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HappyFleet

NYC LL144 AEDT Audit Report

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Contents

1	Summary of Findings	3
2	Audit Results.....	4
3	Conclusion.....	5
4	About Idir Analytics.....	5

1 | Summary of Findings

The results below were prepared as part of an audit produced on 29/09/2026 for HappyFleet. The independent auditor, Ildiro Analytics, completed the audit using a data set provided by HappyFleet.

HappyFleet's AEDT is an AI Recruiter that conducts a voice phone screen with each candidate after they apply. During the call it asks the position's hard requirements as yes/no questions and a set of open-ended interview questions configured for the role. The AEDT grades the candidate's responses against the position's requirements and returns an overall score between 0 and 100.

The audit data set comprises candidate applications to three job vacancies across three employers and were scored by HappyFleet's AEDT. The final audit data set contains 1,036 records and is historical data.

Candidates did not provide self-reported demographic data. Sex and race or ethnicity were inferred from each candidate's first name and surname using Bayesian Improved First Name Surname Geocoding (BIFSG), and each candidate was assigned to the category with the highest probability. BIFSG estimates White, Black or African American, Hispanic or Latino and Asian only. Categories follow those reported to the U.S. Equal Employment Opportunity Commission under the EEO-1 Component 1 report, together with the intersectional categories of sex and race or ethnicity.

A candidate was considered "Selected" where the score assigned by the AEDT was above 60, which is the selection threshold applied for these job vacancies. Selection rate and impact ratio are calculated under 6 RCNY § 5-301.

The "Selection Rate" is the percentage of candidates within a group who were classified as Selected. The Impact Ratio is calculated by dividing the selection rate for a group by the highest selection rate within that category.

Sex could not be inferred for 108 candidates and race or ethnicity for 14, giving 109 candidates in the unknown category for at least one characteristic. These candidates are not included in the impact ratio calculations for the characteristic concerned. Impact ratios are not calculated for the "Asian Female", "Asian Male" and "Hispanic or Latino Female" categories, which comprise 6, 17 and 15 candidates respectively. Each represents less than 2% of the data used for this audit and each is excluded from the impact ratio calculation under 6 RCNY § 5-301. Excluded categories are not shown in the tables below. Selection rates calculated on groups of this size

are sensitive to individual candidates and an impact ratio would not support a reliable comparison.

2 | Audit Results

Sex Categories				
Category	# of Applicants	# Selected	Selection Rate	Impact Ratio
Female	354	273	77.12%	1.00
Male	574	434	75.61%	0.98

Race and Ethnicity Categories				
Category	# of Applicants	# Selected	Selection Rate	Impact Ratio
White	562	441	78.47%	1.00
Asian	38	28	73.68%	0.94
Black or African American	364	263	72.25%	0.92
Hispanic or Latino	58	38	65.52%	0.83

Intersectional Categories						
Categories			# of Applicants	# Selected	Selection Rate	Impact Ratio
Hispanic or Latino		Male	42	29	69.05%	0.86
Non Hispanic or Latino	Male	White	333	267	80.18%	1.00
		Black or African American	181	126	69.61%	0.87
	Female	White	169	134	79.29%	0.99
		Black or African American	164	125	76.22%	0.95

3 | Conclusion

Based on the data provided and the impact ratios calculated across Sex, Race/Ethnicity and Intersectional categories, the auditor finds no evidence of algorithmic bias in HappyFleet's AEDT model. All impact ratios exceed the generally accepted threshold of 0.80, the lowest being 0.83, and are in line with NYC Local Law 144 requirements. The system demonstrates consistent and equitable treatment across demographic groups.

4 | About Idiri Analytics

Idiro Analytics is a leading AI and data analytics company specializing in customized analytical solutions and seamless integration of machine learning (ML) and artificial intelligence (AI) into businesses. Idiri Analytics offers independent bias audits to evaluate the potential adverse impact of AI-enabled and automated tools on individuals based on gender, ethnicity, and other sensitive attributes. Our comprehensive audits provide valuable insights, ensure equitable and ethical AI implementation, and foster inclusivity in decision-making.

Thank you.

Clarendon House, 39 Clarendon Street, Dublin 2
+353 1671 9036 | info@idiro.com | www.idiro.com

