

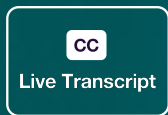


The Future of Pay Decisions with AI

Win Talent, Maintain Fairness, and
Control Costs

We will begin shortly.

This webinar is being recorded and will be shared with all registrants.



We have live transcript enabled for this webinar. If you would like to use this feature, please turn on this setting in your Zoom toolbar now.

Agenda

- 01 The landscape of pay decisions
- 02 TD SYNEX's AI-first HR approach
- 03 AI-first thinking in action (live demo)
- 04 Q&A

Speakers



Maria Colacurcio
CEO



Hywel Jones
Vice President, Total
Rewards



How many individuals, teams, and systems influence a single employee's compensation throughout their tenure at your company?

Pay decisions are an interconnected network

Every pay decision you make now impacts the next, later:

- Today's offer creates tomorrow's compression risk
- This quarter's merit increase overlaps with next quarter's market adjustment
- That promotion in Denver impacts equity in Austin
- Your retention counter-offer just reset the range for new hires

Yet, these interdependent pay decisions are made in silos:

- Recruiters don't see merit cycle plans
- Managers don't know market adjustments are coming
- HR doesn't see cumulative budget impact until it's too late
- Finance can't predict people costs like they can for other expenses

The hidden costs of disconnected pay decisions

Inconsistent pay decisions

- How many job reqs get mis-leveled?
- How often do offers create compression issues you don't see until later?
- How much wider are your posted ranges than your actual target ranges?

Inefficient pay decisions

- How many days and people does a typical offer approval take?
- How many reviewers are involved in each comp decision?
- How often does your comp team get pulled into decisions that should be automated?

Siloed pay decisions

- Can you predict your aggregate comp spend in real-time?
- Do you know which decisions are creating future equity risks?
- Can managers learn from past decisions when making new ones?

**The problem isn't bad data.
It isn't bad people.**

**The problem is treating pay decisions
as isolated transactions.**



Revenue

\$60B

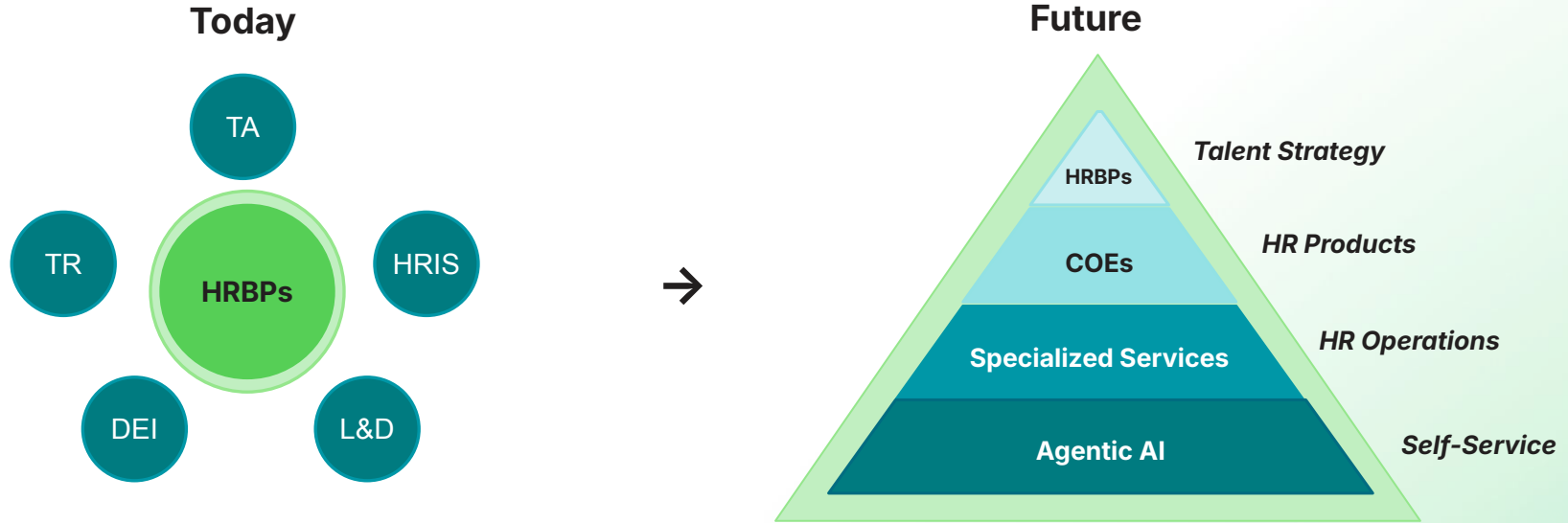


**Support 150,000+
customers**
in over 100
countries



Employ ~23,000
people in
50 countries

TD SYNEX's future HR operating model



Key elements of the future model:

- **Agentic AI** becomes the first point of interaction for all co-workers, answering questions and handling basic tasks
- **Specialized Services** teams orchestrate AI-human collaboration, handling escalations and advanced transactional work
- **COEs** own people-centric products and processes that drive higher performance and transformation
- **HR Business Partners** shift focus to become strategic advisors for a narrower population of senior leaders

TD SYNEX principles for AI-first Total Rewards



TD SYNEX

Fairness and equity
across every role, region,
and identity

Performance matters
and so does how we
recognize it

Stay grounded
in market, in business,
in values

**AI should support
judgment** not replace it

**Build for how people
actually work**

Five transformation takeaways

1

Start with business-led outcomes

2

Pilot something small but meaningful

3

Build cross-functional buy-in early

4

Prioritize transparency

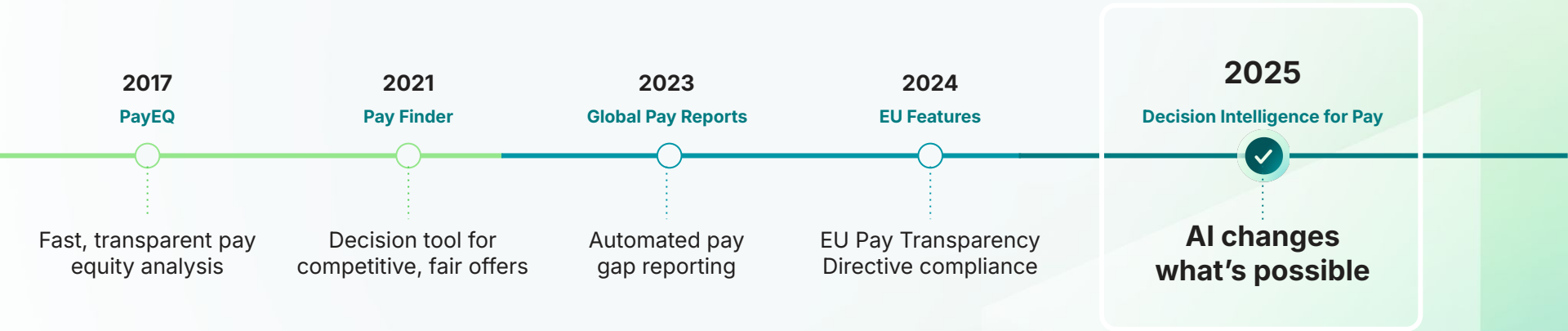
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Global strategy, local reality

AI-first thinking in action

Agentic AI, workflow-native, built to support smarter pay decisions

Syndio, trusted and global partner for pay innovation



Businesses face three primary pay challenges:

1

Too many systems, not enough integration.

HRIS, ATS, comp tools, and spreadsheets operate independently.

2

Too much discretion. Too little guidance. Even less compliance.

Pay decisions made in silos; often inconsistently, not in compliance.

3

Too little visibility into downstream impacts.

No one manages the full lifecycle or sees ripple effects of decisions.



Get every pay decision
right, every time.

[View demo →](#)

A mockup of the Syndi user interface. It features a sidebar with the Syndi logo and a main content area. The main area displays a "Syndi Offer" for "Perry Jackson, Data Scientist" with a total annual compensation of "\$268.5K". Below this, a table breaks down the compensation into Base (\$190K), Bonus (15%), and RSU (\$200K vesting over 4 years). A callout box titled "Here's how I got to the recommended offer:" lists three reasons: "Predicted pay falls within the equitable range", "Within external market benchmarks", and "Aligned to peer compensation". At the bottom, a chat input field contains the text "Hey Syndi, what should I offer our candidate, Perry Jackson?" with a send button. On the right side of the interface, there are four social media icons: Microsoft Teams, Slack, WhatsApp, and Google.

Syndi™: Your AI-powered pay decision co-pilot

What AI sees:

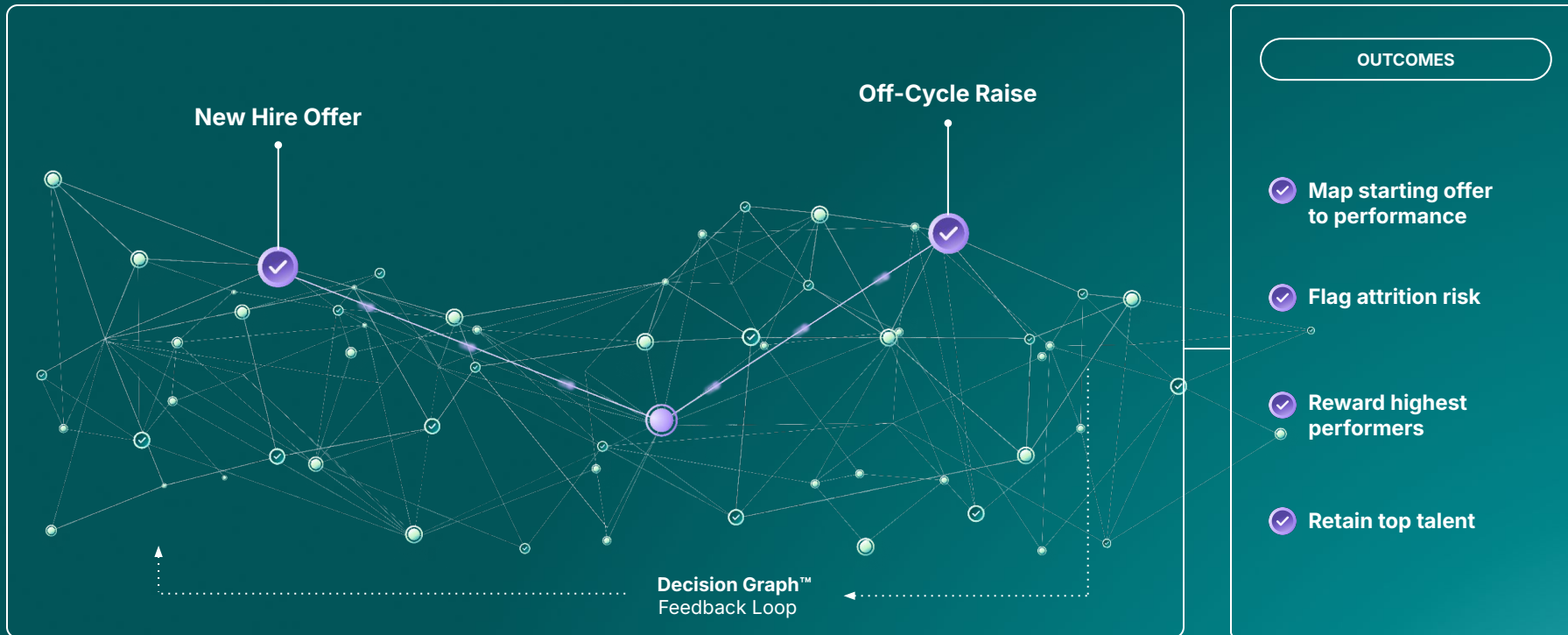
- ✓ Your comp philosophy
- ✓ Real-time market data
- ✓ Historical patterns
- ✓ Network effects across past decisions

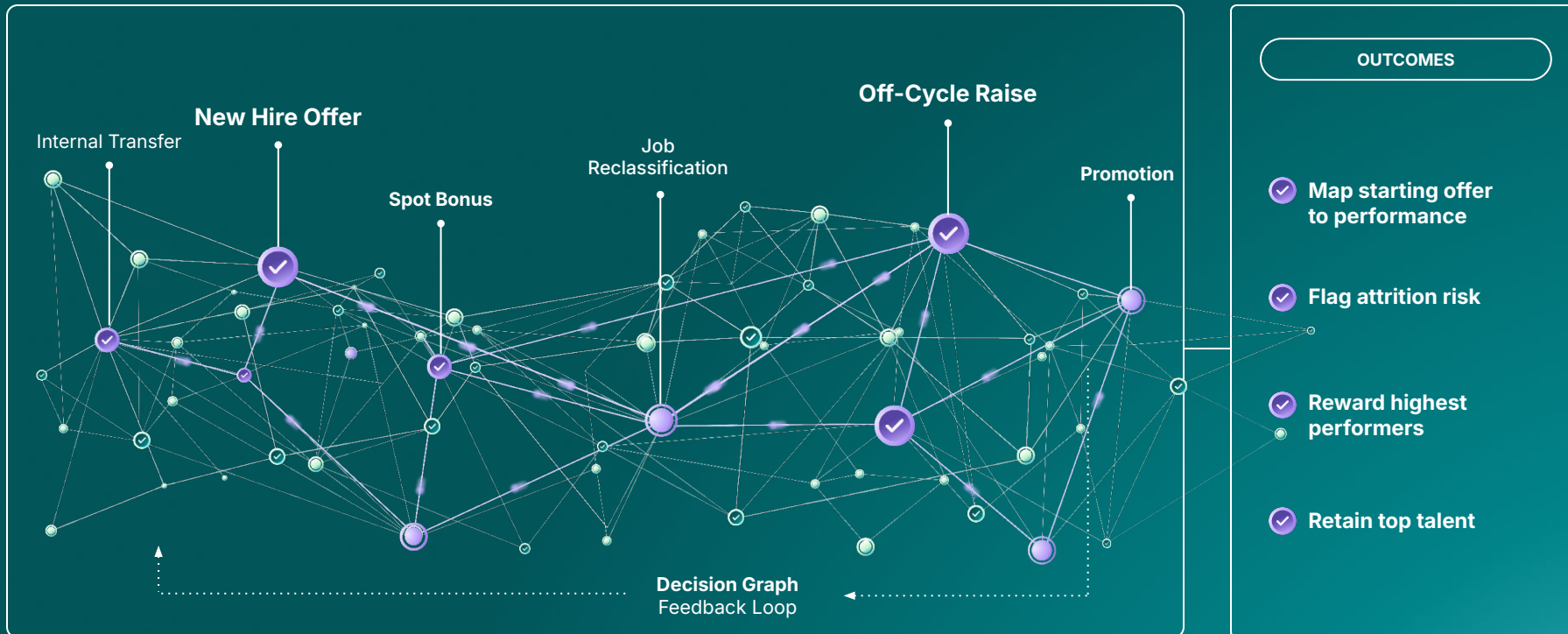
What you get:

- Recommendations in seconds (not days)
- Transparent rationale you can explain
- Equity checks built-in automatically
- Confidence to move fast without risk

Every decision updates the network.
Every update makes the next decision smarter.

That's the Decision Graph™
Pay decisions that learn from each other.







Q&A





Thank you

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