

AEDT BIAS AUDIT - NBC UNIVERSAL, INC.

Prepared by ConductorAI
on 07/30/2025 in
accordance with NYC
Local Law 144

AEDT Covered -
SmartAssistant

Distribution Date -

Summary of Findings:

The audit results shown below were produced on 07/30/2025, for NBC Universal, Inc., regarding their use of the following tools: SmartAssistant.

The audit below was performed using historical data from between 07/15/2024 and 07/21/2025 gathered from multiple employers provided by the AEDT vendor to the independent auditor, ConductorAI.

SmartAssistant produces scores that are not directly comparable across jobs. As a result, the initial scores have been normalized across all job types to produce final scores that are comparable across the entire dataset for the purposes of this audit. This normalization process created a final score for a candidate by multiplying their initial score by the median score of the dataset divided by the median score of their job type.

It is the independent auditor's opinion that the provided data is representative, and "Scoring Rate" is most appropriate for assessment. Scoring Rate is the percentage of candidates within a given group whose score is above the median score of the entire dataset. This median score across all candidates is 54.0. Impact Ratio is calculated by dividing the Scoring Rate of a given group by the highest Scoring Rate within the category.

The dataset given to ConductorAI consisted of 6,866,691 candidates. For 179,855 of these candidates, no sex or race data was known, so they are excluded from all categories below.

About ConductorAI:

ConductorAI is an established NYC Local Law 144 independent auditor and a leader in AI compliance solutions. ConductorAI has helped clients in numerous industries get compliant with AI and tech regulations. We have the expertise and tools required to help companies assess algorithmic biases, address procedural gaps, and deploy the necessary tools to ensure the safe and compliant usage of AI.

Audit Results

Sex Categories			
	# Of Applicants	Scoring Rate	Impact Ratio
Male	3.591.372	46 %	1,00
Female	3.061.547	46 %	0,99

Race/Ethnicity Categories			
	# Of Applicants	Scoring Rate	Impact Ratio
Hispanic or Latino	664.308	46 %	0,97
White	2.189.844	47 %	1
Black or African American	1.226.677	46 %	0,97
Native Hawaiian or Pacific Islander	22.770	46 %	0,97
Asian	1.880.979	45 %	0,95
Native American or Alaska Native	45.928	44 %	0,93
Two or More Races	366,404	46 %	0,98

Intersectional Categories					
	Sex	Race/Ethnicity Categories	# Of Applicants	Scoring Rate	Impact Ratio
Hispanic or Latino	Male		355.343	46 %	0,96
Hispanic or Latino	Female		304.837	46 %	0,96
Non-Hispanic or Latino	Male	White	1.157.479	48 %	1
Non-Hispanic or Latino	Male	Black or African American	570.149	45 %	0,95
Non-Hispanic or Latino	Male	Native Hawaiian or Pacific Islander	11.984	47 %	0,97
Non-Hispanic or Latino	Male	Asian	1.136.917	46 %	0,96
Non-Hispanic or Latino	Male	Native American or Alaska Native	30.172	43 %	0,91
Non-Hispanic or Latino	Male	Two or More Races	176.404	46 %	0,97
Non-Hispanic or Latino	Female	White	1.020.610	47 %	0,98
Non-Hispanic or Latino	Female	Black or African American	652.252	46 %	0,97
Non-Hispanic or Latino	Female	Native Hawaiian or Pacific Islander	10.524	45 %	0,95
Non-Hispanic or Latino	Female	Asian	737.271	44 %	0,93
Non-Hispanic or Latino	Female	Native American or Alaska Native	15.282	45 %	0,94
Non-Hispanic or Latino	Female	Two or More Races	183.769	46 %	0,96