



For the 7th Time, Applied AI Leader Phenom Earns Spot on the 2026 Inc. 5000 List

Recognized for rapid revenue growth driven by multi-agent solutions built for solving HR's biggest challenges

PHILADELPHIA--(BUSINESS WIRE)-- For the seventh consecutive year, **Phenom**, the leader in applied AI built to redesign work operations for hiring faster, developing better and retaining longer, announced that it has earned a place on the **2026 Inc. 5000**, the annual list of the fastest-growing private companies in America. The list is the most prestigious ranking of the nation's most successful independent and entrepreneurial businesses, recognizing companies that have achieved remarkable growth while driving innovation, creating jobs, and shaping the future of the economy. Past honorees include companies such as Microsoft, Meta, Oracle and Patagonia.

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This year's Inc. 5000 recognizes a new class of organizations redefining what growth looks like. From AI and advanced manufacturing to healthcare, consumer products, and professional services, these

businesses are expanding their impact, creating jobs and proving that entrepreneurial ambition continues to fuel the U.S. economy. Honorees have collectively added more than 627,208 jobs to the U.S. economy over the past three years and the median three-year revenue growth rate was 130%.

"Every company on the Inc. 5000 has a story of perseverance, smart decision making, and a refusal to sit still," says Mike Hofman, editor-in-chief of Inc. "Their growth reflects more than strong financial performance—it reflects creativity, resilience, and the customer focus required to build companies that make a lasting impact. We congratulate all honorees on this significant achievement."

Phenom continues to earn industry acclaim for its bold agentic innovation, including a 2026 CODiE Award in the Best Productivity/Workflow Solution category for Phenom Voice Screening Agent, six-time Strategic Leader positioning in the 2026 Fosway 9-Grid™ for Talent Acquisition, and The A.I. Award 2025 for Best Use of AI in Human Resources.

Enterprises are already seeing real results from Phenom's AI agents:



- **A healthcare provider** cut time to offer in half and completed 92% of screenings within one business day
- **A major retailer** saved 17,000 recruiter hours annually while closing the five- to seven-day gap between application and first candidate contact
- **A leading manufacturer** doubled screening completion rates to 80%, with most candidates hearing back within 1.5 hours

Those results are pushing enterprises to put more agents to work. **A manufacturing organization** that started with a single Voice Agent added Intake and Sourcing Agents to the same hiring workflow, streamlining communication with hiring managers and surfacing qualified candidates faster.

Limitless AI Agents that Act with Context

Phenom agents execute at every stage of the hiring workflow. Deployed across enterprise environments today, examples include:

- An Intake Agent that captures hiring manager requirements before sourcing begins
- A Sourcing Agent that identifies and engages qualified candidates across internal and external talent pools
- A Voice Screening Agent that conducts consistent interviews at any hour and advances qualified candidates within a day
- A Fraud Detection Agent that identifies synthetic candidates before they reach a recruiter's queue
- Compliance and Exception Agents that catch onboarding issues before they become downstream problems

Hiring a nurse, a warehouse associate and a software engineer are not the same workflow, and Phenom agents are built to reflect that. Each agent carries the context, skills requirements and compliance rules specific to that role, industry, location, and market, so hiring strategy stays coordinated across the enterprise while every role is still treated separately. Agents are orchestrated to work together across that workflow, so each one builds on what the last one accomplished instead of operating in isolation. This multi-agent approach gives enterprises a decisive advantage, helping them hire, develop and retain talent faster than competitors relying on one agent at a time.

"The invisible space inside every company, where work either flows or stalls, starts with how that company hires," said Mahe Bayireddi, CEO and co-founder of Phenom. "Growth like this doesn't happen because a company adds more AI. It happens because customers trust that AI to know the difference between their business and every other business it serves. We've spent years earning that trust by delivering AI that reflects the complexity, context and priorities of the enterprises we support."

Where Human Resources Turns to Understand AI

Tune into AI Day to get a behind-the-curtain look at Phenom's contextual intelligence, agentic orchestration and governance that empowers enterprise human resources teams to quickly move from AI pilots to production to

impact. Broadcasting live from Phenom Studios on September 17 at 10 a.m. ET (4 p.m. CEST), it will be available on demand after the broadcast. Register at ai.phenom.com.

About Phenom

Phenom is the leader in applied AI built to redesign work operations for hiring faster, developing better and retaining longer. It understands unique industry and business needs for departments, teams, employees and candidates. This is AI that knows company DNA, powered by Engines that harmonize data and facilitate orchestration, Ontologies that guide every decision, X AI that creates hyper-personalized experiences, and Agents that work alongside teams with unprecedented speed and precision. Driven by a purpose to help a billion people find the right work, this is responsible AI that is enterprise-secure, compliant, and always explainable.

Phenom has earned accolades including: Inc. 5000's fastest-growing companies (6 consecutive years), Deloitte Technology's Fast 500 (5 years), 11 Brandon Hall 'Excellence in Technology' awards including Gold for 'Best Advance in Generative AI for Business Impact,' Business Intelligence Group's Artificial Intelligence Excellence Awards (3 consecutive years), The Cloud Awards 2025/2024, The A.I. Awards 2024, and a regional Timmy Award for launching and optimizing HelpOneBillion.com (2020).

Headquartered in Greater Philadelphia, Phenom also has offices in Canada, India, Israel, the Netherlands, Germany and the United Kingdom.

For more information, please visit www.phenom.com. Connect with Phenom on [LinkedIn](#), [X](#), [Facebook](#), [YouTube](#), [Instagram](#) and [TikTok](#).

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Source: Phenom