

# TalentX

Secure Tech Talents with Confidence

**First AI-Powered Offer Management Platform  
in Asia Pacific**

# Our Team & Advisory Board

## Management Team



**ABEL SAW**  
CEO

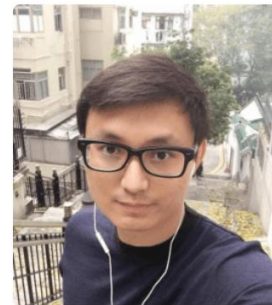


**CHIA YEI (CY)**  
COO



**STEVE BARNES**  
CTO

## Advisory Board



**JASON SOH**  
Advisor  
Group Head, Talent Acquisition, Lazada



**HAZLINA HAZANI**  
Advisor  
Group Head, Total Rewards, AmBank



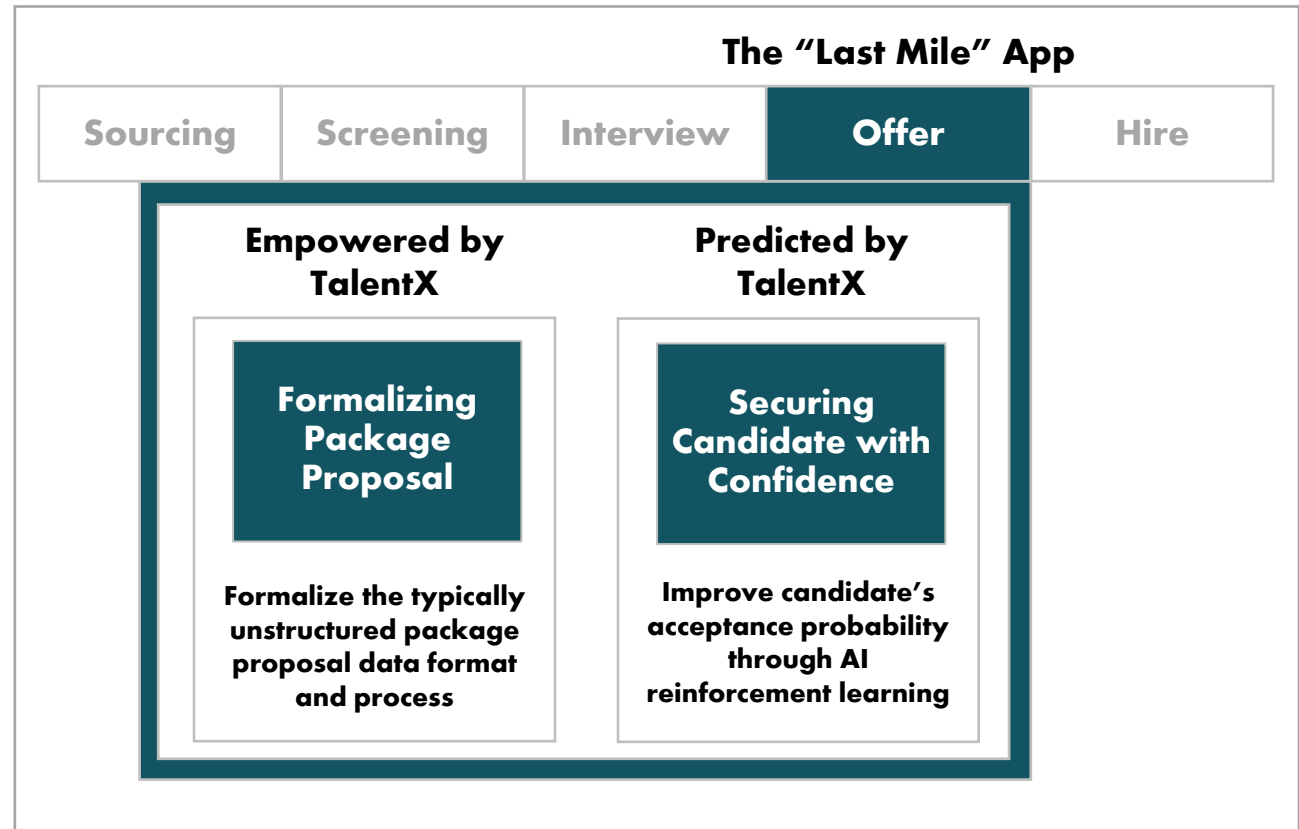
**GODELIEVE VAN DOOREN**  
Advisor  
Partner, Mercer

# I. Offer Management – What problems are we solving?

“If we offer 15% more, how much more confident can we secure this UI/UX?”

“What areas should be focused or improved to significantly increase offer acceptance rate over time?”

“Will our offer over-pay or under-pay this Software Engineer with specific programming languages? ”



# II. What do we offer?

## What are the Benefits for You?

<b>1. Optimal Offer</b>	2. What Matters	3. "Market" Offer
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- **Effective and Efficient Offering Cycle**
- **Optimal Offering with Cost Saving and "Just" Offer**

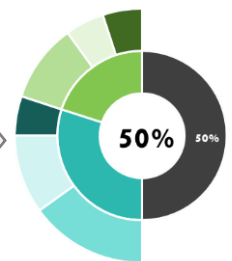
### What's Now?

Total Rewards Attractiveness		
Annual Base Salary	+10%	
Overall Compensation	+10%	
Overall Employee Benefits	Worse	
Wellbeing (Work/ Life Flexibility)	Net Set	
Career Prospect	Similar	
Employer's Branding	Better	

Candidate's Matching (During Interview)	
Candidate's Interest Level	4
Culture Fit	3
Cognitive Skills	5
Technical Skills	4



**50%**

Clients can review and adjust the "agents" (or parameters) to arrive at desired acceptance probability %, depending on the strategic importance or urgency

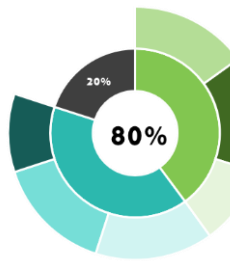
### What's in Near Future?

Total Rewards Attractiveness		
Annual Base Salary	+10%	+35%
Overall Compensation	+10%	+20%
Overall Employee Benefits	Worse	
Wellbeing (Work/ Life Flexibility)	Net Set	
Career Prospect	Similar	
Employer's Branding	Better	

Candidate's Matching (During Interview)	
Candidate's Interest Level	4
Culture Fit	3
Cognitive Skills	5
Technical Skills	4



**80%**

Clients can adjust the desired acceptance probability %, depending on the strategic importance or urgency, and corresponding set of "agents" would be proposed

# II. What do we offer?

## What are the Benefits for You?

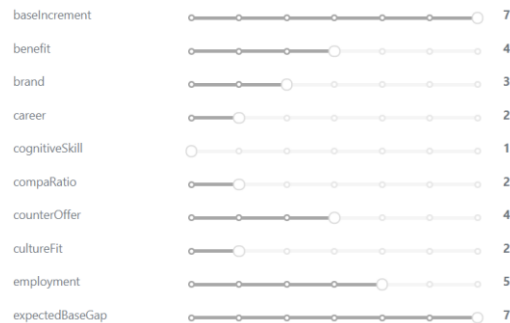
1. Optimal Offer

2. What Matters

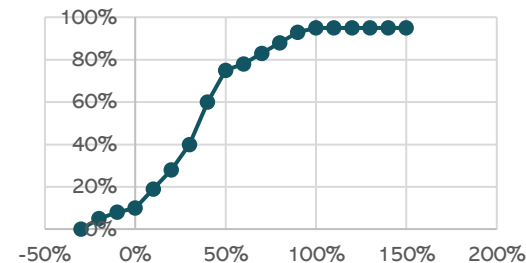
3. "Market" Offer

- Insights on which parameter truly matters for attracting tech talents
- Understanding on unique value proposition compared to market

### What Insights to be extracted?



Probability % of Agent 1



Hiring over time will provide the companies insights into which "agents" are most influential to the acceptance probability % in term of "Weights" and respective Probability % Distribution.  
The info is available for overall market and company-specific.

## II. What do we offer?

### What are the Benefits for You?

1. Optimal Offer	2. What Matters	3. "Market" Offer		
<ul style="list-style-type: none"><li>• Knowledge on ongoing up-to-date market offer for tech positions</li><li>• Tracking of market offer trend for "hot jobs"</li></ul>				
<b>What is the latest "Market" Offer?</b>				
Position Title	Market			
	Annual Base Salary	Annual Fixed Cash	Annual Total Cash	Annual Total Compensation
Software Engineer	77,000	78,000	85,000	85,000
Product Manager	104,000	105,000	117,000	130,000
Solutions Architect	153,000	154,000	195,000	210,000
UX Designer	74,000	75,000	87,000	87,000
Data Scientist	81,000	81,000	87,000	91,000
Customer Success Lead	92,000	92,000	100,000	103,000

# Formalizing "One Pager" Package Proposal

← Back to Proposal List






US dollars (\$)

**Person:**

**Proposal:**

**Current:**

**Employed:**

**Budget:**

**Range:**

### Compensation

Type	Current	Expected	Proposal	Deviation	Range Penetration
Annual Base Salary	<input type="text" value="\$ 80,000.00"/>	<input type="text" value="\$ 110,000.00"/>	<input type="text" value="\$ 100,000.00"/>	<span style="color: green;">+25.00</span> %	<input type="button" value="Mid to Max"/>
- Annual Fixed Allowance	<input type="text" value="\$ 6,000.00"/>	<input type="text" value="\$"/>	<input type="text" value="\$ 12,000.00"/>		
+ Annual Fixed Cash	<input type="text" value="\$ 86,000.00"/>	<input type="text" value="\$ 110,000.00"/>	<input type="text" value="\$ 112,000.00"/>		
- Annual One-Off Variable Pay	<input type="text" value="\$ 8,000.00"/>	<input type="text" value="\$"/>	<input type="text" value="\$ 10,000.00"/>		
+ Total Cash	<input type="text" value="\$ 94,000.00"/>	<input type="text" value="\$ 110,000.00"/>	<input type="text" value="\$ 122,000.00"/>	<span style="color: green;">+29.79</span> %	
- Annual One-Off LTIP	<input type="text" value="\$"/>	<input type="text" value="\$"/>	<input type="text" value="\$"/>		
+ Total Compensation	<input type="text" value="\$ 94,000.00"/>	<input type="text" value="\$ 110,000.00"/>	<input type="text" value="\$ 122,000.00"/>	<span style="color: green;">+29.79</span> %	

### Total Reward Attractiveness

% Difference from Current (Base Salary):  % +5% -5%

% Difference from Current (Total Compensation):  % +5% -5%

Overall Employee Benefits:

Workplace Flexibility:

Career & Learning:

Employer Branding:

### Candidate's Matching (During Interview)

Interviewer's Opinion:

Culture Fit:

Cognitive Skills Match:

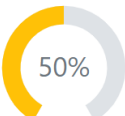
Technical Skills Match:

### Market Index

Market Relevant Position:

Years of Experience:

### Offer Acceptance Probability (%)



50%

Increase acceptance rate to  %

The range of adjustable base salary increment is from -50% to +100%

### Candidate's Feedback

✓  
Accepted

✗  
Rejected

# Demo Request?

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