

ICIMS Bias Audit

Summary of Results from 2025
Audit in response to New York
City Local Law 144/2021



Date: March 11, 2026

iCIMS engaged BABL AI, Inc. ("BABL") to perform an independent bias audit of the iCIMS "Candidate Ranking" algorithm in accordance with the requirements outlined in NYC Local Law No. 144 of 2021. The bias audit was concluded on February 03, 2026. The Candidate Ranking feature was first distributed in Winter 2021. A summary of the bias audit results is set forth below.

NOTE: The summary below has been prepared by iCIMS, Inc. in collaboration with BABL AI. This summary is intended for use for (a) iCIMS' compliance with Local Law 144/2021; and (b) to assist iCIMS' customers with their compliance efforts. However, this summary report should not be relied on exclusively or dispositively by any employer to satisfy their own legal obligations. iCIMS' customers are advised to confer with their own legal counsel as to how they can be fully compliant with the law. A complete audit report can be obtained by iCIMS' customers if requested in writing to responsibleai@icims.com.

System Description

BABL AI was engaged to audit the iCIMS Candidate Ranking feature (the "System"). The System is intended to evaluate the similarity between a candidate's job titles and declared skills from their resume and a job description. It is intended to assist recruiters in expediting the screening process by providing a prioritized, ranked view of applicants for specific job requisitions. The System produces a similarity score (which is not exposed to recruiters in a numeric value), orders the candidates in accordance with the highest match, and groups candidates into tiers to visualize relevance. The selection rates were calculated based on candidates who appeared in the top 10 positions of the ranked list for their specific job application. The results for candidates that belong to various self-declared demographic groups are displayed below.



Conclusions

BABL's opinions for the bias audit of Candidate Ranking algorithm by iCIMS are as follows: _____

Audit Section	Opinion
Disparate impact	PASS ✓
Governance	PASS ✓
Risk assessment	PASS ✓
Overall	PASS ✓

Type(s) of Data Collected

Source and Explanation of the Data Used to Conduct the Bias Audit

The source of the data used by iCIMS to test for bias and disparate impact was collected over the period of time from November 2024 through November 2025. This was anonymized production data on jobs, candidates, and candidate rankings against the jobs. iCIMS provided BABL with copies of its bias testing data and disparate impact results. Details about the testing of such data are set forth below:

Testing conducted by: iCIMS

Date of last testing: December 2025

Time span of data: November 2024 through November 2025

PCVs for which disparate impact was quantified:

1. Gender
2. Race/ethnicity

Positive outcome: Being in the top 10 of the ranking produced by the algorithm.

User-configurable settings that can affect a positive outcome:

1. Administrator-controlled settings for job descriptions in the ATS
2. Filters and sorts applied by users, such as:
 - a. Application information
 - b. Candidate Information
 - c. Textual elements – e.g., keyword



Settings on which disparate impact was tested: a wide set of permutations and combinations of administrator settings for a variety of jobs in a variety of industries, and without applying any filtering or sorting options.

Metric corresponding to the selection rate: the number of candidates of a demographic group being in the top 10 ranking over the total number of candidates of that group.

Selection Rates and Impact Ratios

Non-intersectional, Gender, sorted by Selection rate

	N applicants	Selection rate	Impact ratio ⁶
Male	40,669	0.710	1.000
Female	37,386	0.708	0.996

Non-intersectional, Race/ethnicity, sorted by Selection rate

	N applicants	Selection rate	Impact ratio ⁶
Native American or Alaskan Native	683	0.745	N/A
White	28,849	0.718	1.000
Asian	8,705	0.713	0.994
Native Hawaiian or Pacific Islander	323	0.712	N/A
Black or African American	18,830	0.708	0.987
Hispanic or Latino	11,483	0.696	0.970
Two or more races	3,279	0.695	0.968

⁶N/A refers to the demographic group representing less than 2% of the total N applications in the table. Numbers in red indicate values below the four-fifths rule.

Intersectionals

			N applicants	Selection rate	Impact ratio ⁶
Hispanic or Latino	Male		6,349	0.707	0.981
	Female		5,060	0.683	0.948
Non-Hispanic or Latino	Male	White	15,498	0.717	0.995
		Asian	5,005	0.720	1.000
		Black or African American	8,325	0.712	0.989

			N applicants	Selection rate	Impact ratio ⁶
		Native American or Alaskan Native	404	0.730	N/A
		Native Hawaiian or Pacific Islander	185	0.665	N/A
		Two or more races	1,596	0.709	0.985
	Female	Asian	3,616	0.704	0.978
		White	13,043	0.719	0.999
		Black or African American	10,374	0.704	0.980
		Native American or Alaskan Native	272	0.772	N/A
		Native Hawaiian or Pacific Islander	137	0.774	N/A
		Two or more races	1,652	0.680	0.944

Note: Data on these applicants was not included in the calculations above:

1. 43190 applicants with an unknown gender category
2. 49093 applicants with an unknown race/ethnicity category, and
3. 49729 applicants with at least an unknown gender or an unknown race/ethnicity

N/A refers to the demographic group representing less than 2% of the total N applications in the table.

Numbers in red indicate values below the four-fifths rule.