

Thank you for your interest in PTC and your curiosity to learn more about the way we recruit. We've put together some information about the artificial intelligence (AI) screening solution we've implemented at PTC and hope it will be useful to you. If you have any further questions or concerns, please reach out to us at TalentAcquisition@ptc.com.

Q. Does the AI screening solution apply to me?

The AI screening solution only applies to candidates who have opted in via our AI screening solution.

Q. Why does PTC use this AI screening solution?

PTC leverages cutting edge technologies to provide you with the most effective recruiting process and to maximize efficiency reviewing your application. The solution is used at the beginning of the recruiting process when recruiters are screening all the candidates that applied to an open role. This solution provides useful insights to the recruiting team based on your candidate information and the job requirements, and helps in speeding up the screening process, enabling us to get a response back to you quicker, allowing prioritization and improving your overall recruiting experience.

Q. Is this AI solution making a decision over my application?

No. While this solution provides matching insights, the decision to move a candidate to the next recruiting stage (including any final decision) will always be made by the hiring team based on a variety of factors, including evaluation of your candidate profile in full, feedback from the interviewer(s), or anything else that we may consider relevant for your application.

Q. How does this AI screening solution work?

This solution creates a grade by comparing the information a candidate provides during the application process against the required and desired qualifications of the open role. A grade is created for each candidate (A, B, C, or D) and provides a useful insight about how well the candidate's application matches the job requirements which helps the recruiting team prioritize and process applications faster.

Q. What do the grades mean? Am I being ranked against other candidates?

No, candidates are not being ranked. The grade represents how well your candidate information matches with the job description.

- An A or B grade means that the candidate's application closely matches the job description, such as having the required or desired experience, while a C or D grade means that the candidate's application has a less close match and may be missing one or more required or desired qualifications.
- There are no qualifications that would weigh more than others besides the fact of being required or preferred qualifications in the job description.
- The grade is not used to determine who to hire. It only makes our recruiters' job more efficient when understanding if your application is aligned with the requirements for the role that you have applied for.
- If you opt in to our AI-powered matching, we'll use your skills and experience to help identify other current or future opportunities at PTC that may be a better match, including roles you may not have considered.

Q. What information is the AI screening solution using for candidate insights?

The solution only processes information shared by a candidate via the resume/CV and when answering the application questions. The solution does not source information from external sites.

For the purpose of providing a grade, the solution algorithm uses the following information:

- Work experience
- Education
- Skills
- Certifications
- Location
- Work permissions and related information

For the sole purpose of ensuring sufficient representation in the algorithm training data and conducting regular accuracy and bias evaluation over the model, information about your legal gender and ethnicity/race is also used. This evaluation is not done at an individual level, but in a pseudonymized and anonymized aggregated manner.

Q. What if I apply to another position? Will my previous grade still be valid?

No. The grading is specific for the role and the job description that you applied for. If you apply to another position your grade will be calculated again based on your updated candidate information and the specific requirements of the new role you are applying for.

Q. Can I opt out of using AI screening solution in the recruiting process? Will this affect my chances of a job at PTC?

You have the option to opt out from getting a grade in your application process by *selecting "I understand and I'm ready to continue my application without involving artificial intelligence"*. You have the option to opt out of using AI screening solution in your application process by logging back into your Workday Profile and updating your preferences and by not selecting the AI opt-in on your applications moving forward. Candidates who opt-out of using AI screening solution in the application process will not be disadvantaged; your candidate information will reviewed and processed by the recruiting team, however it may take some time to get back to you.

Q. Who provides PTC with the AI Screening solution?

Hiredscore, a part of the Workday organization, works on PTC's behalf in screening your application when you opt-in to this processing. For further questions about data retention please see our [Job Applicants privacy statement](#).