

01 - HREVN Flash Triage Report

Quick reading for counsel based on the initial AI intake.

Client	TalentIA SL
System	TalentMatch Candidate Scoring
Date	2026-05-02T08:45:17.608110+00:00
Version	HREVN_INTAKE_CASE_v0.1
Status	Legal review required
Legal note	Demo document / reduced intake form / not legal advice

HREVN demo · reduced intake form · not a full review

HR use with possible high-risk posture and open documentary gaps

The case shows candidate ranking with material influence, incomplete human oversight and still-partial evidence.

Risk: Possible high-risk **Module:** HR **Sector:** Recruitment

Urgency: High **Legal review:** Required

Reading for counsel

Prioritize Annex III classification, human control, candidate notice and documented evidence before relying on the system.

Client-safe summary

The case needs stronger oversight, notices and evidence before it can sustain a solid documentary posture.

Main alerts

- Possible Annex III high-risk employment use detected.
- Human oversight is not durably documented.
- Candidate-facing notice remains incomplete.
- No documented bias testing evidence is available yet.
- HR / employment use detected: review whether the system influences decisions about individuals.

Recommended next steps

- Confirm the operational fit with employment / Annex III.
- Document the human oversight and review / override procedure.

- Prepare candidate notice materials and explanation text.
- Collect recent bias testing evidence and documentary package traceability.
- Confirm the exact HR purpose before classifying the case.

Detected gaps

- Possible Annex III trigger in employment / selection
- No documented human-oversight procedure
- No clear candidate notice procedure
- No AI literacy or internal instruction record
- Missing documented bias-testing evidence
- The documentary package remains unsigned or informal
- No clear provider-instruction record
- Information is still insufficient for stable triage

Suggested routes

- Possible high-risk classification
- Human oversight
- Transparency and notice
- Evidence register
- Legal review
- Employment / HR review
- AI literacy and internal guidance

Suggested professional services for counsel

- Documentary case triage
- Legal classification review
- Human-oversight procedure
- Provider-instruction and usage review
- Candidate notice and transparency materials
- Internal AI policy and literacy record

Weak or partial evidence

- Basic audit logging description
- Data retention policy
- Draft candidate notice
- Bias testing and cohort summary

Preliminary legal basis triggered by triage

- Article 4 · AI literacy
- Article 6 + Annex III · employment and recruitment
- Article 26 · deployer obligations
- Article 50 · transparency

Quick case sheet

- Client country: ES
- Deployment stage: Pilot before production
- Declared uses: Candidate ranking
- Review status: Legal review required
- Legal review: Required
- Evidence status: Partial
- Complexity: High

This document forms part of an HREVN demonstration generated from a reduced intake form and a limited subset of the legal matrix applicable to the EU AI Act. It is meant to show the documentary workflow and does not amount to a full review based on the complete set of questions, checks and legal provisions that a real file would require. A full review needs broader information and will usually produce a longer document.