Pfizer | HireVue Bias Audit Summary

Early Career | Component results for Pfizer Futures

Audit conducted: July–August 2026 | Auditor: Corymb
Distribution date: Fall 2026

Data: HireVue supplied historical data from several employers. Applicants were assessed from July 2025 to June 2026. Duplicate/reissued records were removed and the earliest assessment per applicant/job retained.

Notes: A value marked "N/A" means there was not enough data to calculate that statistic. Impact ratios are not reported for categories representing less than 2% of the data used for this audit, as permitted by 6 RCNY 5-301(d). Applicant counts and selection rates are shown in the component tables. Unknown/missing applicants are excluded from each panel; counts overlap across panels and components and must not be added.

Adaptability

Demographic Group	Number of Applicants	Top + Middle Tier vs. Bottom Tier	
		Selection Rate	Impact Ratio
Gender | Unknown/missing: 320			
Male	1,780	0.66	0.98
Female	3,504	0.67	Comparator Group
Race/Ethnicity | Unknown/missing: 454			
Hispanic or Latino	767	0.67	0.93
White	2,224	0.64	0.89
Black or African American	603	0.67	0.93
Native Hawaiian or Other Pacific Islander	2	1.00	N/A
Asian	1,295	0.73	Comparator Group
Native American or Alaska Native	21	0.76	N/A
Two or More Races	238	0.65	0.89
Race-by-Gender Intersection | Unknown/missing: 465			
Male Hispanic or Latino	262	0.72	0.98
Male White	663	0.64	0.86
Male Black or African American	230	0.64	0.87
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A
Male Asian	496	0.71	0.96
Male Native American or Alaska Native	3	0.67	N/A
Male Two or More Races	86	0.62	N/A
Female Hispanic or Latino	502	0.65	0.88
Female White	1,555	0.65	0.88
Female Black or African American	373	0.69	0.94
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A
Female Asian	798	0.74	Comparator Group
Female Native American or Alaska Native	18	0.78	N/A
Female Two or More Races	151	0.67	0.91

Excluded categories: Male Two or More Races; Native American or Alaska Native; Female Native American or Alaska Native; Male Native American or Alaska Native; Female Native Hawaiian or Other Pacific Islander; Native Hawaiian or Other Pacific Islander.

Communication | Early Career

Demographic Group	Number of Applicants	Top + Middle Tier vs. Bottom Tier	
		Selection Rate	Impact Ratio
Gender | Unknown/missing: 319			
Male	1,776	0.64	0.94
Female	3,499	0.68	Comparator Group
Race/Ethnicity | Unknown/missing: 452			
Hispanic or Latino	767	0.60	0.81
White	2,218	0.66	0.88
Black or African American	603	0.66	0.89
Native Hawaiian or Other Pacific Islander	2	1.00	N/A
Asian	1,293	0.74	Comparator Group
Native American or Alaska Native	21	0.57	N/A
Two or More Races	238	0.71	0.96
Race-by-Gender Intersection | Unknown/missing: 463			
Male Hispanic or Latino	262	0.59	0.79
Male White	661	0.62	0.83
Male Black or African American	230	0.59	0.79
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A
Male Asian	494	0.73	0.98
Male Native American or Alaska Native	3	0.67	N/A
Male Two or More Races	86	0.71	N/A
Female Hispanic or Latino	502	0.61	0.82
Female White	1,551	0.67	0.90
Female Black or African American	373	0.70	0.94
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A
Female Asian	798	0.74	Comparator Group
Female Native American or Alaska Native	18	0.56	N/A
Female Two or More Races	151	0.72	0.96

Excluded categories: Male Two or More Races; Native American or Alaska Native; Female Native American or Alaska Native; Male Native American or Alaska Native; Female Native Hawaiian or Other Pacific Islander; Native Hawaiian or Other Pacific Islander.

Conscientiousness | Early Career

Demographic Group	Number of Applicants	Top + Middle Tier vs. Bottom Tier	
		Selection Rate	Impact Ratio
Gender | Unknown/missing: 322			
Male	1,780	0.64	0.95
Female	3,510	0.68	Comparator Group
Race/Ethnicity | Unknown/missing: 456			
Hispanic or Latino	767	0.71	Comparator Group
White	2,226	0.68	0.96
Black or African American	605	0.57	0.79
Native Hawaiian or Other Pacific Islander	2	1.00	N/A
Asian	1,297	0.66	0.91
Native American or Alaska Native	21	0.67	N/A
Two or More Races	238	0.67	0.93
Race-by-Gender Intersection | Unknown/missing: 467			
Male Hispanic or Latino	262	0.68	0.93
Male White	663	0.66	0.91
Male Black or African American	230	0.54	0.74
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A
Male Asian	496	0.65	0.88
Male Native American or Alaska Native	3	0.33	N/A
Male Two or More Races	86	0.64	N/A
Female Hispanic or Latino	502	0.72	Comparator Group
Female White	1,557	0.69	0.96
Female Black or African American	375	0.58	0.80
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A
Female Asian	800	0.67	0.90
Female Native American or Alaska Native	18	0.72	N/A
Female Two or More Races	151	0.68	0.93

Excluded categories: Male Two or More Races; Native American or Alaska Native; Female Native American or Alaska Native; Male Native American or Alaska Native; Female Native Hawaiian or Other Pacific Islander; Native Hawaiian or Other Pacific Islander.

Drive for Results and Initiative | Early Career

Demographic Group	Number of Applicants	Top + Middle Tier vs. Bottom Tier	
		Selection Rate	Impact Ratio
Gender | Unknown/missing: 303			
Male	1,389	0.63	0.90
Female	2,906	0.69	Comparator Group
Race/Ethnicity | Unknown/missing: 414			
Hispanic or Latino	670	0.66	0.93
White	1,933	0.65	0.92
Black or African American	484	0.66	0.93
Native Hawaiian or Other Pacific Islander	2	1.00	N/A
Asian	893	0.71	Comparator Group
Native American or Alaska Native	19	0.74	N/A
Two or More Races	183	0.71	1.00
Race-by-Gender Intersection | Unknown/missing: 422			
Male Hispanic or Latino	223	0.67	0.91
Male White	546	0.58	0.79
Male Black or African American	178	0.62	0.85
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A
Male Asian	343	0.67	0.91
Male Native American or Alaska Native	3	0.67	N/A
Male Two or More Races	62	0.66	N/A
Female Hispanic or Latino	445	0.66	0.89
Female White	1,382	0.68	0.93
Female Black or African American	306	0.68	0.92
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A
Female Asian	549	0.73	Comparator Group
Female Native American or Alaska Native	16	0.75	N/A
Female Two or More Races	121	0.74	1.00

Excluded categories: Male Two or More Races; Native American or Alaska Native; Female Native American or Alaska Native; Male Native American or Alaska Native; Female Native Hawaiian or Other Pacific Islander; Native Hawaiian or Other Pacific Islander.

Where a category was not selected at all within one contributing implementation, that implementation is omitted from the averaged impact ratio, because a ratio of zero has no logarithm. A ratio of 0.00 is reported only where the category was not selected anywhere.

Relationship Building | Early Career

Demographic Group	Number of Applicants	Top + Middle Tier vs. Bottom Tier	
		Selection Rate	Impact Ratio
Gender | Unknown/missing: 319			
Male	1,780	0.60	0.84
Female	3,507	0.71	Comparator Group
Race/Ethnicity | Unknown/missing: 453			
Hispanic or Latino	767	0.66	0.97
White	2,224	0.68	1.00
Black or African American	604	0.65	0.95
Native Hawaiian or Other Pacific Islander	2	1.00	N/A
Asian	1,297	0.68	0.99
Native American or Alaska Native	21	0.52	N/A
Two or More Races	238	0.68	Comparator Group
Race-by-Gender Intersection | Unknown/missing: 464			
Male Hispanic or Latino	262	0.61	0.84
Male White	663	0.59	0.82
Male Black or African American	230	0.53	0.74
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A
Male Asian	496	0.63	0.87
Male Native American or Alaska Native	3	0.33	N/A
Male Two or More Races	86	0.63	N/A
Female Hispanic or Latino	502	0.68	0.93
Female White	1,555	0.72	0.99
Female Black or African American	374	0.72	Comparator Group
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A
Female Asian	800	0.72	1.00
Female Native American or Alaska Native	18	0.56	N/A
Female Two or More Races	151	0.72	0.99

Excluded categories: Male Two or More Races; Native American or Alaska Native; Female Native American or Alaska Native; Male Native American or Alaska Native; Female Native Hawaiian or Other Pacific Islander; Native Hawaiian or Other Pacific Islander.

Cognitive Ability (Digitspan and Shapedance) | Early Career

Demographic Group	Number of Applicants	Top + Middle Tier vs. Bottom Tier	
		Selection Rate	Impact Ratio
Gender | Unknown/missing: 19			
Male	439	0.63	0.92
Female	703	0.69	Comparator Group
Race/Ethnicity | Unknown/missing: 44			
Hispanic or Latino	104	0.61	0.79
White	346	0.65	0.84
Black or African American	136	0.63	0.82
Native Hawaiian or Other Pacific Islander	0	N/A	N/A
Asian	468	0.70	0.90
Native American or Alaska Native	2	0.50	N/A
Two or More Races	61	0.77	Comparator Group
Race-by-Gender Intersection | Unknown/missing: 48			
Male Hispanic or Latino	42	0.62	0.75
Male White	134	0.60	0.73
Male Black or African American	58	0.59	0.71
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A
Male Asian	173	0.65	0.78
Male Native American or Alaska Native	0	N/A	N/A
Male Two or More Races	25	0.68	0.82
Female Hispanic or Latino	61	0.59	0.71
Female White	210	0.67	0.81
Female Black or African American	78	0.67	0.80
Female Native Hawaiian or Other Pacific Islander	0	N/A	N/A
Female Asian	295	0.73	0.88
Female Native American or Alaska Native	2	0.50	N/A
Female Two or More Races	35	0.83	Comparator Group

Excluded categories: Female Native American or Alaska Native; Native American or Alaska Native.

Willingness to Learn | Early Career

Demographic Group	Number of Applicants	Top + Middle Tier vs. Bottom Tier	
		Selection Rate	Impact Ratio
Gender | Unknown/missing: 321			
Male	1,779	0.70	Comparator Group
Female	3,509	0.65	0.93
Race/Ethnicity | Unknown/missing: 455			
Hispanic or Latino	767	0.67	0.95
White	2,225	0.66	0.94
Black or African American	605	0.70	Comparator Group
Native Hawaiian or Other Pacific Islander	2	1.00	N/A
Asian	1,296	0.68	0.97
Native American or Alaska Native	21	0.71	N/A
Two or More Races	238	0.69	0.99
Race-by-Gender Intersection | Unknown/missing: 466			
Male Hispanic or Latino	262	0.69	0.95
Male White	663	0.70	0.98
Male Black or African American	230	0.69	0.96
Male Native Hawaiian or Other Pacific Islander	0	N/A	N/A
Male Asian	495	0.71	Comparator Group
Male Native American or Alaska Native	3	0.33	N/A
Male Two or More Races	86	0.72	N/A
Female Hispanic or Latino	502	0.66	0.91
Female White	1,556	0.64	0.89
Female Black or African American	375	0.71	0.99
Female Native Hawaiian or Other Pacific Islander	2	1.00	N/A
Female Asian	800	0.65	0.92
Female Native American or Alaska Native	18	0.78	N/A
Female Two or More Races	151	0.68	0.95

Excluded categories: Male Two or More Races; Native American or Alaska Native; Female Native American or Alaska Native; Male Native American or Alaska Native; Female Native Hawaiian or Other Pacific Islander; Native Hawaiian or Other Pacific Islander.