



SAMPLE BRIEF — REDACTED — FOR EVALUATION PURPOSES

// BRIEF\_001 · HR TECHNOLOGY · FEB 2026

# Conversational AI Is Live on 34% of Fortune 500 Career Sites. Paradox Owns the Corridor.

Cortex Brief — Technographic Profiling · [EVIDENCE TIER 1: PROFILING-VERIFIED]

## // EXECUTIVE TAKE

Cortex technographic profiling detects conversational AI (chatbot layer) on **169 of 454** scanned Fortune 500 career sites — **34% penetration**. Two vendors control the entire space: **Paradox at 118 companies** and **Phenom at 76**, with 25 companies running both simultaneously.

The **Workday corridor** is the largest battleground — 108 of 194 Workday F500 companies (56%) have added conversational AI, split between Paradox-only (50), Phenom-only (36), and dual-stack (22). The 86 Workday companies without a chatbot represent the biggest remaining addressable market for both vendors.

## // KEY METRICS

METRIC	VALUE
F500 career sites scanned	454 of 500
Chatbot layer detected	169 (34%)
Paradox (Olivia) deployments	118
Phenom chatbot deployments	76
Dual-stack (both vendors)	25
Workday corridor with chatbot	108 of 194 (56%)
Workday corridor without chatbot	86 (addressable market)



// **VENDOR\_LANDSCAPE**

## Two Vendors, No Contest

Paradox (Olivia) appears on 118 Fortune 500 career sites. Phenom's chatbot appears on 76. Together they account for **all 169 detections** — every chatbot-layer detection in the F500 traces to one of these two vendors. There is no emerging third competitor visible in profiling data at this tier.

// **ATS\_CORRIDOR\_ADOPTION**

## The ATS Corridor Determines Adoption

ATS PLATFORM	WITH CHATBOT	TOTAL	ADOPTION
Lever	13	16	81%
Jobvite	14	18	78%
Workday	108	194	56%
iCIMS	51	99	52%
Taleo	9	19	47%
Greenhouse	12	28	43%
SAP SuccessFactors	15	58	26%
SmartRecruiters	3	12	25%

// **WORKDAY\_BATTLEGROUND**

## The Workday Battleground

Within the Workday corridor (194 F500 companies), 108 (56%) have deployed a chatbot layer:

SEGMENT	COUNT	%
Paradox only	50	26%
Phenom only	36	19%
Both (dual-stack)	22	11%
No chatbot	86	44%



// DUAL\_STACK\_FINDING

## 22 Workday F500 companies run both Paradox and Phenom simultaneously.

Named companies include:

██████████ (#5) · ██████████ (#39) · ██████████ (#51) · ██████████ (#52) · ██████████ (#54) · ██████████ (#65)  
· ██████████ (#156) +15 more

[ Full company list available in the unredacted brief ]



// EVIDENCE\_SOURCES

## Methodology and Evidence Chain

ATTRIBUTE	VALUE
Sources	Cortex technographic profiling (scanner_v5 + canon_scanner_v2)
Coverage	454 of 500 F500 companies scanned
Excluded	46 companies (auth walls, non-standard architectures)
Evidence tier	Tier 1 (profiling-verified) — direct browser-level detection
Method	Automated career site fingerprinting via script sources, DOM attributes, window objects, network requests
Limitations	Career site presence only; does not confirm chatbot activation on all job pages

// EVIDENCE\_STANDARD

This brief uses **Tier 1 (Profiling-Verified)** evidence exclusively. All detections are based on direct browser-level observation of career site technology. No vendor self-reports, survey data, or analyst estimates are included.

Evidence tiers used by Cortex:

TIER	LABEL	STANDARD
1	Profiling-Verified	Direct browser-level detection of deployed technology
2	Corroborated	Multiple independent signals align (profiling + SEC + EVP)
3	Reported	Single-source claim (case study, press release, vendor assertion)

When evidence is insufficient, Cortex says so — and shows exactly what would raise confidence.

**Request the full unredacted brief**  
[research@canonhc.com](mailto:research@canonhc.com)

Includes: named companies, full dual-stack list, corridor breakdowns by industry, deployment timeline estimates, and competitive displacement signals.