SAMPLE DECISION BRIEF

Prepared for AgentHire

We want to launch our AI hiring tool for New York City roles. What do we need to do first?

DIRECT ANSWER

Yes, with three requirements first. If the tool is covered by NYC Local Law 144, you need an independent bias audit, a published summary of the results, and notice to candidates before use.

AgentHire should confirm whether its ranking workflow substantially assists or replaces an employer's discretionary decision. You should block activation until the employer has supplied the audit evidence, public-summary URL, and notice plan. The employer carries the direct legal duty, while AgentHire provides the controls and exports needed for compliant use.

New York City

Generated Aug 15, 2026

Decision at a glance

3 findings in total | 3 prioritized below

01 IN FORCE — APPLIES

Customer bias-audit obligations

A customer employer or employment agency must obtain a bias audit within one year before covered use.

02 OFFICIAL GUIDANCE — APPLIES

Ranking as a covered employment tool

Treat ranking as a covered workflow when it substantially assists screening.

03 IN FORCE — NEEDS CONFIRMATION

AgentHire's controls as the vendor

Export data and configuration records needed for customer bias audits.

Detailed findings

Legal status and applicability are assessed separately

New York City

3 material findings

01 Customer bias-audit obligations

IN FORCE | APPLIES

Candidate-fit predictions and rankings can substantially assist employment decisions. Coverage can arise during screening before a final hiring decision.

Practical effect: A customer employer or employment agency must obtain a bias audit within one year before covered use. The customer must make the required audit summary publicly available. The customer must provide required notices before covered use. Human review does not replace these conditions.

Official sources: S1

02 Ranking as a covered employment tool

OFFICIAL GUIDANCE | APPLIES

Job-fit scoring and ranking match the cited examples of predictions or classifications used to substantially assist hiring decisions.

Practical effect: Treat ranking as a covered workflow when it substantially assists screening. Record the customer's intended use, configuration, outputs, and hiring stage. Do not assume pre-decision human review removes AEDT coverage.

Official sources: S2

03 AgentHire's controls as the vendor

IN FORCE | NEEDS CONFIRMATION

Direct statutory conditions attach to employers and employment agencies. AgentHire's audit exports, notice support, contracts, and provisioning gates are operational controls selected to reduce the risk of enabling noncompliant use, not separate vendor duties established by the packet.

Practical effect: Export data and configuration records needed for customer bias audits. Support customer publication and notice workflows. Block covered use until required customer evidence is recorded.

Official sources: S1

Facts to confirm

These facts could change the preliminary assessment or the steps that follow from it.

01 **How do customers use AgentHire's ranking in practice, and does it substantially assist their hiring decisions?**

Why it matters: This determines whether the workflow is covered by NYC Local Law 144.

02 **Do AgentHire's current exports contain the data and configuration records needed for an independent bias audit?**

Why it matters: The customer cannot satisfy the launch gate if the product cannot support the required audit.

NEED THESE ASSUMPTIONS VERIFIED?

An Expert Brief provides independently authored analysis. Your $5 Instant Brief purchase is credited toward the upgrade.

Actions

Practical next steps generated from the findings. An Expert Brief can provide deeper analysis and recommendations.

01	CRITICAL	Confirm whether each customer's ranking workflow substantially assists or replaces discretionary hiring decisions.	Suggested owner: Compliance Operations
02	CRITICAL	Collect a current independent bias audit and the public-summary URL before enabling covered use.	Suggested owner: Customer Success and Compliance Operations
03	CRITICAL	Confirm that the employer's candidate notice process is ready before activation.	Suggested owner: Customer Success
04	HIGH	Validate that AgentHire's exports contain the data and configuration records needed to support the customer's bias audit.	Suggested owner: Product and Engineering

Dates and official sources

Upcoming dates are separated from dates that establish the current legal position.

UPCOMING DATES

No upcoming dates were identified within the scope of this decision.

OFFICIAL SOURCES

S1 Local Law 144 of 2021 and implementing rule
https://www.nyc.gov/site/dca/about/automated-employment-decision-tools.page

S2 Automated Employment Decision Tools Frequently Asked Questions
https://www.nyc.gov/assets/dca/downloads/pdf/about/DCWP-AEDT-FAQ.pdf