EFCG

2026 Technology Leadership Conference

Session 11: Leading Workforce Transformation Through AI & Automation

Jay Margherio
EFCG Vice President
Technology & Innovation

Tuesday, June 16, 2026

Network: ConveneGuest
No Password Required

Today's Presenter & Moderator: Jay Margherio

Experience

Vice President
Technology and Innovation
EFCG

Technology Strategy & Advisory Consultant
Accenture

Market Strategy & Finance Lead
Ioniks

Additional Experience: **Orianna Capital, Optima Chemical, Graham Capital**

Education

M.B.A., Finance, Marketing & Strategy
NYU Stern School of Business

B.E., Chemical Engineering
Dartmouth College

EFCG Technology Practice

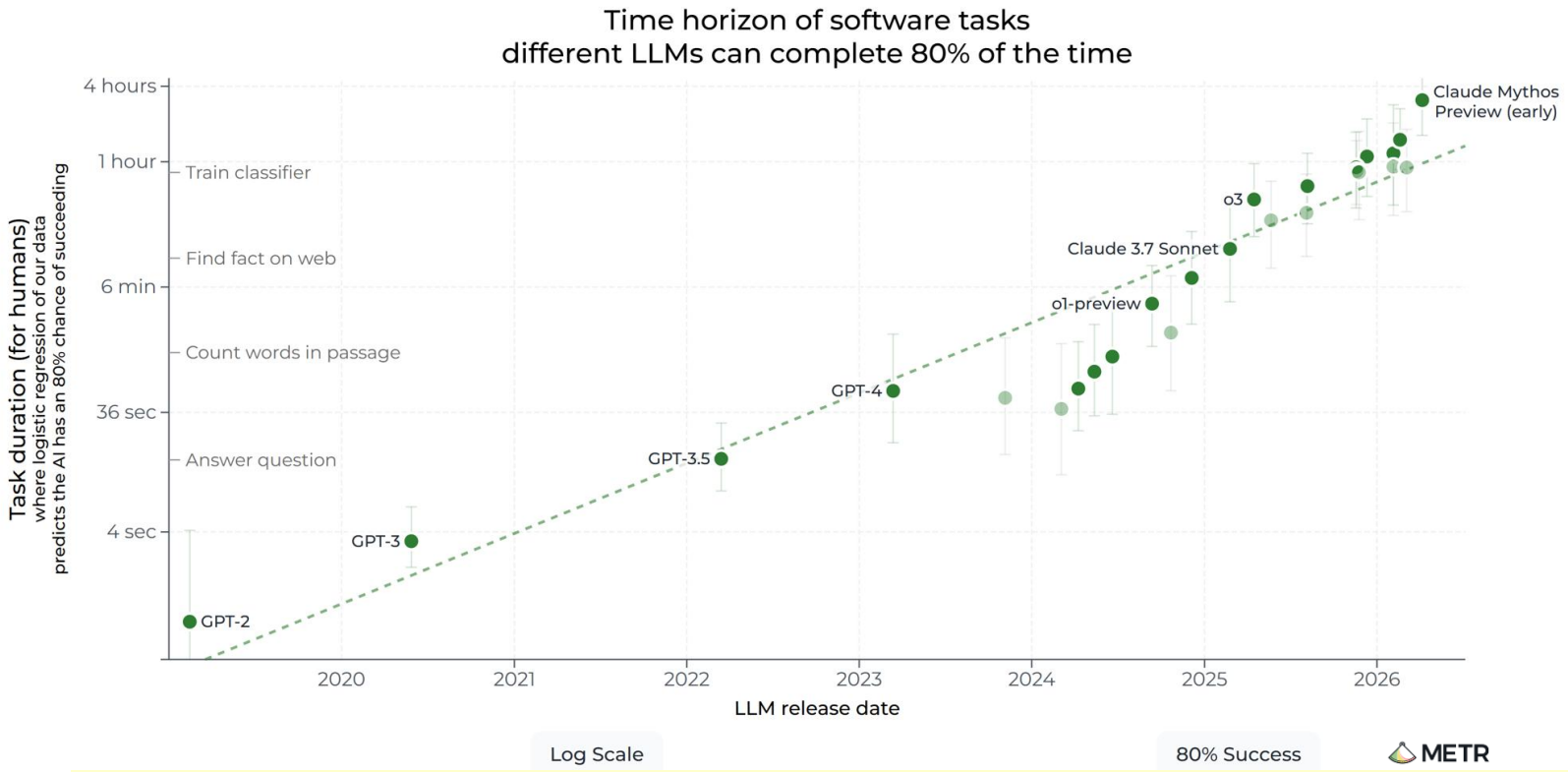
Technology Advisory
Tech Investment Benchmarking and Strategy
Market Analysis and Technical Due Diligence
Innovative Business Model Partner
Knowledge Management and IP
Technology Organization Design
AI Resilience Benchmarking

Advanced Analytics
Custom Analytics Advisory
Innovation Network Analysis
Forecasting and Predictive Analytics
Market and Competition Monitoring
Financial Modeling and Scenario Analysis
Forensic Analysis and Cyber Security

Quantitative Integration Analysis (QIA) – Monitor Integration Velocity for Post M&A and Org Redesigns

Recent Benchmarks for Frontier AI Models

As frontier AI models become significantly more sophisticated, providers like Anthropic are changing the way they retain and use data.



	Claude Mythos 5 / Fable 5	Claude Mythos Preview	Claude Opus 4.8	GPT 5.5	Gemini 3.1 Pro
Agentic coding SWE-Bench Pro	**80.3%**	77.8%	69.2%	58.6%	54.2%
Agentic coding FrontierCode (Diamond)	**29.3%** xhigh	–	13.4% xhigh	5.7% xhigh	–
Knowledge work GDPval-AA	**1932**	–	1890	1769	1314
Knowledge work vision GDPpdf	**29.8%** no tools	–	22.5% no tools	24.9% no tools	16.7% no tools
Spatial reasoning Blueprint-Bench 2	**38.6%**	–	14.5%	36.2%	26.5%
Tool use AutomationBench	**17.4%**	–	15.5%	12.9%	9.6%
Computer use OSWorld-Verified	85.0%	**85.4%**	83.4%	78.7%	76.2%
Legal Legal Agent Benchmark	**13.3%**	–	10.4%	2.1%	0.0%
Multidisciplinary reasoning Humanity's Last Exam	**59.0%*** no tools	56.8% no tools	49.8% no tools	41.4% no tools	44.4% no tools
	64.5%* with tools	**64.7%** with tools	57.9% with tools	52.2% with tools	51.4% with tools
Biology BioMysteryBench	**46.1%*** hard	29.6% hard	40.0% hard	–	–
	83.9%* human solved	82.6% human solved	80.4% human solved	–	–
Agentic coding Terminal-Bench 2.1	**88.0%***	–	82.7%	83.4% Codex CLI	70.7% Gemini CLI
Cybersecurity ExploitBench (Cap%)	**78.0%***	69.0%	40.0%	34.0%	–
Health HealthBench Professional	**66.0%***	64.7%	56.9%	51.8%	–

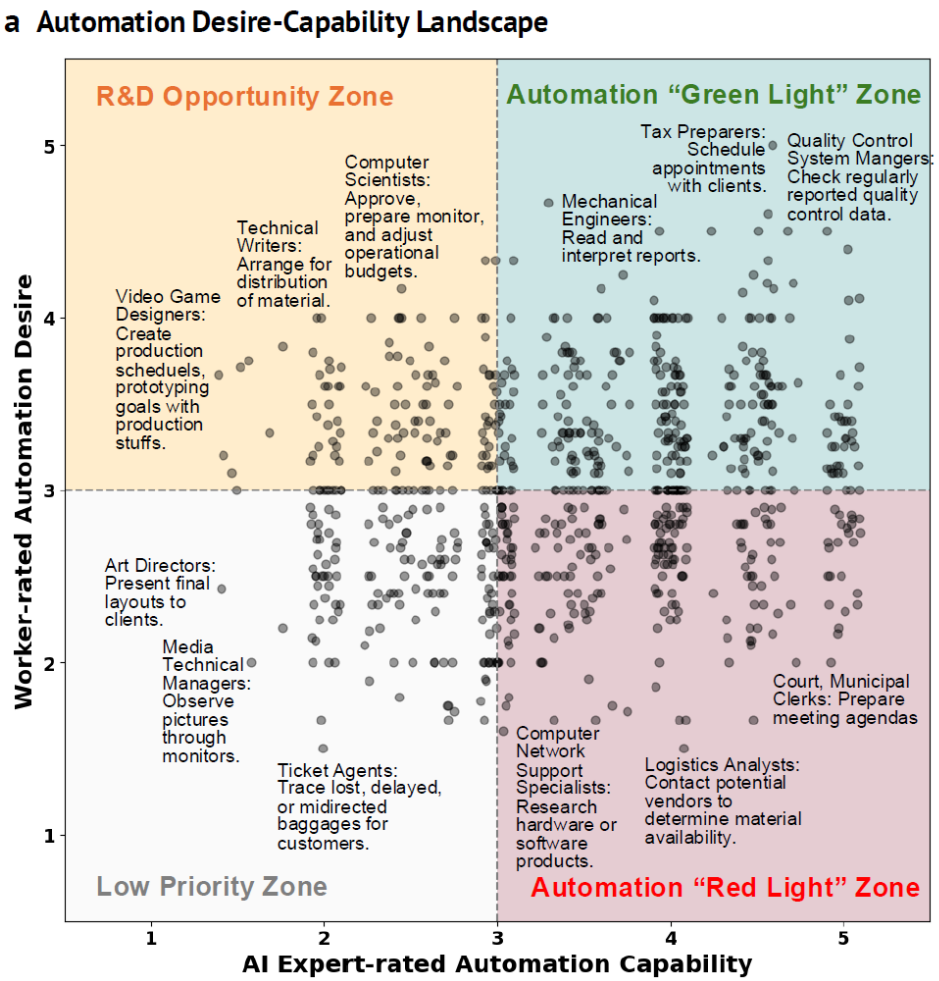
Methodology: Reported scores are within a 1-3 percentage point difference for Claude Mythos 5 and Claude Fable 5. This table shows the higher score of the two. Starred (*) benchmarks show a larger difference due to our blocking safeguards for cybersecurity and biology-related questions. For these

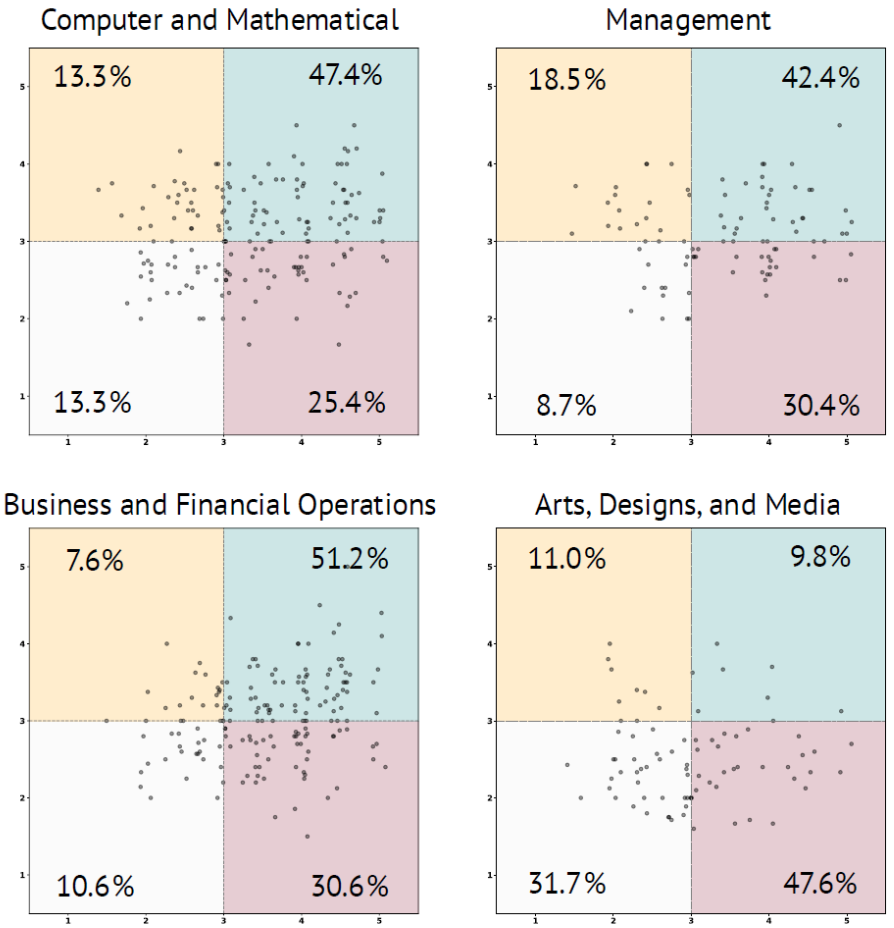
US government directive to suspend access to Fable 5 and Mythos 5 (6/12/2026)

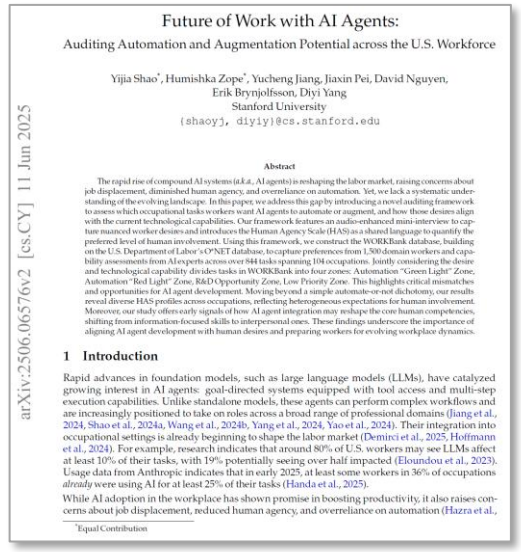
The US government, citing national security authorities, has issued an export control directive to suspend all access to Fable 5 and Mythos 5 by any foreign national, whether inside or outside the United States, including foreign national Anthropic employees. The net effect of this order is that we must abruptly disable Fable 5 and Mythos 5 for all our customers to ensure compliance.

Where is there Opportunity for Automation?

How should firms think about leveraging these tools as model sophistication increases?







Future of Work with AI Agents:
Auditing Automation and Augmentation Potential across the U.S. Workforce

Yijia Shao*, Humishka Zope*, Yucheng Jiang, Jiaxin Pei, David Nguyen, Erik Brynjolfsson, Diyi Yang
Stanford University
{shaoyj, diyiy}@cs.stanford.edu

arXiv:2506.06576v2 [cs.CY] 11 Jun 2025

Abstract

The rapid rise of compound AI systems (a.k.a., AI agents) is reshaping the labor market, raising concerns about job displacement, diminished human agency, and overreliance on automation. Yet, we lack a systematic understanding of the evolving landscape. In this paper, we address this gap by introducing a novel auditing framework to assess which occupational tasks workers want AI agents to automate or augment, and how those desires align with the current technological capabilities. Our framework features an audio-enhanced mini-interview to capture nuanced worker desires and introduces the Human Agency Scale (HAS) as a shared language to quantify the preferred level of human involvement. Using this framework, we construct the WORKBank database, building on the U.S. Department of Labor's O*NET database, to capture preferences from 1,500 domain workers and capability assessments from AI experts across over 844 tasks spanning 104 occupations. Jointly considering the desire and technological capability divides tasks in WORKBank into four zones: Automation "Green Light" Zone, Automation "Red Light" Zone, R&D Opportunity Zone, Low Priority Zone. This highlights critical mismatches and opportunities for AI agent development. Moving beyond a simple automate-or-not dichotomy, our results reveal diverse HAS profiles across occupations, reflecting heterogeneous expectations for human involvement. Moreover, our study offers early signals of how AI agent integration may reshape the core human competencies, shifting from information-focused skills to interpersonal ones. These findings underscore the importance of aligning AI agent development with human desires and preparing workers for evolving workplace dynamics.

1 Introduction

Rapid advances in foundation models, such as large language models (LLMs), have catalyzed growing interest in AI agents: goal-directed systems equipped with tool access and multi-step execution capabilities. Unlike standalone models, these agents can perform complex workflows and are increasingly positioned to take on roles across a broad range of professional domains (Jiang et al., 2024, Shao et al., 2024a, Wang et al., 2024b, Yang et al., 2024, Yao et al., 2024). Their integration into occupational settings is already beginning to shape the labor market (Demirci et al., 2025, Hoffmann et al., 2024). For example, research indicates that around 80% of U.S. workers may see LLMs affect at least 10% of their tasks, with 19% potentially seeing over half impacted (Eloundou et al., 2023). Usage data from Anthropic indicates that in early 2025, at least some workers in 36% of occupations *already* were using AI for at least 25% of their tasks (Handa et al., 2025).

While AI adoption in the workplace has shown promise in boosting productivity, it also raises concerns about job displacement, reduced human agency, and overreliance on automation (Hazra et al.,

*Equal Contribution

There is a lot you *can* do with these tools,

the harder decision is what *should* you do!

Source: Future of Work with AI Agents: Auditing Automation and Augmentation Potential across the U.S. Workforce (Stanford University)

Today's Panelist: Erin Atkinson

Erin Atkinson

Experience

SVP, Technology
Halff, *2020-Present*

GIS Practice Leader
Halff, *2006-2020*

Water Resources Engineer
Halff, *2001-2006*

Education

Texas Tech University, M.S., Civil Engineering

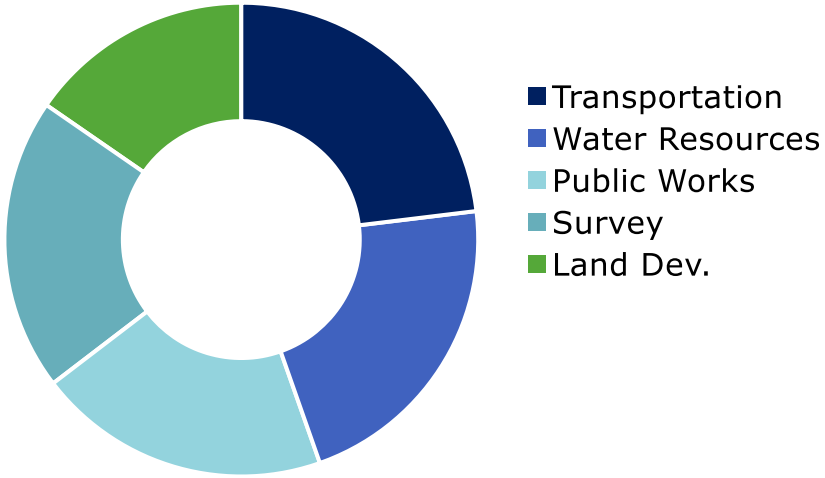
Texas Tech University, M.S., Environmental Technology Management

Texas Tech University, B.S., Wildlife Management

halff

Ownership Type	Gross Revenues	Total Employees
Employee-Owned/ ESOP Hybrid	$330M	1,400

End Markets % Revenues



Today's Panelist: Chris B. Bosco, P.E.

Chris B. Bosco, P.E.

Experience

AI Strategic Initiative Leader
Freese and Nichols, Inc., *2026-Present*

Transportation Practice Leader
Freese and Nichols, Inc., *2023-2025*

North Texas Transportation Group Manager
Freese and Nichols, Inc., 2017-2022

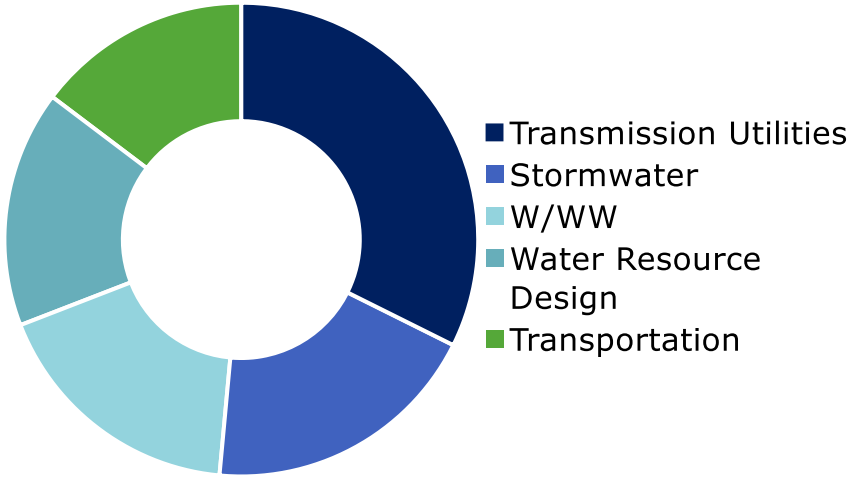
Education

Texas Tech University, B.S., Civil Engineering

FREESE AND NICHOLS

Ownership Type	Gross Revenues	Total Employees
Private Employee-Owned	$390M	1,400+

End Markets % Revenues



Today's Panelist: Rashaad Sader

Rashaad Sader

Experience

Chief Technology Officer
Consertus, *2024-Present*

Chief Technology Officer
Cumming Group, *2021-2023*

VP, Global Digital Transformation
Sr. Project Director, Oil & Gas
AtkinsRéalis(formerly SNC-Lavalin), *2013-2020*

Education

Queen's University, Master of Management in Artificial Intelligence (MMAI)

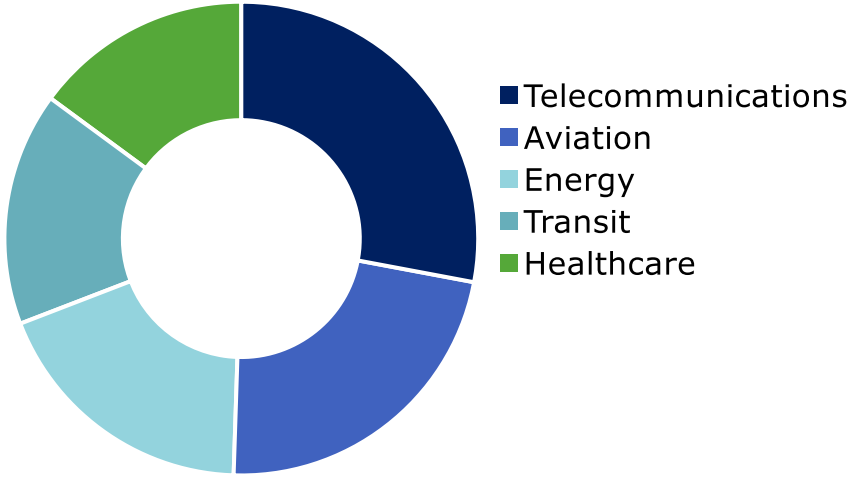
University of Calgary, M.S., Mechanical Engineering (Robotics & Automation)

Queen's University, Bachelor of Applied Science, Mechanical Engineering

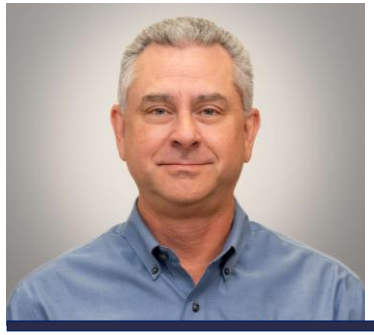
consertus

Ownership Type	Gross Revenues	Total Employees
PE-Backed	$161M	815

End Markets % Revenues



Today's Panelists



Erin Atkinson

SVP, Technology
Halff

Ownership Type:
Employee-Owned/ESOP Hybrid

Gross Revenues:
$330M

Total Employees:
1,400

Primary End Market(s):
Transportation, Water Resources, Public Works, Survey, Land Dev.

Chris B. Bosco

AI Strategic Initiative Leader
Freese and Nichols

Ownership Type:
Private Employee-Owned

Gross Revenues:
$390M

Total Employees:
1,400+

Primary End Market(s):
Transmission Utilities, Stormwater, W/WW Treatment

Rashaad Sader

Chief Technology Officer
Consertus

Ownership Type:
PE-Backed

Gross Revenues:
$161M

Total Employees:
815

Primary End Market(s):
Telecommunications, Aviation, Energy, Transit, Healthcare

Key Takeaways

Ask Us Questions

Jay Margherio

jmargherio@efcg.com

https://calendly.com/jmargherio

Share Your Feedback

We value your input! Please take a moment at the end of the day to share your thoughts on this session.

Email efcg@efcg.com

Visit www.EFCG.com

Connect with Us