

HiredScore Spotlight AEDT Bias Audit Summary and Transparency Disclosure

Last Updated: September 22, 2026

Overview

Thomson Reuters uses HiredScore Spotlight an automated employment decision tool (AEDT) to assist recruiters in reviewing candidate qualifications for certain employment opportunities. This page provides transparency information about our review of the tool and Workday's independent audit of the tool as required by applicable law governing the use of automated employment decisions tools.

As part of our commitment to responsible AI and transparency, we intend to engage an independent third-party auditor to conduct a bias audit of our use of HiredScore Spotlight. Because the tool is being newly deployed within Thomson Reuters, sufficient historical data has not yet been generated to support a meaningful audit using Thomson Reuters applicant data.

Once sufficient data is available, Thomson Reuters intends to commission an independent bias audit and publish the results on this page.

Independent Audit Conducted on Workday's Deployment of HiredScore Spotlight

Until a Thomson Reuters-specific audit can be completed, we are providing information regarding an [independent assessment published by Workday](#), HiredScore's parent company.

According to Workday, Secretariat, an independent third party, conducted an analysis of Workday's deployment of HiredScore Spotlight using Workday's own applicant flow data. Workday states that the analysis was designed to assess outcomes across demographic groups using comparative measures commonly used to evaluate potential differences in rates across categories. Workday further notes that the results are specific to its own deployment environment and may differ in other organizations depending on factors such as candidate pools, job requirements, workflow design, configuration choices, and human review processes.

Summary of Workday's Assessment Findings

Item	Information Published by Workday
Automated Employment Decision Tool (AEDT) Name	HiredScore Spotlight
Purpose	HiredScore Spotlight analyzes candidate qualifications and provides rankings (grades A, B, C, or D) to help recruiters prioritize candidate review for open positions. The tool does not automatically advance, reject, or disposition candidates. All hiring decisions are made by human recruiters who retain full discretion over candidate evaluation and selection.
What the Tool Evaluates	• Resume content and work history • Skills and qualifications matching job requirements • Education and credentials • Years of relevant experience • Professional certifications • Alignment between candidate qualifications and job requirements

Independent Assessor for Workday	Secretariat
Date of Testing Completion	March 20, 2026
Population Analyzed	U.S. applicants for positions in the greater New York City area
Data Source	Applicant Tracking System (ATS), including Spotlight grades
Analysis Period	September 1, 2025 through February 28, 2026
Assessment Scope	Workday's own deployment of HiredScore Spotlight
Published Outcome	Workday states there was no evidence of disparate impact based on the calculated impact ratios reported in the assessment.

Important Context

The information above is based exclusively on [Workday's published assessment](#) of its own deployment of HiredScore Spotlight and the results reported by Workday's independent assessor, Secretariat. Thomson Reuters has not independently verified these results, and they do not represent a bias audit of Thomson Reuters' own use of the tool.

As noted by Workday, outcomes may differ across organizations based on factors such as candidate populations, job requirements, workflow configuration, and human review processes.

Future Thomson Reuters Audit

Thomson Reuters intends to engage an independent third-party auditor to conduct a bias audit of its use of HiredScore Spotlight once sufficient applicant data has been generated to support a meaningful assessment.

This page will be updated when a Thomson Reuters-specific audit has been completed.

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This disclosure is provided as part of Thomson Reuters' compliance with applicable law governing automated employment decision tools.