

# SAMPLE AUDIT PACK

## NYC Local Law 144 Compliance Documentation

<b>Generated:</b> January 9, 2026 at 14:32 UTC  
<b>Company:</b> Acme Corporation (REDACTED)  
<b>Request ID:</b> audit-pack-20260109-1432  
<b>Audit Period:</b> January 1, 2025 - December 31, 2025  
<b>Compliance Status:</b> <b>■ COMPLIANT</b>

### ■ 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

<b>AI System</b>	<b>Vendor</b>	<b>Type</b>	<b>Deployed</b>
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](https://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

<b>&lt;b&gt;Protected Category&lt;/b&gt;</b>	<b>&lt;b&gt;Selection Rate Variance&lt;/b&gt;</b>	<b>&lt;b&gt;Result&lt;/b&gt;</b>
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  
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## ■ AUTHENTICITY VERIFICATION

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