



As Age of Disruption readers know, the landmark NYC Local Law 144 (the AEDT law) raises issues for companies using artificial intelligence (AI) tools to recruit and retain talent. We invite our readers to listen to [Perkins Coie's latest \*Innovation Unlocked\* podcast](#), which features an in-house perspective from the company SeekOut related to AI recruiting and the AEDT law. Enforcement of the new law is scheduled to begin in a few weeks, on *July 5, 2023*.

In the podcast, our colleagues Sam Jo and Cyrus Ansari are joined by Sam Shaddox, vice president of legal for SeekOut, a human resource (HR) tech startup based in Bellevue, WA, to discuss the use of AI to recruit and retain talent and the potential impact of the new AEDT law regulating AI and automated employment decision tools to evaluate job candidates and employees. The conversation begins with the story of SeekOut in the HR

tech space and touches on the future of AI regulation more generally.

Our hosts recorded this episode in two segments, before and after the NYC Department of Consumer and Worker Protection (DCWP) announced AEDT implementing regulations. Listeners to the podcast will first hear perspectives prior to receiving such guidance, and, in the second half of the episode, will learn about how SeekOut adapted its approach after the draft regulations were announced. Both recordings took place before the final rule was announced on April 6, 2023.

Listen to the podcast [here](#).

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We live in a disruptive age, with ever-accelerating advances in technology largely fueling the disruption permeating almost every aspect of our lives.

We created the *Age of Disruption* blog with the goal of exploring the emerging technologies reshaping society and the business and legal considerations that they raise.

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