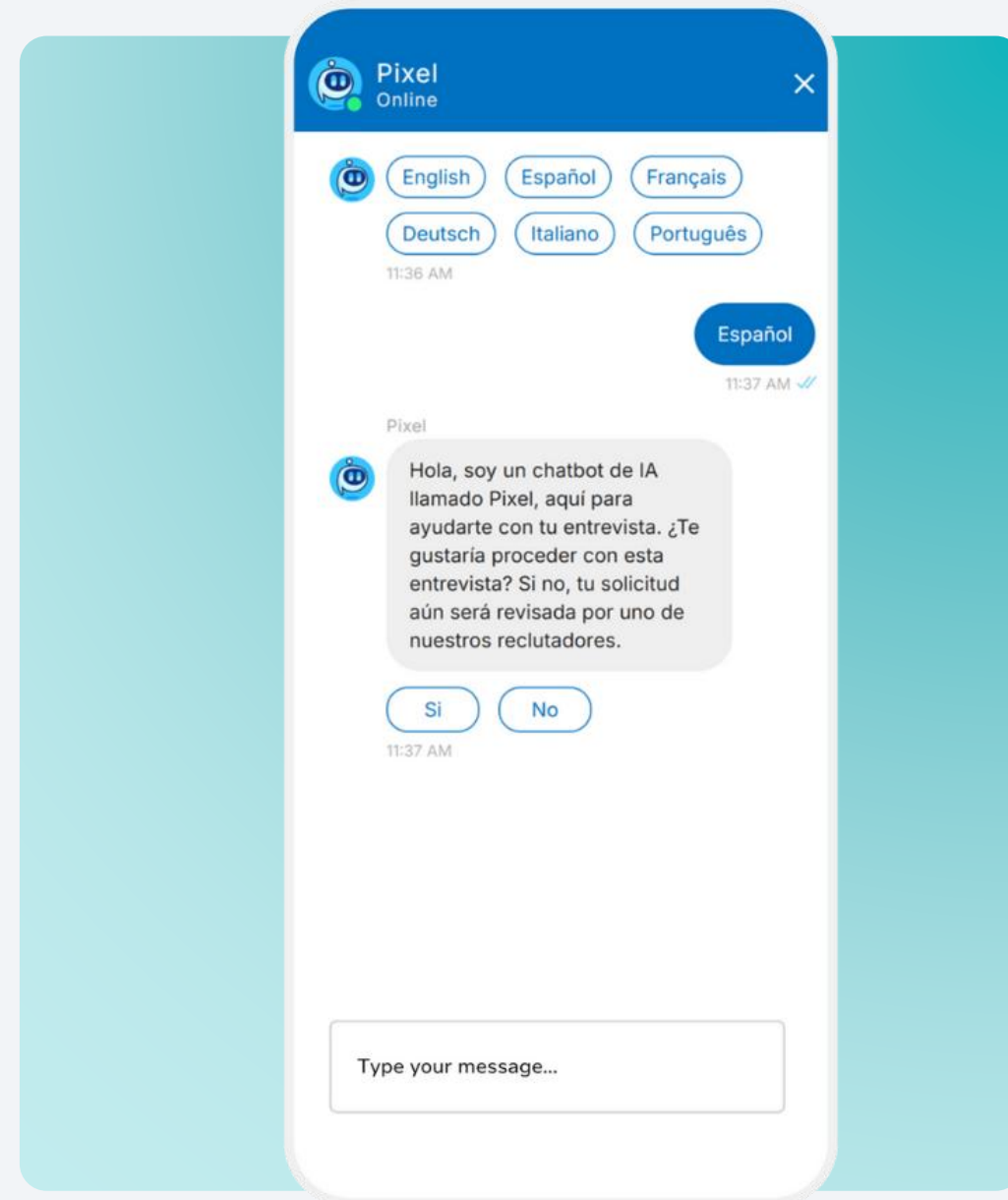


AVIONTÉ
CONNECT

AI-Powered Recruiting: The Mental Model That Changes How You Work

ENGAGING



Introductions

Welcome to **CONNECT**! Thank you for joining our session.



Sadia Svedberg

TEAM LEAD, SENIOR
PROJECT MANAGER

IMPLEMENTATION



Sean Murray

PRODUCT TRAINER

TRAINING



What will you learn today?

- AviontéBOLD's AI tools are live and ready to use
- This session goes beyond basic feature walkthroughs
- Where AviontéBOLD fits in your team's growing tech ecosystem
- How to maximize every tool at your disposal

The Agenda

1

What You Should Know About AI

2

A New Approach to Recruiting

3

How PIXEL Helps

4

Talent Experience

5

Implementation Action Plan

6

Q&A

Disclaimer

- The information in this session is being presented by Avionté as a general informational and educational service to its clients and prospective clients.
- This information should not be construed as, and does not constitute, legal advice nor accounting, tax, or other professional advice or services on any specific matter.
- Participants should consult with their legal counsel or other professional advisor before acting on any information contained in this session.
- Avionté expressly disclaims all liability in respect to actions taken or not taken based on the contents of this session.

What You Should Know About AI

Large AI models will fundamentally change how people interact with software



Spiky Intelligence

Highly capable in some areas,
average/low capability in others



Human-in-the-loop

Think of AI as an eager and
capable intern



Understandability

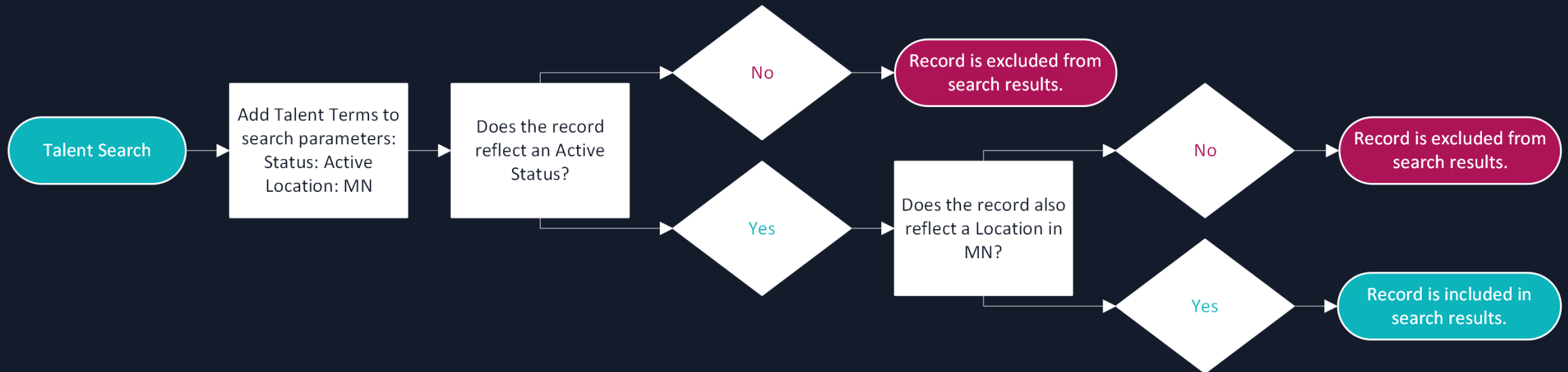
Breaking down how AIs 'think'

Pre-AI Software Was Rigid

We expect software to be **deterministic**: same inputs produce same outputs, following clear, reproducible logic.

Try asking your favorite AI the same question 5 different times in 5 different chats.

What do you notice?



✦ AI Overview

Bake boneless, skinless chicken breasts **at 400°F (200°C) for 18 to 22 minutes, or at 425°F (220°C) for 15 to 18 minutes**. The exact cooking time depends on the size of the chicken breast, but you should always remove it from the oven once the thickest part reaches an internal temperature of 165° F (74°C). www.elizabethrider.com +3

General Guidelines by Oven Temperature:

- **At 375°F (190°C):** 20 to 30 minutes
- **At 400°F (200°C):** 18 to 22 minutes
- **At 425°F (220°C):** 15 to 20 minutes [YouTube · Maple Jubilee](#) +3

Pro Tips for Juicy Chicken:

- **Pound the chicken:** Use a meat mallet to pound the thicker end of the breast so it matches the thinner end. This ensures even cooking and prevents the edges from drying out while the center cooks. [Facebook · Well Plated](#) +1
- **Use a meat thermometer:** To avoid dried-out meat, use an instant-read meat thermometer inserted into the thickest part of the breast. Remove the chicken from the oven exactly when it hits 165° F. www.elizabethrider.com +2
- **Let it rest:** Transfer the chicken to a cutting board and let it rest for 5 to 10 minutes before slicing. This gives the juices time to redistribute into the meat instead of spilling onto your cutting board. www.elizabethrider.com +2

For a step-by-step breakdown of different methods and flavorings, consult guides like [Gimme Some Oven's Baked Chicken Breast](#) or [Allrecipes' 3-Ingredient Baked Chicken Breasts](#).

Try asking your favorite AI the same question 5 different times in 5 different chats.

Google's Gemini AI Overview



8 sites

Baked Chicken Breast | Gimme Some Oven

Depending on the thickness of your chicken breasts, roasting chicken at 450°F should...



Gimme Some Oven

Oven Baked Chicken Breasts (Juicy Every Time) - Elizabeth Rider

How to Bake Chicken Breasts * Prepare the pan: I prefer to line a sheet pan with...

www.elizabethrider.com**The Absolute BEST Baked Chicken Breasts | Every...**

so I'm going to bake this in a large baking dish but oftent tim...

[YouTube · Maple Jubilee](#)[Show all](#)



how long should i cook chicken breast in the oven



AI Mode **All** Short videos Images Forums Shopping Videos More ▾ Tools ▾

AI Overview

Bake boneless, skinless chicken breasts in the oven at a high heat. For average-sized breasts, this takes about **15 to 20 minutes at 425°F**. Always use a meat thermometer to ensure the chicken reaches a safe internal temperature. ⓘ

Cooking Times by Temperature

Exact cooking times depend on the size of the chicken breast and the temperature of your oven. ⓘ www.elizabethrider.com +1

Oven Temperature ⓘ	Size of Chicken Breast	Approximate Cooking Time
375°F	Small (5 oz)	18 to 20 minutes
	Large (10-12 oz)	25 to 30 minutes
400°F	Average (6-8 oz)	20 to 25 minutes
425°F	Small (5-6 oz)	13 to 16 minutes
	Medium (8 oz)	16 to 19 minutes
	Large (11-12 oz)	22 to 26 minutes

Note: For a [BBC Good Food](#) take on baking, you can add lemon, orange, and fresh herbs. ⓘ

Chicken Safety

Internal Temperature: The USDA recommends cooking all poultry to an internal

Ask anything



Try asking your favorite AI the same question 5 different times in 5 different chats.

Google's Gemini AI Overview
(Incognito)

8 sites

Oven Baked Chicken Breasts (Juicy Every Time)

May 29, 2026 — How to Bake Chicken Breasts * Prepare the pan: I prefer to line a sheet pan with...

www.elizabethrider.com

Juicy Oven-Baked Chicken Breasts (Easy & Foolproof!) - Cravings Journal

Jan 3, 2024 — Bake in a preheated oven at 200°C/400°F for 25-30 minutes or until the temperatu...

cravingsjournal.com

Simple Oven Baked Chicken Breasts - Earth, Food, and Fire

Sep 8, 2018 — How Long Do You Cook Chicken Breasts In The Oven? When it comes to cooking...

[Earth, Food, and Fire](#)

Juicy Oven Baked Chicken Breast at 400°F - The Default Cook

Dec 26, 2025 — Instructions * Preheat oven to 400°F (205°C). Line a rimmed baking sheet with parchment...

[The Default Cook](#)

Show all

Try asking your favorite AI the same question 5 different times in 5 different chats.

Claude / Anthropic

how long should I cook chicken breast in the oven

For boneless, skinless chicken breasts at **375°F (190°C)**:

- **Small (4-6 oz):** 20-25 minutes
- **Medium (6-8 oz):** 25-30 minutes
- **Large (8-10 oz):** 30-35 minutes

The most reliable method is using a meat thermometer — pull it out when the internal temp hits **165°F (74°C)**.

A few tips to keep it juicy: pound to even thickness, cover with foil for the first half, and let it rest 5 minutes before cutting.





how long should i cook chicken breast in the oven

ALL SEARCH VIDEOS IMAGES MAPS NEWS COPILOT MORE

Copilot Search



To **cook chicken breast in the oven**, the general guideline is:

- **Boneless chicken breasts:** Bake at 375°F (190°C) for **20 to 30 minutes** Food Network .
- **Bone-in chicken breasts:** Bake at the same temperature for **30 to 40 minutes** cookingupdate.com .
- Always ensure the internal temperature reaches **165°F (75°C)** for safe consumption cookingupdate.com .

These times may vary based on the thickness of the chicken breast, so it's advisable to use a meat thermometer for accuracy.

Oven Tips for Juicy Chicken

Oven temperature tips for chicken

Oven settings for chicken breasts

Try asking your favorite AI the same question 5 different times in 5 different chats.

Bing's Copilot Search

Food Network

How Long to Cook Chicken Breast in the Oven - Food Network

<https://www.foodnetwork.com/how-to/packages/food-network-esse...>

cookingupdate.com

Perfectly Cooked Boneless Chicken Breast in the Oven: Timing and ...

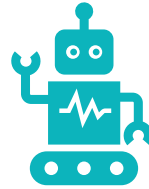
<https://cookingupdate.com/how-long-cook-boneless-chicken-breas...>

Review: What You Should Know About AI

How will we adapt our interactions with Large AI models?



Spiky Intelligence



Human-in-the-loop



Understandability

A New Approach to Recruiting



Talent Engagements



PIXEL Bots



AI Interview Scripts

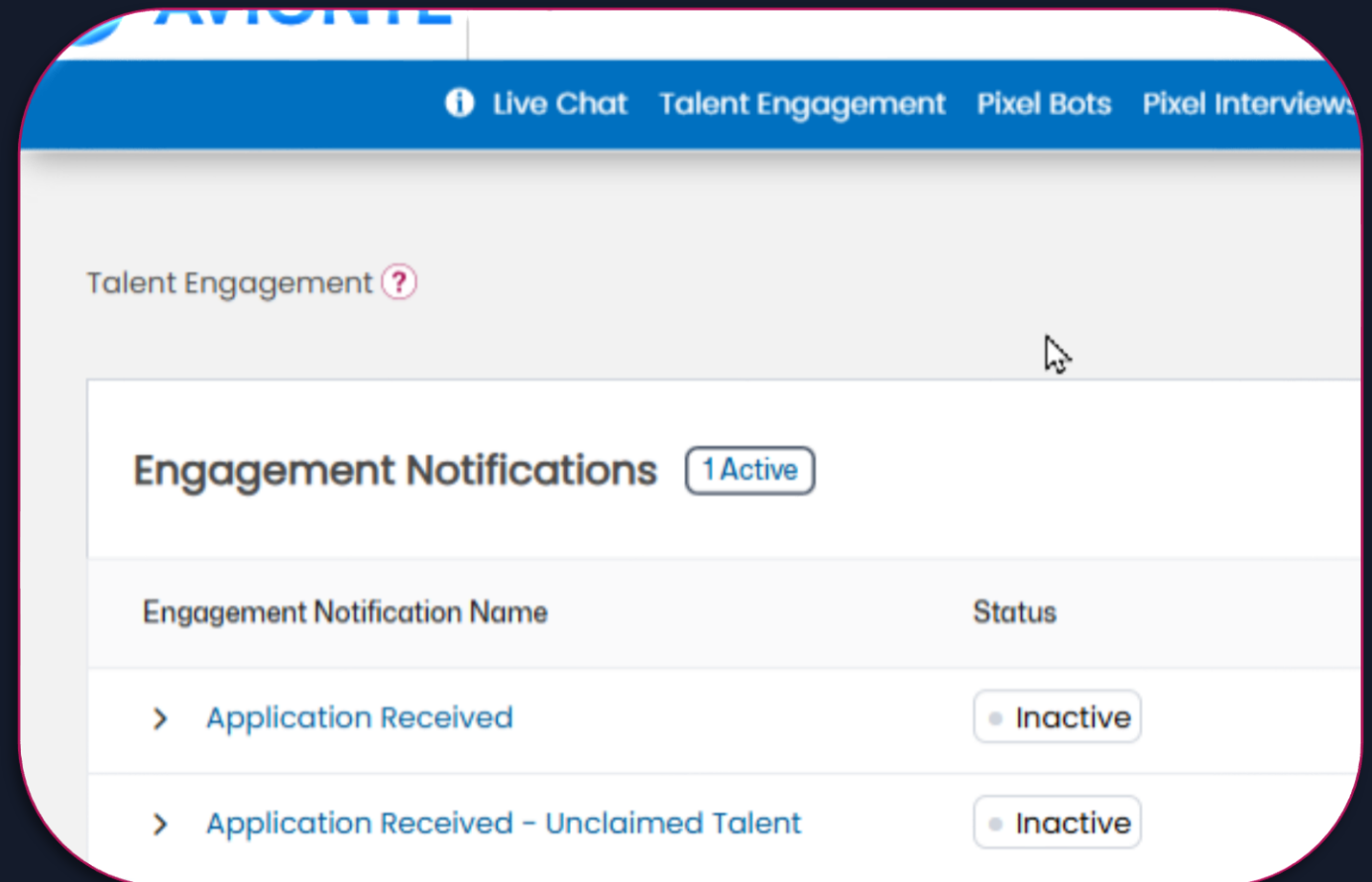


Automated Onboarding

New! Talent Engagements

Talent Engagements

- Talent Engagements automate and simplify critical messaging between recruiters and talent
- Automatically respond to, engage, and service talent based on your business's workflow



Talent Engagements

Application Received
Talent Engagement

Talent receives PIXEL pre-
screening link via SMS

Talent Engagement > Create New Talent Notification

Edit Talent Engagement

Notification Title

Application Received ● Active

Notification Trigger

Application Received ▾

Schedule

When ▾

Insert: { } Variable ▾ 😊 Emoji ▾

Thank you for applying to {{Job/Position Name}}. Your application will be reviewed by one of our recruiters at their earliest opportunity. To help speed up your application, consider taking a pre-screening interview with our AI bot, Pixel: {{Bot Interview Link}}

If there is an interview bot associated with the JobID, send this message shortly after the application is received.

Thank you for applying to Forklift Operator. Your application will be reviewed by one of our recruiters at their earliest opportunity. To help speed up your application, consider taking a pre-screening interview with our AI bot, Pixel:

<https://pixel.myavionte.com/i/26224178>

+ RCS message



Talent Engagements

First Day Reminders

[Talent Engagement](#) > Create New Talent Notification

Edit Talent Engagement

Notification Title

First day reminder • Inactive

Notification Trigger Placement Status

Job Start ▼ Select Statuses ▼

Schedule

1 days Before ▼ 7:00 AM ▼

[+ New](#)

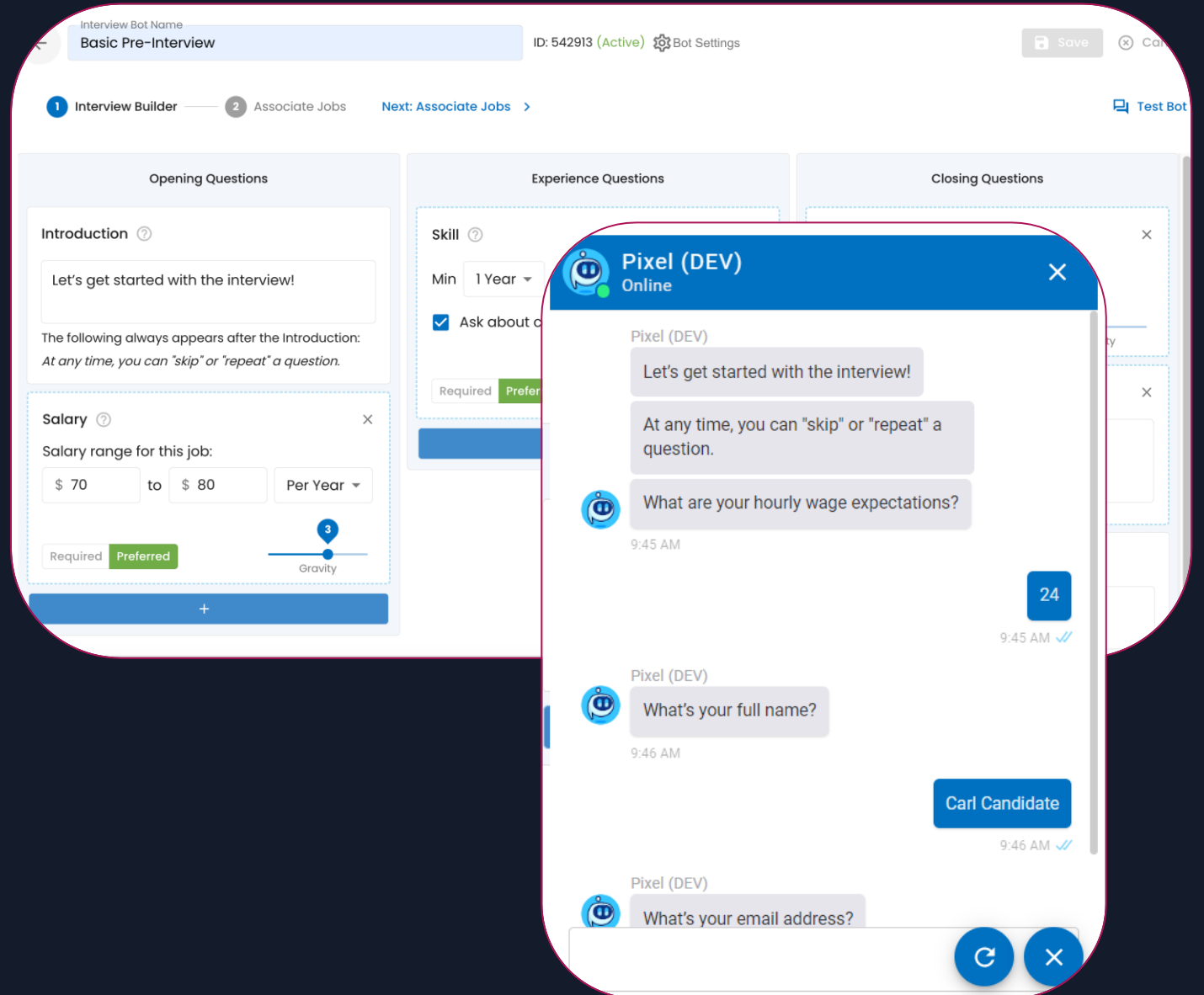
Insert: { } Variable ▼ 😊 Emoji ▼

Hi {{Talent First Name}}, your job at {{Client/Job Site Name}} starts on {{Start Date}}. Please let us know if you have any questions or concerns.

New! PIXEL Bots

PIXEL Bots

- Integrated AI handles interviews, data capture, and automated messaging
- Frees the recruiter-talent relationship to take center stage



Before & After PIXEL Bots

Salary Expectations: "What are your compensation requirements?"

Select Language ▼

1 — 2 — 3 — 4
QUESTIONNAIRE

Please complete the following questions
<div>My e-mail is correct </div>

Are you eligible to work in the U.S.? * Required

Physical Requirements: Ability to constantly push, and pull throughout the day and lift to meet these physical requirements? * Required

Availability: Our jobs require availability to work a flexible schedule, including weekends and holidays. Do you have availability to work weekends? * Required

Location Which area can you work in? * Required

Department Which department do you want to work in? * Required

Shift Are you Looking For? * Required



Pixel (DEV) Online

Pixel (DEV)

... started with the interview!

... ne, you can "skip" or "repeat" a

... your hourly wage expectations?

24

9:45 AM ✓

Pixel (DEV)

What's your full name?

9:46 AM

Carl Candidate

9:46 AM ✓

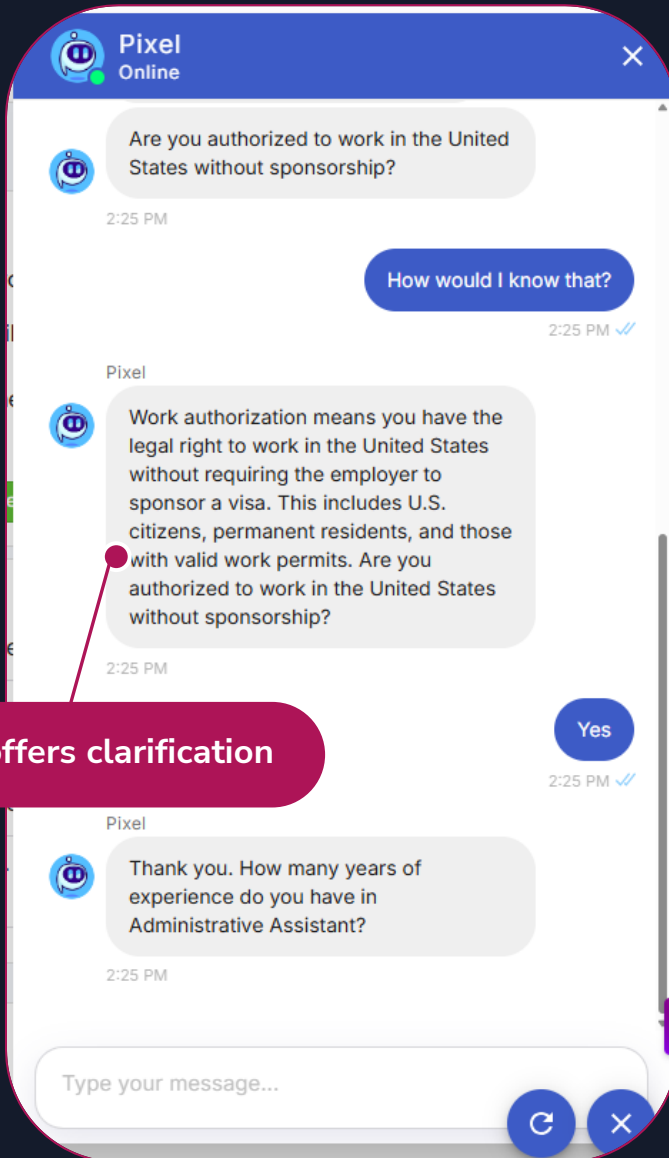
Pixel (DEV)

What's your email address?

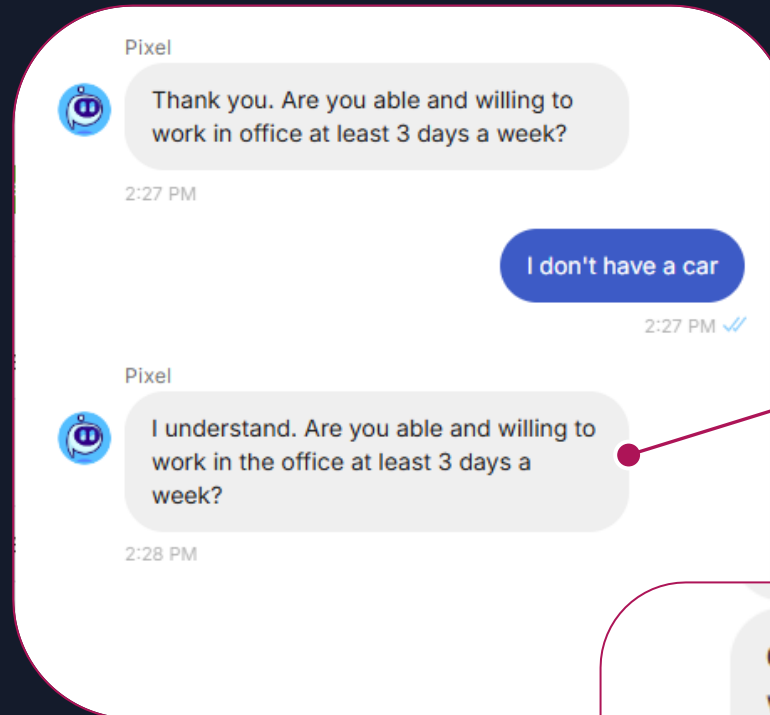
9:46 AM



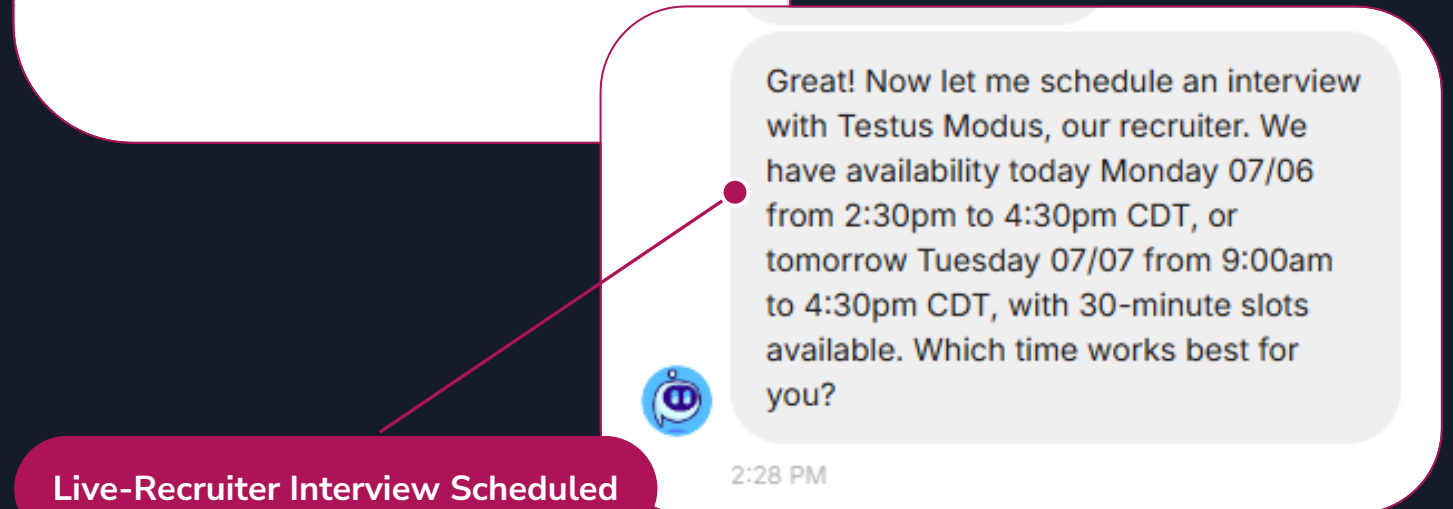
PIXEL Bots - Talent Experience



PIXEL offers clarification



PIXEL repeats their question



Live-Recruiter Interview Scheduled

New! AI Generated Interview Scripts

AI Generated Interview Scripts

With integrated AI, AviontéBOLD instantly generates tailored interview scripts so staffing teams can evaluate candidates faster, with less prep work.

Applicants Timesheet Invoices Companies Documents Back Office Analyze Sub Vendors QuickPlace Automation

Generate Interview Script

Review Interview Questions

Select the questions you'd like to ask

General

Background
I noticed you're currently a Supervisor at Happy Health Company. Could you share more about your professional journey and what specifically interests you about transitioning into a Manufacturing Associate role on our D Shift Assembly team?

Motivation
In your current role as a Supervisor at Happy Health Company, what specific aspects of manufacturing operations have you found most rewarding and engaging?

Adaptability
In your current role as a Supervisor at Happy Health Company, can you describe a specific situation where you had to rapidly adjust your leadership approach or workflow due to an unexpected challenge?

+

Skills and Expertise

Technical Knowledge
Could you walk me through a specific technical process you've managed or been involved with in your current supervisory role at Happy Health Company that required attention to precision and quality standards?

Problem Solving
In your current role as a Supervisor at Happy Health Company, can you describe a specific instance where you had to troubleshoot an unexpected operational challenge during a manufacturing or assembly process, and walk me through the steps you took to resolve it?

Skill Adaptability

Cancel

Save

Next

AI Generated Interview Scripts

With a single click, the system analyzes inputs to produce a structured script organized across eight professional evaluation categories:



AI Generated Interview Scripts



+ Interview Script ^

Job Name

Forklift Operator - 1st Shift

General



Generate Interview Script

Forklift Experience

I see you recently worked as a Forklift Operator on the 1st Shift at Northstar, LLC in Brooklyn Park. Could you tell us more about your overall forklift operating experience? How long have you been operating forklifts, what types of materials or loads have you handled, and what warehouse or facility environments are you most familiar with?

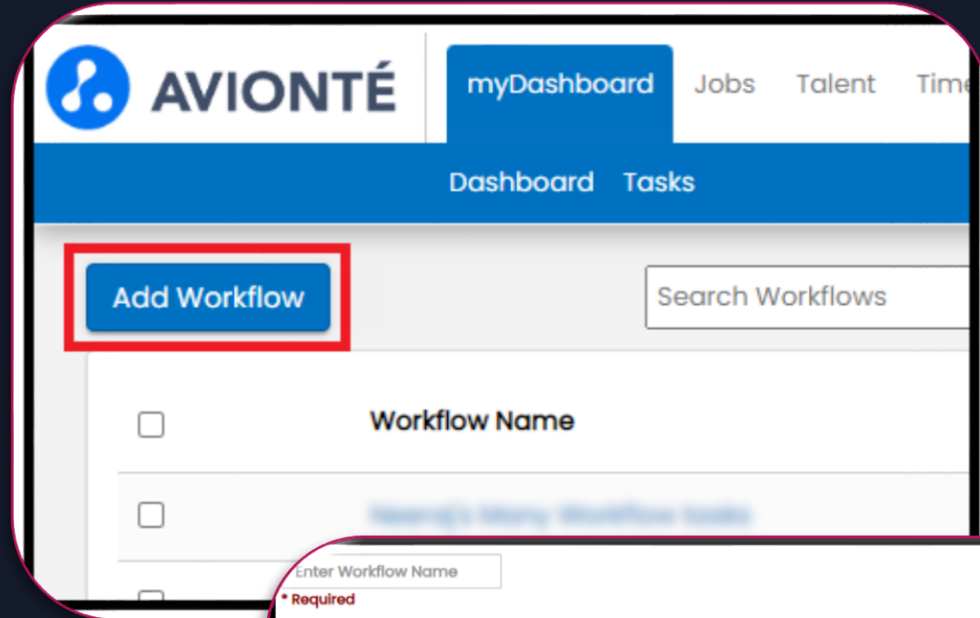
Cancel

Save

Next

New! Automated Onboarding

Automated Onboarding



Automated Onboarding Workflows consist of stages, which are comprised of tasks.

Enter Workflow Name Enabled Disabled

*** Required**

Workflow Description

Effective Date

Workflow Office Access

Stage I: Verify Personal Information Stage

It is recommended that this stage never be disabled, as contact and other personal information verified in this stage is used to speed up the onboarding process by auto-filling information in included forms.

☐ Don't require this stage.

Automated Onboarding - Workflows

The image displays two overlapping screenshots of the Avionté onboarding workflow interface. The background screenshot shows a 'Review Contact Info' section with 'Stage Settings' (checkboxes for 'Tasks must be completed in order' and 'Send task reminders') and a task list with columns for 'Task' and 'Due Date'. The foreground screenshot shows a user profile for 'zzHan zzSolo' with a 'Rapid! Card Portal' button. Below the profile, it states 'Assigned Tasks: No Assigned Tasks.' and 'Assigned Workflows: CONNECT'. The main content area is titled 'CONNECT' and 'Verify Personal Information Stage', featuring a table of tasks with their status and a 'Start' button.

Task List (Background Screenshot):

Task	Due Date
Personal Info	3 days after
Work History	5 days after

Task Details (Foreground Screenshot):

Profile Tasks

- Certifications
- Direct Deposit
- Education
- Talent Questionnaire
- Resume
- Work History ✓
- Integration Tasks
- MAXIMUS I-9
- Symmetry Tasks
- Symmetry

User Profile: zzHan zzSolo

Assigned Tasks: No Assigned Tasks.

Assigned Workflows: CONNECT

CONNECT - Verify Personal Information Stage

Status	Task	Action
Incomplete	Personal Info	Start

Final Stage

Status	Task	Action
Incomplete	Symmetry Tax (FEDERAL - W-4)	Start
Incomplete	Questionnaire Example	Start
Incomplete	Handbook Acknowledgment Example	Start
Incomplete	Direct Deposit	Start

Automated Onboarding – Automation Rules

Automation Type

Onboarding

Event

Talent Status

IS

Currently Onboarding

Automation Type

Onboarding

Event

Nomination Stage

IS

Accepted Pending

Trigger Conditions

Actions will only trigger if the below conditions are true for the selected trigger

Condition: 1

Company Office

IS

zzJabba's Palace

Type a company name...

Company Offices

Actions

Actions will only trigger if the conditions above are true for the selected trigger

Send Workflow

Pro

+ Add Condition

Completion Action

When Workflow is Completed

Change Talent Status

TO

Active

Review: A New Approach to Recruiting



Talent Engagements



PIXEL Bots



AI Interview Scripts



Automated Onboarding

Configuring Effective Interviews with Avionté PIXEL Bots

Specificity Matters!

Skill ? ×

Min 1 Year ▼ of teaching spanish

☐ Ask about confidence

Required Preferred

Weight 3

Scenario 1: Less Specific Question

Skill ? ×

Min 3 Years ▼ of Teaching Spanish in middle schools

☐ Ask about confidence

Required Preferred

Weight 4

Scenario 2: More Specific Question

Brevity Matters!

Scenario 1: Long winded question

- Too many words
- Too long of an answer required

Freeform Question ?

×

What are some of your favourite ways to ensure that students are engaged in the classroom? Are there any specific techniques you favour? If so, why do you believe they are effective? Are there other techniques or skills you would like to develop?

Scenario 2: Multiple bite-sized questions

- Easy to read and understand
- Easy to answer

Freeform Question ?

×

How do you keep students engaged?

Freeform Question ?

×

Are there any skills you'd like to develop?

How Does **PIXEL** Score?

Common mistake: not setting a good matching threshold.

A proper threshold lets you review interview results at-a-glance.

Matching Percent

70%



Talent must meet this threshold AND all the required questions to match.

Work Authorization Question

Weight = 5

Max points available = 25
(5 x 5 = 25)

Work Authorization ?

×

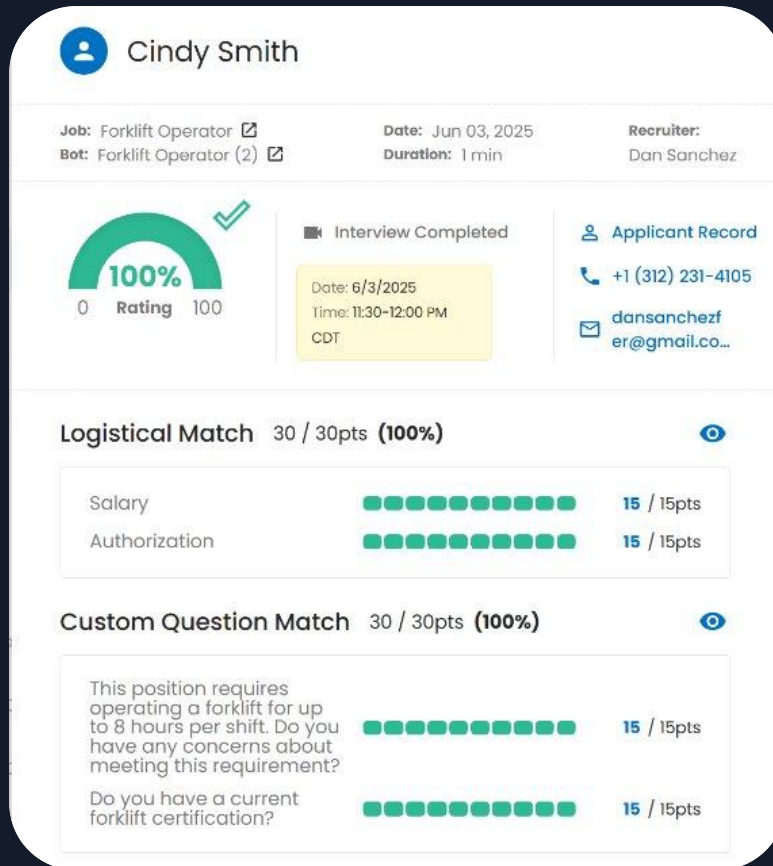
Are you authorized to work in the United States without sponsorship?

Required Preferred

5
Weight

How Does **PIXEL** Score?

PIXEL Interview Results



Interview Transcript & Bot "thoughts"

Cindy Smith
dansanchezfer@gmail.com

Pixel

The candidate has confirmed they would like to proceed with the interview, so I'll begin asking the first question.

What is the minimum hourly rate you would accept for this position?

You

20

Pixel

The candidate has stated a minimum hourly rate of \$20, which is within our acceptable range. I will proceed to the next question.

Okay, thank you for sharing that information. Next, are you authorized to work in the United States?

Close

How Does **PIXEL** Score?

PIXEL's AI actually does not do ANY scoring!



PIXEL extracts relevant data and sends it to scoring algorithm



Users configure weights and matching thresholds



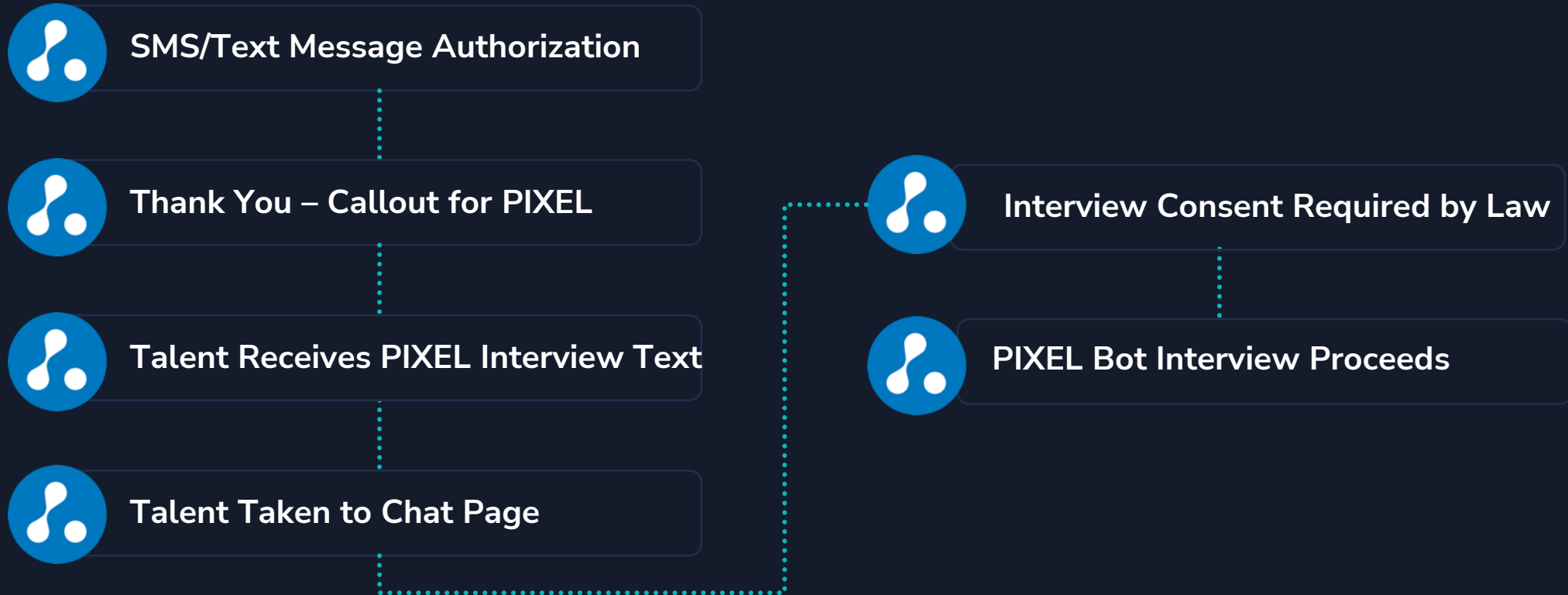
Interview results show a per question breakdown



Full transcripts and the Bot's "thoughts" are also maintained

Understanding the Talent Experience with Avionté PIXEL Bots

Talent Experience



Talent Experience

SMS/Text Message Authorization: **Required**

Are you willing to receive text message communications from Avionté?

- ☐ **Yes**, I authorize Avionté **on behalf of** [redacted] **Agency** to send SMS text messages using an automatic dialing system. If I do not wish to receive SMS text messages, I can unsubscribe by Opting-Out from the Talent Portal/Onboarding Task or responding to a text with STOP, STOPALL, UNSUBSCRIBE, CANCEL, END, or QUIT. I understand standard text messaging rates and fees from my mobile carrier may apply and message frequency may vary.
- ☐ **No**, I **do not** authorize Avionté **on behalf of** [redacted] **Agency** to send SMS text messages using an automatic dialing system.

Before an Applicant can participate in a PIXEL interview, **they must consent to receive SMS/Text Messages.**

Select Language ▼

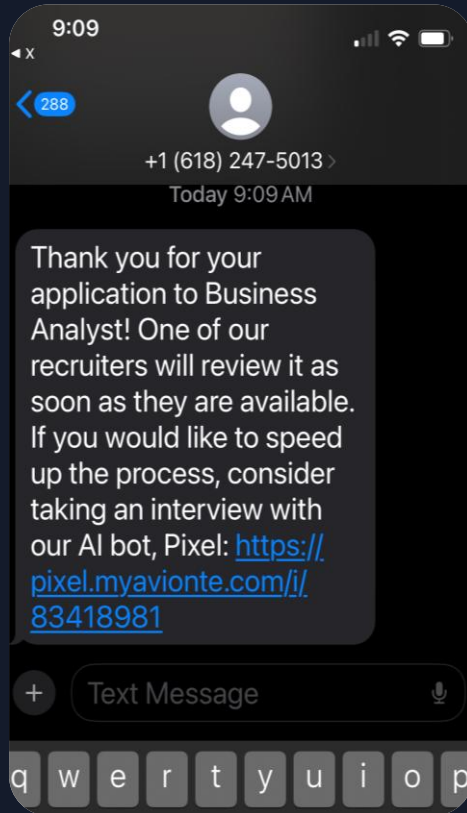


Thank you for your application! You may receive a text message from our AI bot, Pixel. Interviewing with Pixel will help us review your application faster, and help us place faster.

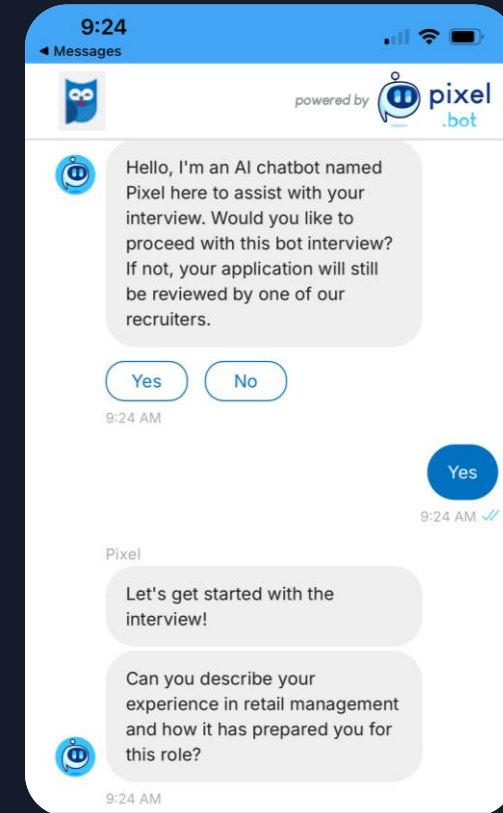
[Back to Jobs](#)

- Your application's final stage **can alert applicants** about incoming PIXEL Bot texts.
- **Personalize** this message to ensure they're comfortable receiving clickable links.

Talent Experience



Your applicants will receive a text with the **job title** the applied for that helps them feel secure along with a clickable link to begin the PIXEL Bot interview.



The PIXEL Bot begins with a request for consent to proceed, which is required by law. Once approved, the interview begins!

Implementation Action Plan



Implementation **Action Plan**

This 90-day plan covers your organization's journey through implementation, followed by progressive adoption of features and tracking talent completion rates.

Days 1-30

Core
Implementation &
Foundation

Days 31-60

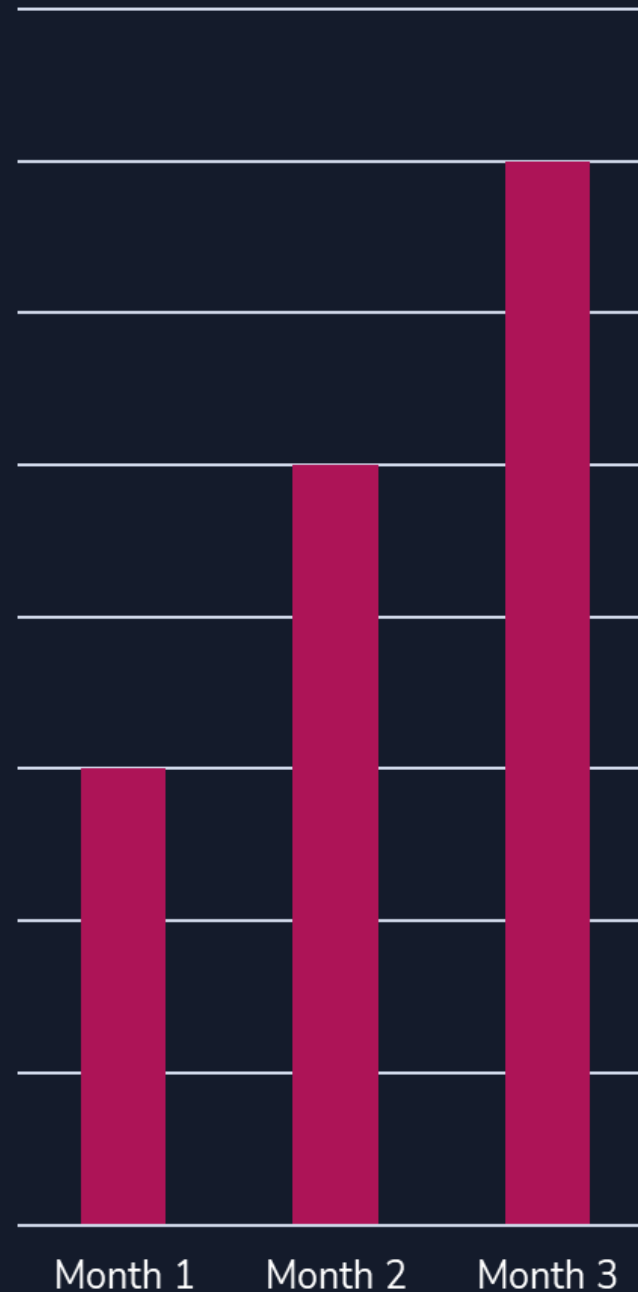
Go-Live & Initial
Adoption

Days 61-90

Advanced
Adoption &
Optimization



Your Success = Our Success



Month 1

Implementation progress and readiness

Month 2

Go-live success and initial adoption

Month 3

Full adoption achievement and ROI demonstration

Implementation **Action Plan**

How We Support You

- 1 Provide consultation on advanced feature configuration
- 2 Assist with complex integration requirements
- 3 Share best practices from other implementations
- 4 Help troubleshoot any technical challenges

Client Quotes



Light Industrial Staffing Client

"We spend too much time pre-screening our applicants. Is there a feature we can use that handles some of this for us?"



"After reviewing options, we made the decision to use PIXEL bots, PIXEL interviews and our new AI Interview Scripts. Having this all automated has saved us around 10 minutes PER applicant which really adds up! Such a time saver!"



Next Steps

Contact your Account Manager to learn more about PIXEL and the impact it can have on your business.

AVIONTÉBOLD: AI

AVIONTÉ PIXEL

Not sure who your Account Manager is?

Connect with us after this session to see how we can help!

Or you may open a Support Ticket to request your Account Manager reach out to you by sending an email to support@avionte.com

Questions?

Rate the session



Leave further feedback...

SEND

Cancel

Thank You

Help shape future **CONNECT** content by rating this session.

1. Open the Bizzabo app and select Agenda
2. Locate **AI-Powered Recruiting: The Mental Model That Changes How You Work**
3. Rate and leave feedback



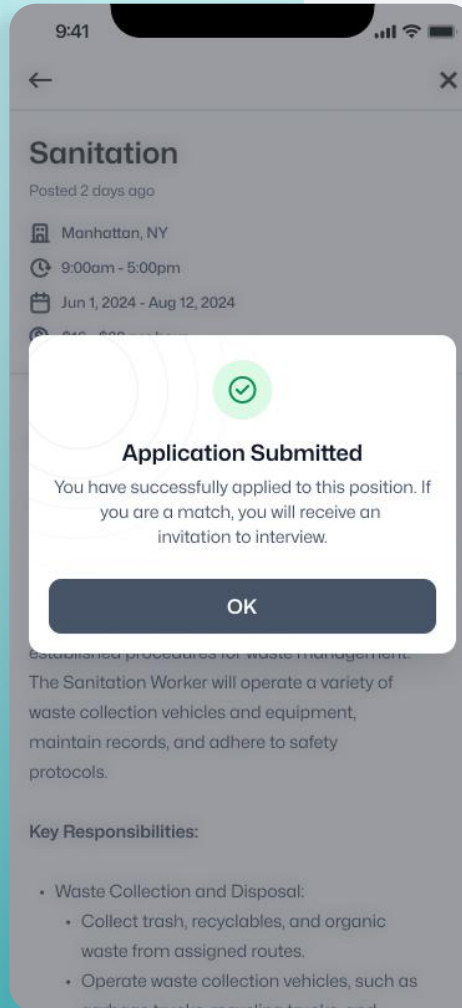
Take your job search to
the next level.



Find Your Next Job



Sign in or Apply



Experience What's Possible

Visit the Experience Center – 2nd Floor

- Test real workflows that deliver results
- Get expert guidance for your specific goals
- Four focused areas aligned with your success
- Leave with strategies you can implement now

DesignLab

Step into the future of staffing technology. Preview upcoming innovations, share your feedback, and help shape what comes next.

AVIONTE

myDashboardJobsTalentTimesheetCompaniesDocumentsBack OfficeAnalyzeSub VendorsQuickPlaceAutomation

Search

Time Entry

Payroll

Search

Transactions

Checks

Billing

Invoice

Paycheck

Accounts Receivable

Weekly Process

Import / Export

Unemployment Claims

WC Claims

<Payment Batch ID: 10513

Select TransactionsProcessPrint ChecksPost

Discard BatchView PaychecksEmail Paychecks

Payment Batch Summary

Check Count0

Batch ID10513

StatusProcessed

Batch TypeCheck Run

Accounting Period Date08/03/25

Bank NameBank of Avionte

ACH Generated Date

Transaction Count5

Description

Check Date08/08/25

Created Byavi.next1

Bank ID1

Bank DescriptionBank of Avionte

Generate Original Pay UnitsNo

Transactions

Talent Name	SSN	Company Name ↓	Department Name	Total Pay	Total Bill
Ethan Campbell	XXX-XX-XXXX	Williamson & Harris Co.	Corporate	\$1000.00	\$1250.00
Orlando Diggs	XXX-XX-XXXX	Pinnacle Solutions	Accounting	\$600.00	\$750.00
Demi Wilkinson	XXX-XX-XXXX	FedExpress	Corporate	\$640.00	\$800.00
Kate Morrison	XXX-XX-XXXX	Case Sols	Corporate	\$800.00	\$1000.00

Rate the session



Leave further feedback...

SEND

Cancel

Thank You

Help shape future **CONNECT** content by rating this session.

1. Open the Bizzabo app and select Agenda
2. Locate **AI-Powered Recruiting: The Mental Model That Changes How You Work**
3. Rate and leave feedback