

Bloom Growth Automated Employment Decision Tool (AEDT) Disclosure

Purpose of the Tool

Bloom Growth uses automated technology, provided by our vendor, Rippling, to assist our hiring team. This tool analyzes the information provided in your resume and application to suggest a "match score" based on the specific qualifications listed in the job description.

Data Collected and Analyzed

The tool analyzes standard professional data, including:

- Work history and job titles
- Educational background and certifications
- Skills and competencies
- Information provided in your uploaded resume/CV

How the Tool is Used

This technology is used to assist, not replace, human judgment. It helps our recruiters surface candidates who most closely align with the core requirements of the role. A human recruiter or hiring manager reviews these suggestions and makes all final decisions regarding interviews and hiring.

Your Rights and Opt-Out Options

We are committed to a fair and transparent hiring process.

- **Manual Review:** If you have a disability or a sincere objection to the use of automated screening, you may request a manual review of your application by contacting the People team at HR@bloomgrowth.com.
- **Correction of Data:** If you believe your resume was analyzed incorrectly, you may update your profile at any time through the candidate portal.
- **Non-Discrimination:** Bloom Growth does not use AI to infer protected characteristics (such as race, age, or gender) or to discriminate against any candidate.