Fast Enterprises, LLC's Interview Policy on Use of Artificial Intelligence (AI)

Purpose

This policy prohibits the use of Artificial Intelligence (AI) tools by candidates during interviews to ensure a fair, accurate evaluation of each individual's skills and abilities.

Why AI Use Is Prohibited

Use of AI in interviews interferes with Fast Enterprises, LLC's ("FAST") ability to:

- **Assess Technical Knowledge:** AI masks what the candidate personally knows vs. what is generated externally.
- **Evaluate Reasoning Skills:** AI use undermines real-time thinking, problem-solving, and communication.
- **Gauge Authentic Communication:** Responses should reflect the candidate's own articulation and interpersonal ability.
- **Determine Role Fit:** We assess collaboration and responsiveness—factors AI cannot represent authentically.

AI Use Is Strictly Prohibited

Unless otherwise approved in advance, in writing, candidates may not use AI tools or services during any interview, including:

- AI-generated or suggested responses (text or voice)
- Real-time transcription, summarization, or background note-taking apps
- Any support software used during live virtual or in-person interviews

Enforcement & Consequences

- **During Interview:** If AI use is detected, the interview may be ended immediately and the candidate disqualified.
- **After Interview:** Discovery of AI use after the fact may result in withdrawal of offers.
- **After Hiring:** If AI use is found to have impacted hiring decisions, employment may be terminated.

Candidates may be asked to perform tasks or answer follow-ups to detect AI assistance.

Interview Recording Prohibited

Candidates may not record or transcribe any interview (audio, video, or text) without prior written approval from FAST.