

Maeve Smythe

District 32, Glen Burnie

FAV

Hello,

My name is Maeve Smythe, I'm from District 32 a voter and laborer writing today to show my strong support for HB1255, a bill which aims to prohibit the neglectful and sometimes downright abusive usage of automated employment decision tools without so much as informing the prospective employee of its usage.

The aim of these tools is often to curtail bad matches early in the application process, to reduce the number of applications management needs to look through. Now, I have my qualms with them, I will admit, there's always a right answer and if you're smart you can pick them, even though the employer wants you to answer honestly. But, in today's day and age you often have to, simply to get your foot in the door for an interview!

That being said, as someone who has put in countless job applications and went through many of these same automated systems, it's impossible to overstate the complete lack of transparency employers can hold over how applicants are judged. It makes it difficult to know which jobs are good fits for me, which in the end leads to even more applications that need to be screened.

At the end of the day, it's a self-reinforcing problem, and the only way out is better transparency in regards to these tools, so that prospective employees are better informed about who they are applying to, and if they were filtered out before a person could see their application.

Thank you for your time,

Maeve Smythe