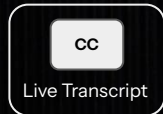


Decision Intelligence for Pay

June 24, 2026

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.

- 1 Govern every compensation decision at the moment it's made.
- 2 Build the infrastructure your organization needs for what comes next.
- 3 Align spend to strategy.

SYNDIO

Welcome!

- The real problem
- Decision Intelligence for Pay
- The roadmap
- What's next



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Most organizations come to Syndio for one of three reasons.

01

Compliance

A new regulation. An audit.
Pay transparency legislation.
Something made it urgent to understand, and demonstrate, where you stand.

02

Rigor

Leadership wanted more defensible data behind every pay decision. Spreadsheets and gut instinct weren't enough for the scale or scrutiny you were facing.

03

Equity

A commitment to fairness that needed infrastructure behind it. Not just a policy on paper. A system that could prove it, year over year.

Whatever brought you here, the outcome is the same: **every pay decision, governed.**

WE THOUGHT THE
CHALLENGE WAS

Pay Equity

THE BIGGER
ISSUE

Ungoverned Pay Decisions

EVERY ANALYSIS SURFACES GAPS FROM DECISIONS NO ONE WAS WATCHING

Compensation is one of the largest cost centers, and one of the least governed at the point of decision

The Strategy

- ✓ Philosophy
- ✓ Job Architecture
- ✓ Ranges
- ✓ Policies

The Execution

- × Spreadsheets
- × Emails
- × Manual Reviews
- × Workarounds

Governance shows up in four places

01

Govern Spend

Ensure every decision aligns to budget, guidelines, and strategy. Eliminates drift and prevents unnecessary payroll inflation.

NEW HIRE OVERPAY
PAY DRIFT
COMPRESSION

02

Govern Risk

Guarantee every pay decision is compliant, explainable, and defensible. Reduces legal exposure, audit risk, and remediation cost.

AUDIT EXPOSURE
REMEDATION CYCLES
LEGAL RISK

03

Govern Performance

Align pay decisions to performance, skills, and outcomes. Maximizes return on workforce investment.

ATTRITION
HIRING EFFICIENCY
RETENTION OF TOP TALENT

04

Govern Speed

Enable faster, higher-quality pay decisions at scale. Reduces cycle time while maintaining consistency and confidence.

TIME TO FILL
MANAGER TIME
COMP CYCLE EFFICIENCY

The strategy-to-reality gap drives real, measurable cost

Overpayment

30%

Of new hires are overpaid by ~8%

Underpayment

10%

Are underpaid, leading to turnover

Remediation

~1%

Of payroll spent on remediation

Turnover

\$172B

Lost to inequity-driven turnover

Compression

\$1800

Per hire. Compression and drift costs compound.

Time Spent

4.5hrs+

Per pay decision on average

One system that governs pay decisions from end-to-end

COMPLIANCE & CONTROL

Essentials

- Continuous pay equity monitoring
- Global pay gap reporting
- EU Pay Transparency Directive
- Proactive alerts and risk detection

REAL-TIME OPTIMIZATION

Decisions

- AI-powered pay decisions
- Merit and promotion intelligence
- What-if scenario modeling
- Total cost visibility

COMING 2027

Predict

- Workforce scenario modeling
- Attrition risk and mitigation
- Policy simulation at scale
- Trend and pattern intelligence

Syndi™ Proprietary AI

Domain expertise • Purpose-built for high-stakes compensation work • Embedded where decisions happen



Integrations + Data Hub



SAP SuccessFactors

HRIS

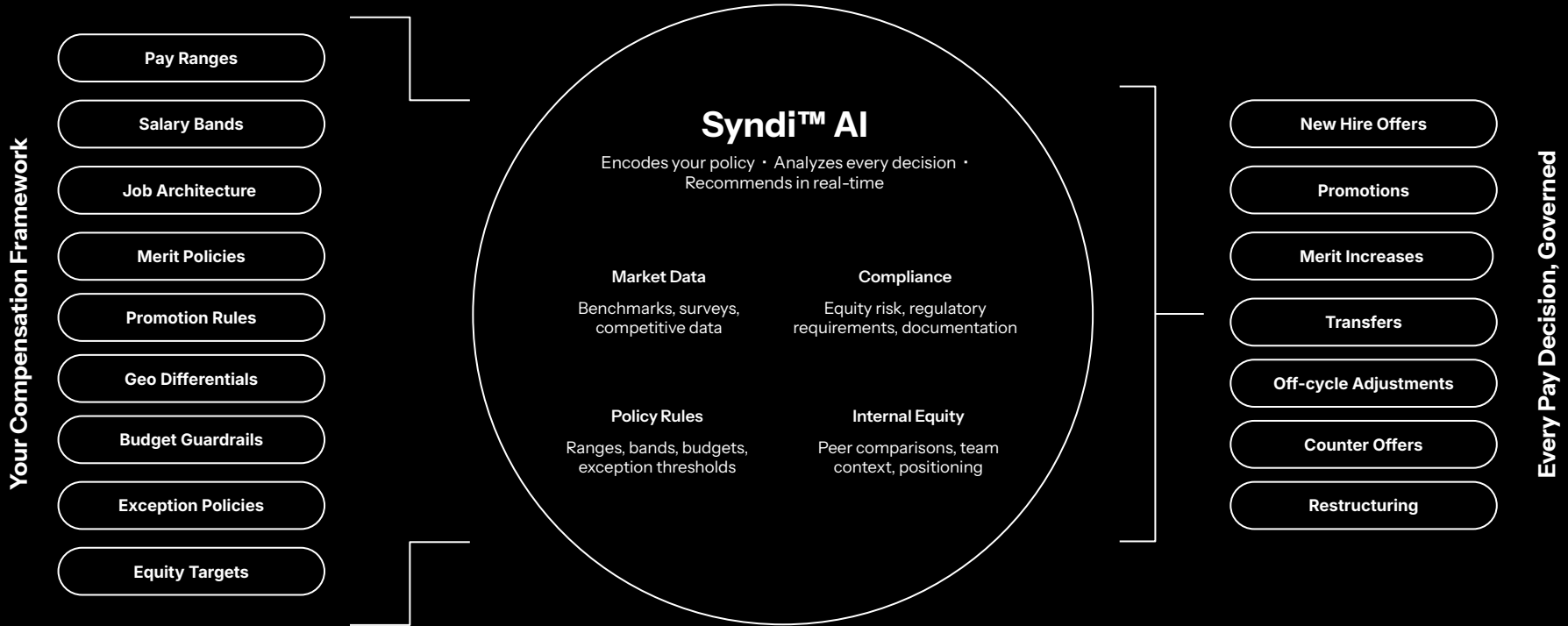


Built on Enterprise-Grade Trust



Your pay strategy, coded into every decision

We take your existing comp strategies and encode them directly into the platform, so every pay decision is guided by your policy, not just a number at large.



Era's Tour: Decisions Edition

From a Recruiter Tool to a Pay
Governance Platform

Era 1: Pay Finder

The Core Idea: Stop Recruiters From Guessing What's Fair

Compensation decisions relied on salary structures that reflected what was competitive but not what was internally fair. We embedded pay equity at time of offer, transfer and promotion to preserve pay equity as well as foster alignment with compensation structures and policies.

WHAT CHANGED

- + Introduced a way to ensure fair pay from the start.

Era 2: Syndi (aka Intelligent Pay)

The Core Idea: Use AI for Faster Decisions and a Coach Recruiters Could Talk To

Compensation decisions were still slow, inconsistent, and lived in spreadsheets and Slack threads. Recruiters relied on limited information, comp partners who were already stretched thin, judgment calls and multiple check-ins.

We created an AI-powered solution that combined math and reason, using applicant data, candidate experience, and other comp context to both make and explain recommendations in plain language.

WHAT CHANGED

- + Replaced a multi-day manual process with an AI-assisted workflow.
- + Shifted from "here's a number" to "here's why, for this person, in this role."

Era 3: Decisions

The Core Idea: Build the Platform, Not Just the Product

Syndio's opportunity isn't to be the best offer recommendation tool: it's to be the infrastructure layer that every pay decision runs through.

Enterprise customers require rigor, accuracy and the highest levels of data and systems security. Pay decisions must be made with both confidence and transparency. Syndio needs to be more than an AI-powered HR workflow or recruiting tool, it needs to be the governance layer inside all of it.

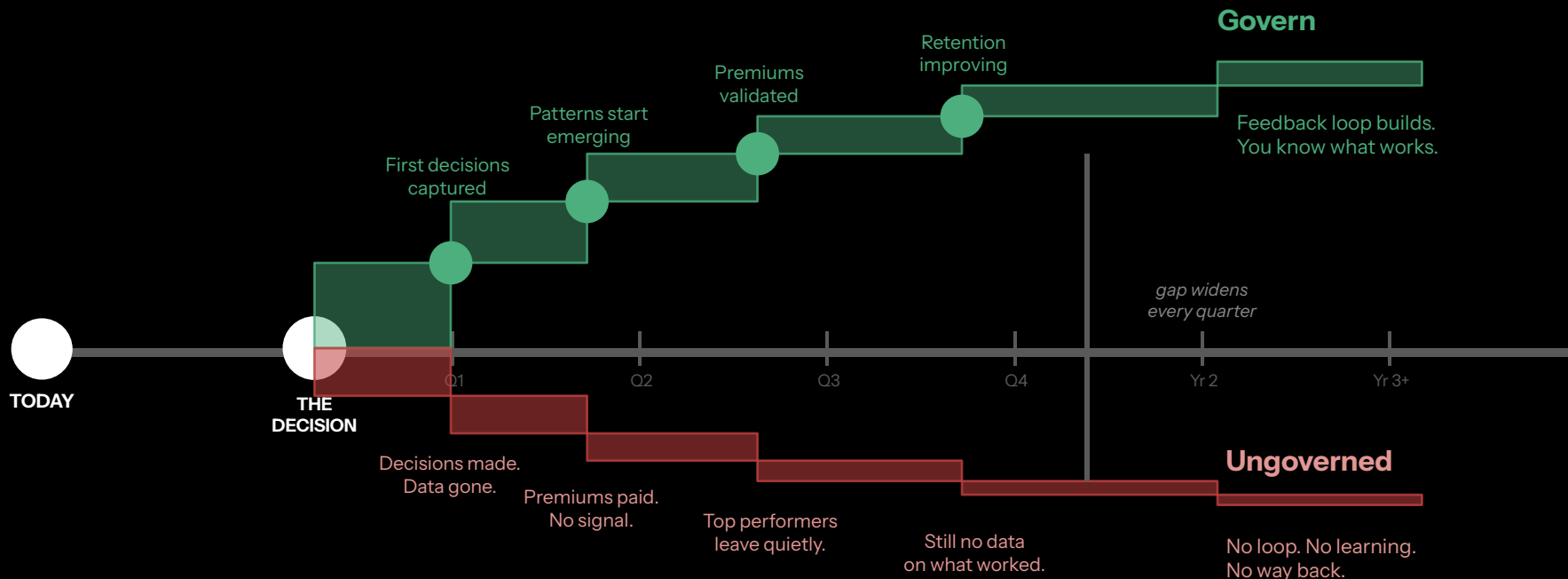
WHAT CHANGED

- + With the rapidly-evolving power of AI, shifted from building features to building a platform.
- + Co-creating and shipping meaningful enhancements with speed so you know, as our partners, you have runway for growth.

Let's see it in action!

The feedback loop only forms if you start.

Every pay decision you make ungoverned, is data you will never get back.



Every quarter you wait is a quarter your competitors spent learning.

YOUR ESTIMATED ANNUAL VALUE

What governance is worth at your scale

Your Program

Employees	[X]
Avg. salary	\$(X)
Est. annual decisions	[X]
New hires / year	[X]
Promotions / year	[X]
Comp team size	[X]

Your Estimated Annual Value

Govern Spend Overpay & pay drift avoided	\$(X)K - \$(X)K
Govern Risk Compliance & remediation exposure	\$(X)K - \$(X)K
Govern Performance Attrition & hiring efficiency	\$(X)K - \$(X)K
Govern Speed Cycle time & decision efficiency	\$(X)K - \$(X)K
Total Estimated Annual Value:	\$(X)M - \$(X)M

Based on [X] employees and [X] estimated pay decisions per year. Ranges reflect conservative to optimistic assumptions.

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Questions?

Let's make every pay decision:

- Compliant
- Optimized
- Predictive

Thank you!