Global Pros.ai

AI Explainability Statement

Our Commitment to Transparent, Ethical and Secure Use of AI

At Global Pros.ai, we believe that trust and transparency form the cornerstone of our relationship with users. Our AI Explainability Statement is designed to address this belief, offering insights into the way our AI algorithms function, make decisions, and handle your valuable data.

Our commitment is to ensure that our AI systems are not "black boxes." We want users to understand the rationale behind AI-driven outcomes, by providing insight into both the operational mechanisms of our AI models and the principles that guided their development and deployment and govern their maintenance.

At the same time, we want to assure users that data employed in our AI algorithms and machine learning models is secure.

This AI Explainability Statement will be reviewed and updated periodically to keep pace with technological advancements, regulatory changes, and societal expectations.

Content

Global Pros AI Explainability Statement

December 2024

GLOBALPROS.AI

Global Pros.ai is committed to the transparent, ethical, and secure development and use of artificial intelligence**.**

We are the first machine learning AI platform for tech talent acquisition sourcing and processing to provide both external pre-vetted and in-house, auto- vetted, unbiased IT candidate sourcing, matching and ranking.

Our **GlobalPros.ai Community** uses this AI machine learning driven technology to precisely match and rank tens of thousands of deeply pre-vetted candidates with position descriptions in seconds and hire in days, not weeks or months reducing time to fill by up to 90%.

Our **Build Your Community** allows employers and agencies to create auto-vetted, IT candidate pipelines, similar to our GlobalPros.ai Community, in house, and instantly match and rank applicants from them to open positions.

OUR PRODUCTS

GlobalPros.ai Community. This product provides organizations with a curated database of tens of thousands of the most qualified, deeply-vetted tech talent in the world. The Community uses the **AI / ML** in the following areas:

Build Your Community. This product uses the same AI / ML algorithms as GlobalPros.ai Community described below.

- **Creating job descriptions**. GlobalPros.ai uses large language models and natural language processing through a generative AI interface to create editable job descriptions as an option to dragging and dropping the description into the platform or manually entering.

- **Obtaining data from job descriptions and resumes.** To avoid data errors, Global Pros.ai only collects "structured" object data from these sources to include in its matching algorithms. As an additional measure to ensure accuracy, data extracted from job descriptions and resumes is confirmed by employers and job seekers respectively, thereby becoming first party data which ensures accuracy and improves the quality of matching output.

- **Grading assessments.** Globalpros.ai us artificial intelligence to grade assessments on a test-taker comparative basis rather than a fixed score per assessment. This allows us to differentiate developer's skills making our match scoring more meaningful to employers and agencies.

- **Matching Community participants (job seekers) with input job descriptions.** Artificial intelligence algorithms are used to match candidates in our Community with job descriptions taking into consideration thousands of data points both in lengthy job descriptions and resumes, including employer supplemental requirements, candidate technical skills, framework and libraries skills, leadership skills, and project contributions, as well as technical, industry, and remote, work experience, certifications, awards and publications.

- **Eliminating bias.** In weighting data points to avoid bias, Global Pros.ai AI algorithms exclude data regarding protected classes as described in Title VI and VII of the Civil Right Act.

In addition, profiles displayed from job description matches do not display data, including photographs, which include protected class information. Such data is displayed, however, once a participant has agreed to be interviewed.

Job seekers must approve the use of AI as described here before submitting their data to the Community.

- **Profile text summaries.** The short summary of a candidate's skill and experience that appears on a candidate's profile overview is created using Generative AI based on a summarization of the candidate's full resume.

- **View Profile category data.** This information is organized and summarized from candidate resumes using Generative AI.

- **Enhanced metrics**. Global Pros.ai inputs data into its machine learning model each time a participant is interviewed and hired or is interviewed and rejected, as well as information as to length of employment at prior jobs and employment with similar employers to analyze and predict,

    i. The chances of being hired after being interviewed,

    ii. Success at the job being offered and

    iii. Time a participant is likely to stay after being hired.

    These analyses and predictions are reflected in our candidate match scores improving score quality and reliability.

- **Verification of registering users**. Generative AI is used to verify the existence, size, location and industry of registering employers and agencies.

OUR AI PRINCIPLES

Provide explainability and transparency

We provide users with a visual representation of the components of our matching scores (candidate ranking) with the relative weight each has in determining the score. For example these visuals illustrate the mix and weight of technical skills, compensation, technical experience, and industry experience in determining scores so users can clearly see the reasoning behind rankings.

We also provide job seekers information as to how and when AI will be used in creating and matching their profiles to job descriptions, in addition to how their personal data will be secured.

Mitigate bias

We designed the AI and machine learning models used in our products to avoid unjust impacts on people based on protected classes or their proxies such as race, ethnicity, gender, nationality, income, sex, sexual orientation, and political or religious beliefs.

 We also do not use facial recognition, voice recognition, emotion detection, or biometrics in our products.

When training our models, we use anonymized transactional data from our marketplace, which means our models are not explicitly aware of the protected classes described above.

However, to the extent predictive models are trained on data from Community participant interviews and hiring, bias can present in the system. We are aware of this potential and use tools and continuous monitoring performance and outcomes to reduce its impact on our models.

Ensure data security

Personal data security is a top priority at Global Pros.ai and we are GDPR compliant. For further information on our privacy and data security policies and practices see our Privacy Policy.

Community Job seeker data resides on Global Pros.ai servers and is subject to our Privacy Policy. Once a job seeker is hired from the Community, their personal information now also resides on our customers' servers and will be subject to their privacy policies.

Personal data collected on our AI TalentSync Platform will also reside on our Global Pros.ai server and is therefore subject to our Privacy Policy. Customers, at their discretion, may transfer that data to their servers, in which case their privacy policies become applicable.

Actively monitor outcomes and performance

Since new data from operating our Community and Platform is being added daily, we constantly monitor algorithms and outcomes to assure lack of bias, data security and that outcomes accurately reflect our models' designs.

Empower users

Our AI is merely a tool to help our clients make faster, more informed, and more precise IT hiring decisions with the goal of improving hire quality and productivity, as well as reducing turnover and the cost of "wrong hires". As such it is not intended to make final employment or workplace judgments without human intervention.

INTERNAL REVIEW

To provide explainability to our customers and job seekers, as well as ensure we minimize unintended bias, our AI and machine learning models are audited periodically by our data science engineers. The process involves rigorous testing of the model's performance among users representative of protected classes, with tests performed not only on models but on our platform's performance.

Our audit process takes into consideration existing and proposed global regulatory frameworks as well as new evaluation and mitigation techniques as they evolve.

For any questions or enquiries, please email care@GlobalPros.ai.