

Turning AI into a STRATEGIC PARTNER for People & Performance



Empowering HR Teams with Intelligent Tools

AI is Leading to a People-First Future

It's also creating new jobs that fit the modern employee's expectations

AI Is Changing the Job Market at 3 'Tempos'

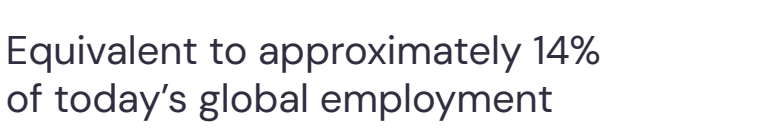
ACTIVELY: Applying for listings

PASSIVELY: Creating more jobs

ADAPTIVELY: Transforming the way existing jobs function

- Writing resumes & cover letters
- Interview prep
- Learning new skills
- Researching employers

~170 million jobs created by AI over the next 10 years



Equivalent to approximately 14% of today's global employment

Making New Roles Accessible:

US unemployment rate for those with disabilities

← If 1% of people with disabilities joined the US workforce US GDP could increase by \$25 billion

Simplifying existing roles:

AI saves workers an average of

1 hour per day

20 hours per month

260 hours per year

Assuming US national average hourly pay of

~\$29.81

\$7,750.60

saved per employee per year



Completing complex tasks

AI doubles task length **every 7 months**

In 2-4 years, AI could complete week-long tasks in seconds

AI is faster than humans



AI systems propagate ~ light speed

186,000 miles per second



Conduction of human nerves is ~120 m/s

~0.075 miles per second (13,950 times slower)

These changes align with modern expectations of employment.

AI is Giving Employees What They Really Want in 2026



Shifting priorities

According to respondents

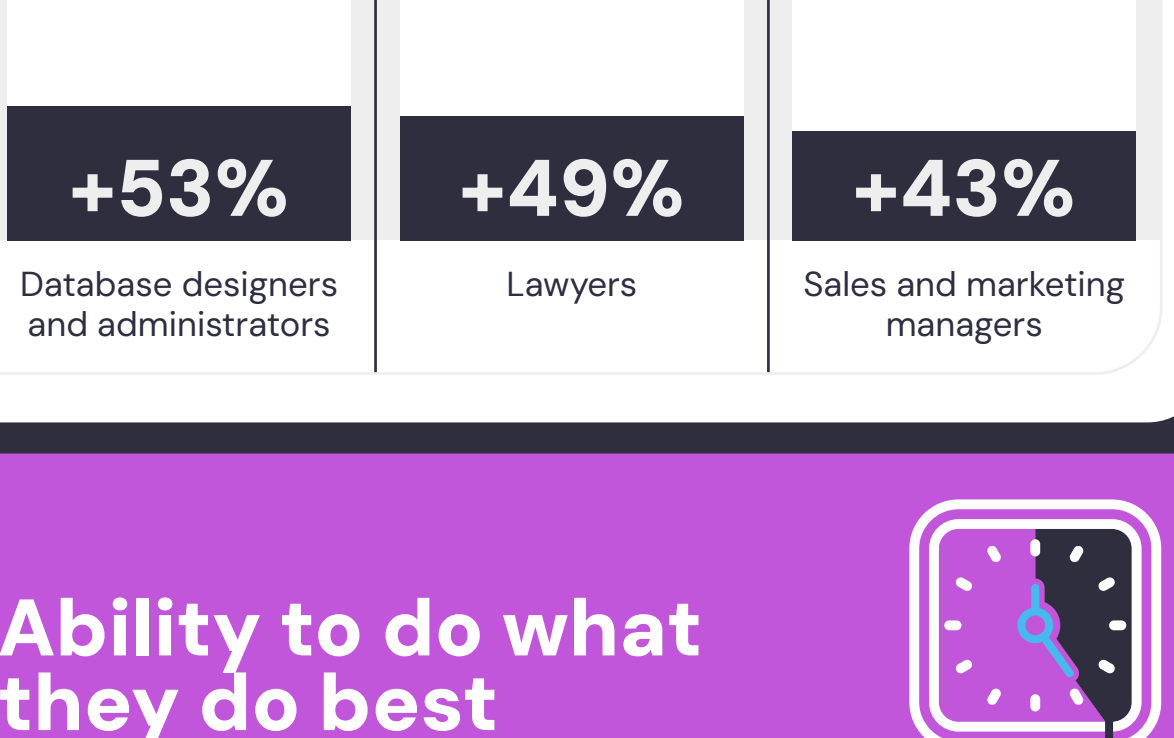
- **Greater pay (64%)**
- **Better work-life balance & personal wellbeing (61%)**
- **Ability to do what they do best (58%)**
- **Greater stability & job security (53%)**

Pay 64% **Balance** 61% **Ability** 58% **Stability** 53%

Greater pay

Learning to use AI can **increase pay by 25%**

Wage premiums for job vacancies requiring AI skills in the US



Better work-life balance

61% of business leaders say AI has improved work-life balance with:

61%



Ability to do what they do best

30% of hours in the US economy could be automated



+30%

Freeing up time for less mundane, more fulfilling tasks

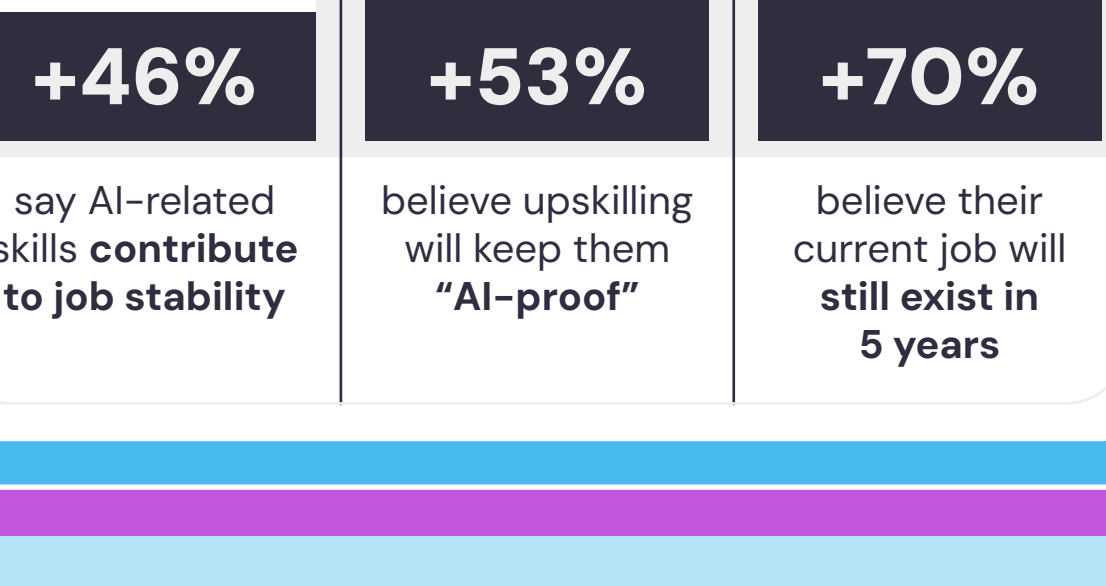
Burnout rates

Workers using AI 41% Workers not using AI 54%



Greater stability and job security

What are American's saying?



These factors are major drivers behind employee loyalty

AI Impacts on Job Expectations by Generation



GenZ 56%

Millennials 57%

Over half of workers already use AI daily

including achieving top career goals

money + MEANING + well-being

HAPPINESS =

MONEY + meaning + well-being

Achieving financial independence

Becoming an expert in their field

Working in roles that impact societal issues

Attaining a good work-life balance

Achieving job security and stability

Continuous learning and development

1 in 2 workers are "Job-Hugging"

"Workers stay in their current roles, even when they feel unsatisfied."

The cost of employee turnover can be steep:

- Lost productivity
- Wasted time and money
- Lost domain knowledge
- Employee morale
- New employee errors

Find, keep, and grow top talent.

Anatomy of

Retention in the Age of AI



Employee Retention

- Personalizing engagement strategies
- Improving workplace efficiency
- Reducing stress

Employee Loyalty

- Higher Productivity
- Better Customer Experience
- Increased Innovation

According to top talent in the AI wars, Retaining the best talent

- Provide flexibility for work/life balance Collaborative spaces & flexible workspaces

Get buy-in for your mission and vision

- Strong team and work culture Working in cross-functional teams
- Learning new things Personalized development tract
- Bleeding edge innovation Ability to contribute to first-of-their-kind projects

AI talent has turned down large compensation packages

\$100M signing bonuses

~\$1.5B annual compensation

Likely due to:

Mission | Vision | Team culture

Sources: graylink.biz, dol.gov/agencies/odep, virtusinterpress.org/IMG/pdf/jgvr14v12s1art15.pdf, online.se.edu/programs/careers-in-the-age-of-ai, weforum.org/publications/the-future-of-jobs-report-2025, builtin.com/articles/ai-anxiety-job-hugging-quiet-cracking, indeed.com/career-advice/pay-salary/average-hourly-wage-in-us, gallup.com/workplace/389807/top-things-employees-next-job.aspx, pwc.com/gx/en/issues/artificial-intelligence/job-barometer/report.pdf, metrr.org/blog/2025-03-19-measuring-ai-ability-to-complete-long-tasks, fortune.com/2025/08/29/ai-talent-wars-100-million-or-corporate-culture, newsweek.com/ai-could-be-reducing-burnout-among-workers-report-10857166, mckinsey.com/mgi/our-research/generative-ai-and-the-future-of-work-in-america, deloitte.com/content/dam/assets/shared/docs/campaigns/2025/2025-genz-millennial-survey.pdf, adeccogroup.com/our-group/media/press-releases/ai-saves-workers-an-average-of-one-hour-each-day, forbes.com/sites/bryanrobinson/2025/02/27/work-life-balance-5-ways-ai-improves-lives-of-61-of-business-leaders, accenture.com/content/dam/accenture/final/a-com-migration/pdf/pdf-89/accenture-disability-inclusion-research-report.pdf

AI isn't just revamping the job market. It's revamping the way we work – and making us happier in the process

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