



Eight fields never read

LINDBERGH FORMATION — 16 rue de Maillé, 91310 Montlhéry, France · Companies register (RCS) Evry 817 946 114

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Fictional document

Fictional document — demonstration example

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Fictional document, produced for demonstration. **These fields are not weighted to zero: they are not read.** A weighting can be changed; a field that is not read cannot be changed from a settings screen.

Field	Read?	Why it is on this list
Surname	No	Proxy for origin
First name	No	Proxy for origin and gender
Address	No	Proxy for social origin and assumed mobility
Photograph	No	Appearance
Date of birth	No	Age
Nationality	No	—
Family circumstances	No	Proxy for assumed availability
Institution attended	No	The best known proxy for social origin

The last is the most discreet and the most effective. A tool reading the institution attended would discriminate without a single line of its configuration saying so, and nobody could point to where it happens.

Why a score, even advisory, decides

Step	What happens
1	The panel reads the best-scored first
2	It reads the last with the attention given to what it believes is poor
3	The order confirms itself
4	Nobody took an automated decision, and the machine chose

The four requests that recur, and why they come to the same thing

Request	What it decides
A score	Which files get read attentively
An order	Same
A shortlist	Same, more bluntly
"Just" flagging irrelevant files	Same, more discreetly

All four decide which files get read attentively, and that decision is the recruitment decision. That is why no softened version is offered.

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