NOON AI

NEW YORK CITY LOCAL LAW 144
BIAS AUDIT REPORT

Version 3.0

Last Updated: Sept 2025

Noon AI – Recruitment Platform

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Compliance Statement

This report has been prepared by **Axipro**, an independent auditor, in accordance with the requirements of **New York City Local Law 144** for Automated Employment Decision Tools (AEDTs). It provides an independent bias audit but does not categorically determine whether Portal Inc. (dba Noon AI)'s use of its Resume Screening Platform qualifies as an AEDT under the law, nor does it evaluate compliance with the notice or public disclosure requirements of NYC Local Law 144.

Key Findings

- **Tool Audited**: Noon AI
- **Audit Period**: August – September 2025
- **Sample Size**: 21,600 synthetic resumes

Our analysis found **no evidence of disparate impact**. All demographic groups had a selection rate of at least **80% of the most favored group's selection rate** across:

1. Sex/Gender
2. Race/Ethnicity
3. All combinations of Sex and Race/Ethnicity (intersectional analysis)

Summary

This report summarizes the bias audit results and methodology for Noon AI's Resume Screening Platform, in compliance with **New York City Local Law 144**.

The audit examined **scoring and recommendation patterns** across demographic groups to ensure fair treatment of candidates. The dataset included **21,600 synthetic candidate resumes**, balanced across 8 race/ethnicity groups and 3 gender groups (900 candidates per intersection).

Each resume was paired with a standardized job description and evaluated by Noon AI, producing a numeric score and recommendation outcome. Results are based entirely on Noon AI's outputs.

Tool Description

Noon AI is an AI-driven platform that evaluates resumes against job descriptions to support recruiting workflows.

- **Inputs**: Candidate resume text, job description
- **Outputs**: A numeric rating and categorical recommendation ("Pass"/"Fail")
- **Use Case**: Recruiters use Noon AI to prioritize candidates. Recruiters retain full responsibility for hiring decisions.

AEDT Classification

This tool may qualify as an Automated Employment Decision Tool under NYC Local Law 144 because it:

1. Uses computational processes derived from AI/ML.

2. Substantially assists in employment decision-making by providing standardized scoring and recommendations.

3. Materially impacts natural persons by influencing which candidates are prioritized for recruiter review.

Data Collection

Synthetic candidate resumes were created to reflect a broad, diverse applicant population. Each demographic cohort (sex × race/ethnicity) included 900 candidates, covering roles such as Software Engineer, Data Analyst, Recruiter, and others.

Balanced representation ensured **high-confidence fairness testing** across demographic groups.

Audit Results

Candidate Scoring Methodology Analysis

Each applicant received a **numeric rating on a 1–5 scale** generated by Noon AI based on the candidate's resume assessment against a job description. In addition to this score, Noon AI produced a categorical **recommendation outcome** ("Pass" or "Fail").

For the purposes of this audit, the **recommendation outcome** provided by Noon AI was used as the basis for selection rate analysis. This binary outcome allowed for consistent measurement of whether candidates were "recommended" across demographic groups.

Because the recommendation flag is **explicit and transparent**, the audit analysis of selection rates and impact ratios is fully aligned with the requirements and recommendations of **NYC Local Law 144**.

Impact Ratio Analysis: Gender

Gender	Applicants	Selection Rate	Impact Ratio
Female	7,200	88.6%	1.00
Male	7,200	88.6%	1.00
Prefer not to answer	7,200	88.3%	0.996

Conclusion: No disparate impact by gender.

Impact Ratio Analysis: Race/Ethnicity

Race/Ethnicity	Applicants	Selection Rate	Impact Ratio
Asian	2,700	89.8%	1.00
Black or African American	2,700	89.7%	1.00
White	2,700	88.3%	0.984
Hispanic or Latino	2,700	88.4%	0.985
Two or more races	2,700	88.2%	0.982
American Indian/Alaska Native	2,700	88.4%	0.984
Native Hawaiian/Pacific Islander	2,700	87.3%	0.972
Prefer not to answer	2,700	88.0%	0.980

Conclusion: All race/ethnicity groups exceeded the 0.80 threshold.

Impact Ratio Analysis: Intersectional

Race/Ethnicity	Gender	Applicants	Selection Rate	Impact Ratio
American Indian/Alaska Native	Female	900	89.0%	0.977
American Indian/Alaska Native	Male	900	87.4%	0.960
American Indian/Alaska Native	Prefer not to answer	900	88.7%	0.973
Asian	Female	900	90.3%	0.991
Asian	Male	900	88.9%	0.976
Asian	Prefer not to answer	900	90.1%	0.989

Black or African American	Female	900	88.8%	0.974
Black or African American	Male	900	91.1%	1.000 (reference)
Black or African American	Prefer not to answer	900	89.3%	0.980
Hispanic or Latino	Female	900	88.0%	0.966
Hispanic or Latino	Male	900	89.8%	0.987
Hispanic or Latino	Prefer not to answer	900	87.4%	0.960
Native Hawaiian/Pacific Islander	Female	900	87.3%	0.958

Native Hawaiian/Pacific Islander	Male	900	87.2%	0.957
Native Hawaiian/Pacific Islander	Prefer not to answer	900	87.4%	0.960
Two or more races	Female	900	88.6%	0.973
Two or more races	Male	900	87.9%	0.965
Two or more races	Prefer not to answer	900	88.2%	0.968
White	Female	900	88.5%	0.972
White	Male	900	88.0%	0.966

White	Prefer not to answer	900	88.3%	0.969
Prefer not to answer (Race)	Female	900	87.9%	0.965
Prefer not to answer (Race)	Male	900	88.2%	0.968
Prefer not to answer (Race)	Prefer not to answer	900	87.8%	0.964

Conclusion:

- The **highest-scoring group** was *Black Male* candidates at **91.1%** (reference group).
- All other groups achieved **≥87% selection rates** with **impact ratios ≥0.957**.
- No group fell below the **0.80 threshold** required by NYC Local Law 144.

Methodology

Power Analysis

- Designed to detect ≥20% differences between groups.
- 900 candidates per intersectional group ensured >80% power at a 5% significance level.

Impact Ratio

- Each group's selection rate was compared to the highest group.
- Ratios below 0.80 may indicate potential fairness concerns.

Statistical Significance

- Group differences were tested for statistical significance.
- No meaningful disparities were detected beyond random variation.

Conclusion

Based on this audit, **Noon AI's Resume Screening Platform does not exhibit disparate impact** under NYC Local Law 144.

- All groups exceeded the 80% threshold.
- Results are statistically robust given the sample size.
- Recruiters retain final decision-making authority.

About Axipro

Axipro is a trusted provider of AI risk, compliance, and fairness auditing services. We specialize in independent evaluations of AI and machine learning systems to ensure compliance with regulatory requirements, including NYC Local Law 144.

Our methodology combines **quantitative testing** (impact ratio analysis, power analysis, and statistical significance testing) with **qualitative assessments** of tool functionality. Axipro's team has expertise in HR technology, AI governance, and regulatory compliance, enabling us to deliver high-quality, defensible audits.

We are committed to **transparency, fairness, and accountability** in AI adoption.