

Annex A

Response from Talenteria:

Dear PI Team,

Thank you for sharing your letter and for giving Talenteria the opportunity to respond.

Talenteria is committed to the responsible use of AI in recruitment. We agree that AI-assisted hiring tools should be transparent, explainable, and used with appropriate human oversight.

At the same time, we would like to clarify several important points about Talenteria, current product functionality, and the context of your findings.

First, Talenteria is positioned as a recruiter **support tool**, not as a replacement for recruiters or hiring teams. The purpose of our AI features is to help recruiters analyze candidate information, identify potentially relevant experience, summarize interviews, and apply job-related criteria more consistently. Talenteria is not intended to be used as the sole basis for hiring or rejection decisions. Employers remain responsible for their recruitment process and decisions.

Second, your research appears to have been conducted several months ago using a free trial environment. Talenteria, the AI models we use, and the relevant workflows have developed quickly since then. As a result, some of the specific results observed during your trial may not reflect the current product.

For example:

- Talenteria now uses updated AI models
- We have the ability for a recruiter to **override** the AI Match Score
- Updated scoring logic based more on job requirements
- Updated real-time engine for AI interviews.

For that reason, while we take the findings seriously, it is difficult to comment conclusively on each historical result without the underlying test data and configuration details.

Regarding AI match scores, we acknowledge that AI-based evaluation of qualitative candidate materials may involve some variability, particularly as models, prompts, and scoring methods evolve. At the same time, recruitment evaluation is not a purely mechanical exercise: even qualified human reviewers may sometimes weigh the same CV differently depending on the context and their interpretation of the role. The Talenteria product and QA team aims to reduce the practical impact of any evaluation variability through clearer job-based scoring criteria, structured evidence extraction, and recruiter review.

Regarding AI-generated CVs, Talenteria does not intentionally or specifically favor CVs written by AI. The system evaluates the information available in a CV against job-related criteria. A CV that is heavily tailored to the wording of a job description may appear more aligned because it contains more matching terms and phrases. This is not the same as intentionally preferring AI-generated CVs.

Regarding knockout questions, these are mainly intended to ensure strict, objective eligibility requirements, such as authorization to work in a specific country, required licenses or certifications, location requirements, or other clear must-have conditions.

As for AI interviews, this feature is not necessarily intended to replace human interviews. In many cases, AI interviews allow employers to interview **more** candidates at an earlier stage, giving more applicants an opportunity to present themselves beyond the CV. Recruiters can then review the recording, transcript, summary, and scoring output before making a decision.

We also believe it is important to consider the potential benefits of responsible AI use for candidates:

- When properly configured and supervised, AI can help apply the same customer-defined evaluation criteria to all candidates, while different human recruiters may otherwise apply different approaches or give different weight to the same information.
- AI always processes the full CV text and surfaces relevant experience that a busy recruiter might miss.
- It can also help recruiters assess specialized roles by applying role-specific criteria in areas where they may not be subject-matter experts.

These benefits do not eliminate the need for human oversight, but they are part of why responsible AI can improve recruitment workflows for both recruiters and candidates.

We agree that transparency and human oversight are essential. Talenteria continues to improve the product in this area, including clearer explanations of scoring criteria, stronger recruiter controls, improved scoring logic, and clearer guidance on the appropriate use of AI-generated recommendations.

Thank you again for the opportunity to respond. We welcome constructive scrutiny of AI recruitment technology and share the goal of ensuring that AI is used responsibly, transparently, and with appropriate human oversight.

Best Regards

Response from Talenteria to our follow-up questions:

Hi PI Team,

Thank you for your email.

Please find our responses below.

Regarding the updated AI models, Talenteria currently uses OpenAI GPT-5 family models for AI-assisted analysis, matching, and scoring. At the time of your testing, Talenteria was using earlier OpenAI models from the GPT-4 generation. In some customer configurations, Talenteria also allows customers to use their own OpenAI API key and select from the supported models available to them, depending on their internal policies and requirements.

Regarding updated scoring logic, the previous version of Talenteria used a default set of broad scoring criteria, such as work experience, skills, and education, although customers could customize these criteria for a specific job. The current version analyzes the job description more deeply and extracts more specific job-related scoring criteria from the role itself. For example, instead of evaluating only a general “Skills” category, the system can identify role-specific requirements such as particular technologies, certifications, domain experience, or other criteria that are stated in the job description. This is intended to make the screening output more relevant to the actual job requirements. And as mentioned before, recruiters can now override the AI Match Score with their own scores.

Regarding knockout questions, these are not widely used by our customers and are generally intended for strict, objective eligibility requirements rather than nuanced qualitative assessment. Examples would include authorization to work in a particular country, possession of a required license or certification, willingness to work in a required location, or other clear must-have requirements. Customers who use these features typically receive onboarding, guidance, and support from Talenteria, and they may also refer to our product documentation and manuals.

Regarding workflow development, Talenteria is updated frequently. On average, we release a new product version approximately once per month, with improvements that may include AI model updates, scoring logic improvements, user interface changes, interview workflow updates, and customer-requested enhancements. Because AI models and workflows evolve quickly, results observed in a trial environment several months ago may not fully reflect the current product behavior.

Thank you again for the opportunity to clarify these points.