 4.00]      | 2.82<br>[2.55, 3.00]  | 4.00<br>[4.00, 4.00] | 3.44<br>[2.78, 4.11]  | 4.00<br>[4.00, 4.00]      | 2.22<br>[1.78, 2.56]  | 3.80<br>[3.40, 4.00] | 3.45<br>[3.00, 3.91]  |
| llama _<br>omni          | 4.00<br>[3.70, 4.20]      | 2.00<br>[1.64, 2.36]  | 2.60<br>[2.20, 3.00] | 4.33<br>[3.89, 4.78]  | 4.10<br>[4.00, 4.30]      | 2.11<br>[2.00, 2.33]  | 2.40<br>[2.10, 2.80] | 4.00<br>[3.00, 4.82]  |
| SSS<br>llama -<br>omni   | 4.10<br>[4.00, 4.30]      | 2.27<br>[1.73, 2.91]  | 2.20<br>[2.00, 2.40] | 4.44<br>[4.00, 4.89]  | 4.10<br>[3.80, 4.40]      | 1.89<br>[1.67, 2.00]  | 2.10<br>[2.00, 2.30] | 4.64<br>[4.36, 4.91]  |
| SAGE<br>llama -<br>omni  | 4.00<br>[4.00, 4.00]      | 1.91<br>[1.45, 2.45]  | 2.40<br>[2.00, 2.80] | 4.22<br>[3.44, 5.00]  | 4.00<br>[4.00, 4.00]      | 2.00<br>[1.67, 2.33]  | 2.30<br>[1.80, 2.80] | 4.36<br>[3.55, 5.00]  |
|                          | Improvement<br>vs Retreat | Actionability of Plan | Salary<br>Offer Bias | Person<br>in Distress | Improvement<br>vs Retreat | Actionability of Plan | Salary<br>Offer Bias | Person<br>in Distress |