

One amber flag: candidates with a career gap >6 months show a 4.2% lower shortlist rate. Recommend reviewing scoring weights for tenure-stability dimension.

3. Human Oversight (Article 14)

EU AI Act Article 14 requires meaningful human oversight of high-risk AI decisions. TenPerZent measures: % of AI-flagged candidates reviewed by a human, % of AI-rejected candidates rescued by reviewers, and time-to-first-human-review.

Metric	Value	Article 14 target	Status
Human review rate	94.1%	≥ 80%	PASS
AI-rejected → human-rescued	12.4% (47 of 380)	Tracked	OK
AI-shortlisted → human-downgraded	8.2% (29 of 354)	Tracked	OK
Median time to first review	4.2 hours	< 24 hours	PASS
Decisions made without human review	0	0	PASS
Article 14 compliance	Compliant	—	PASS

4. Model Card & Transparency (Article 13)

Article 13 requires AI providers to disclose the system's purpose, capabilities, limitations, and the legal basis for processing. The model card is generated from your live workspace configuration and updated on every model change.

Primary model	google/gemini-2.5-flash
Provider	Google (via Lovable AI Gateway)
Purpose	CV ↔ job-description relevance scoring + Scout Report generation
EU AI Act classification	Annex III high-risk (employment, recruitment)
Legal basis (GDPR)	Art. 6(1)(f) legitimate interest + Art. 6(1)(a) consent
Human oversight	Mandatory; final decision rests with the recruiter
Transparency disclosure	Candidates informed of AI use at point of application
Retention	CV deleted on candidate request or 24 months post-decision
Right to explanation	Per-skill score breakdown available on Scout Report
Erasure requests (period)	6 completed, 0 outstanding
Oldest active candidate	147 days