

## AI Prevents Bias in Employment Decisions

Hiring bias occurs when any stage of a hiring decision is based on personal characteristics instead of ability to perform the job. Bias can be based on many factors such as age, gender, ethnicity, or education.

All people are biased—but they usually have good intentions. For example, a manager may wish to recruit from her university. This well-intended choice would perpetuate any bias the university has in admissions, and also would bias against people with different educational backgrounds. Other biases may be totally unconscious—for example, a manager may prefer male candidates without realizing they have this preference.

The Eightfold Talent Intelligence Platform creates a non-biased hiring process, while at the same time locating more candidates with diverse backgrounds. Using AI-powered matching based on skills, potential, and interests, the Platform quickly finds qualified individuals from underrepresented groups. Candidate Masking then prevents bias from affecting interview decisions. These capabilities together result in more diverse hiring.

## Eightfold Enables More Hiring of Underrepresented Groups

Hiring managers, CEOs, and CHROs wish to hire more candidates from underrepresented groups. Eightfold locates more of these individuals.

Eightfold Candidate Masking prevents bias by hiding irrelevant personal information. Hiring managers receive only information relevant to job performance.

With Eightfold, companies are taking measurable action to reach their diversity and inclusion goals.



Eightfold really helps us find a diverse pool of candidates and be more inclusive and reduce any kind of unconscious bias that might creep into the interview process. It's amazing.

I can't believe it's not too good to be true.

**Recruiting Operations Manager,**  
Financial Services Company



The image shows two candidate profiles side-by-side. The top profile is fully visible, showing a photo of Nicole Davis, her name, current role at Google, and a detailed list of her work history and education. The bottom profile is masked, showing only a generic person icon, her current role at Google, and a summary of her experience and education, with all personal details removed.

**At top is a fully visible candidate profile in the Eightfold Platform. Below is a masked version of the same profile. Masking retains the relevant facts about the candidate while hiding evidence of gender, age, ethnicity, and education.**

## Tata Communications Increases Hiring of Women 19% with Eightfold

Tata Communications Limited, part of the \$100-billion Tata Group, is a global telecommunications company with more than 8,000 employees. The company sought to prevent gender bias against candidates and to recruit more individuals from all underrepresented groups.

Using Eightfold, Tata Communications has met its needs with a single solution. Recruiters can locate a greater number of diverse candidates than before, and hiring managers now receive masked profiles for all candidates including internal hires.

The company reports that hiring of female candidates is increased 19% with Eightfold.



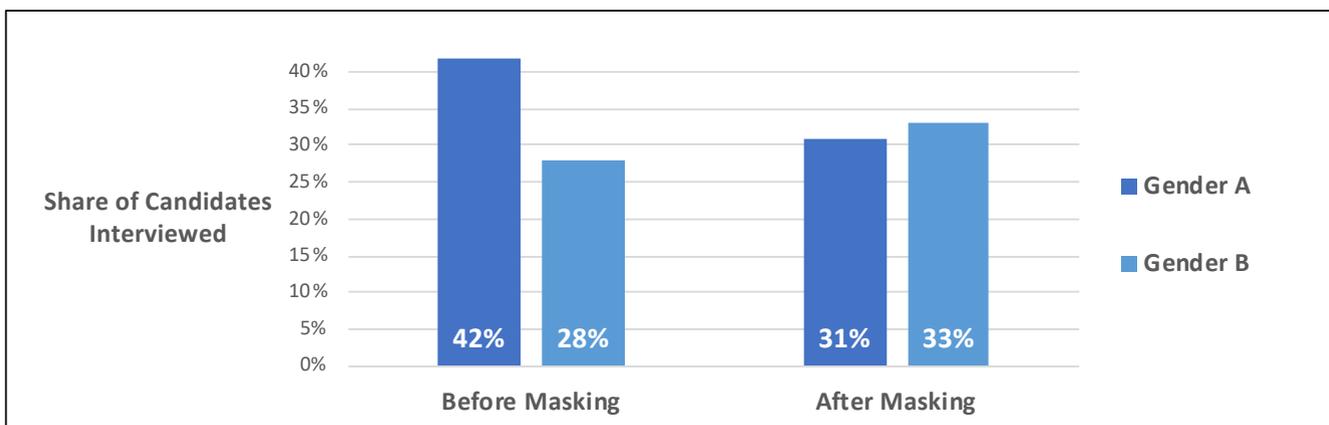
Tata Communications Limited implemented Eightfold gender-masked profiles to eliminate all gender bias during resume screening. Results have been spectacular. Overall Eightfold has helped us increase qualified female hiring by 19%.

*Ashish Mediratta,*  
*Associate Vice President HR &*  
*Head of Global Talent Acquisition,*  
*Tata Communications Limited*



## Eightfold Ends Gender Bias in Interviews for Multinational Company

A global technology company used Eightfold to mask candidate gender from hiring managers. Without masking, there was a substantial gender bias in selection of candidates to interview. With masking, the bias was eliminated. The company's internal study of 1,213 interviews proved that Eightfold prevented gender bias.



Eightfold delivers the Talent Intelligence Platform, the most effective way for companies to identify promising candidates, reach diversity hiring goals, retain top performers, and engage talent. Eightfold's patented artificial intelligence-based platform empowers enterprises to turn talent management into a competitive advantage. Built by top engineers out of Facebook, Google and other leading technology companies, Eightfold is based in Mountain View, California.

For more information, visit [www.eightfold.ai](http://www.eightfold.ai)