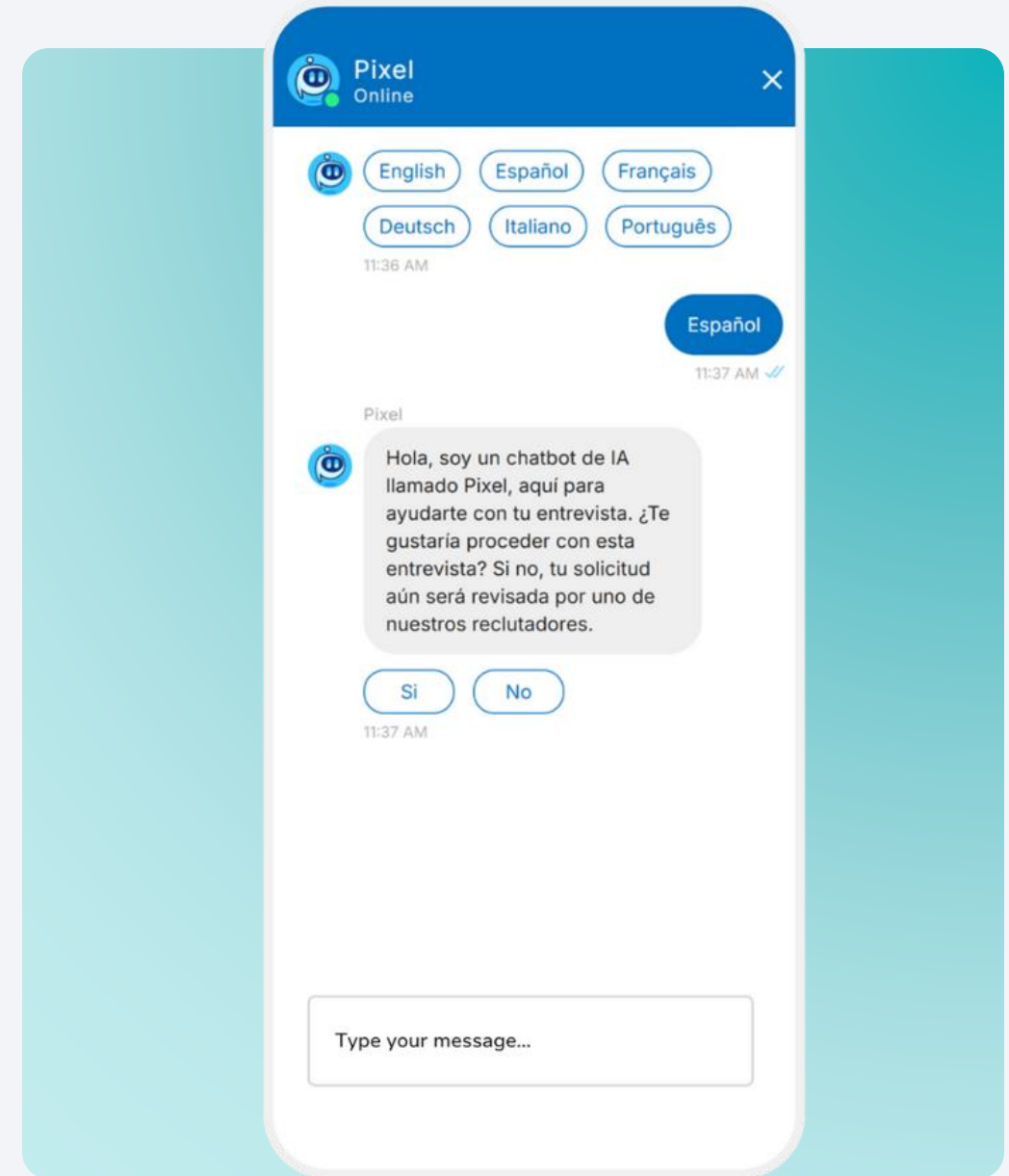


AVIONTÉ  
CONNECT

# Drive Talent Engagement with Avionte PIXEL

ENGAGING



# Introductions

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



**Kanav** Mehra

BUSINESS ANALYST

PRODUCT MANAGEMENT



**Mattie** Silverman

SENIOR PROJECT  
MANAGER

IMPLEMENTATION

# The Agenda

1

What You Should Know About AI

2

Talent Experience

3

How PIXEL Helps

4

Implementation Action Plan

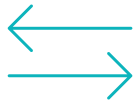
5

Q&A



# What Should You Know About AI

# A New Approach to Work



## Spiky Intelligence

AI is not equally good at all tasks



## Human-in-the-loop

Think of AI as an eager and capable intern



## Interpretability

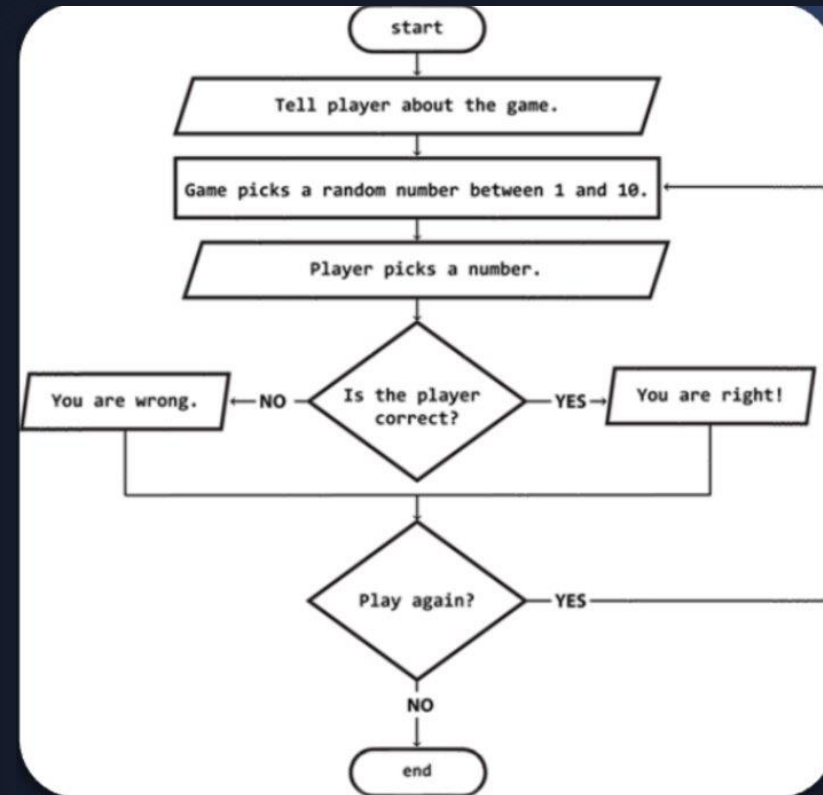
Breaking down how AIs 'think'

Large AI models will fundamentally change how people interact with software

# A New Approach to Work

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?



# A New Approach to Work

The world was automating work even before the advent of AI. Even though the underlying technology has changed, the trend has not.



Talent Engagements



Onboarding



24/7 Job Distribution

# A New Approach to Work

Percent of respondents reporting their staffing firm has enabled worker candidates to perform selected function mostly without the aid of a human [N=401]



Percent of respondents reporting their staffing firm has enabled buyers to perform selected function mostly without the aid of a human [N=248]




AI is reshaping how we interact with software and what we're willing to delegate to machines.


# Understanding the Talent Experience


# Talent Experience


 SMS/Text Message Authorization

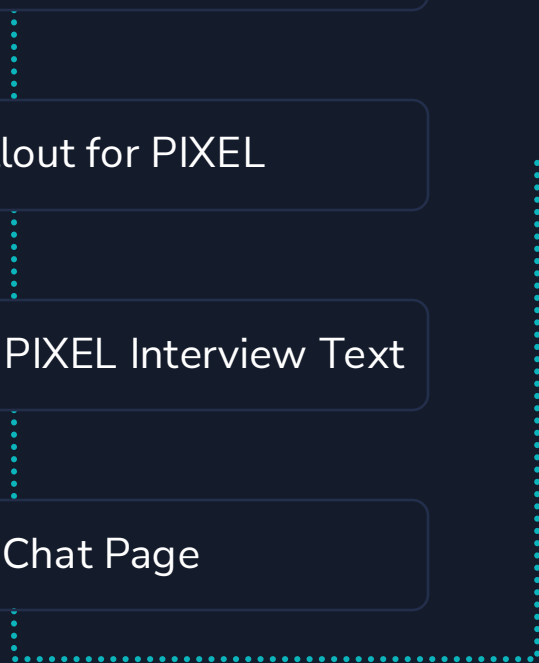
 Thank You – Callout for PIXEL

 Talent Receives PIXEL Interview Text

 Talent Taken to Chat Page

 Interview Consent Required by Law

 PIXEL Bot Interview Proceeds



# Talent Experience

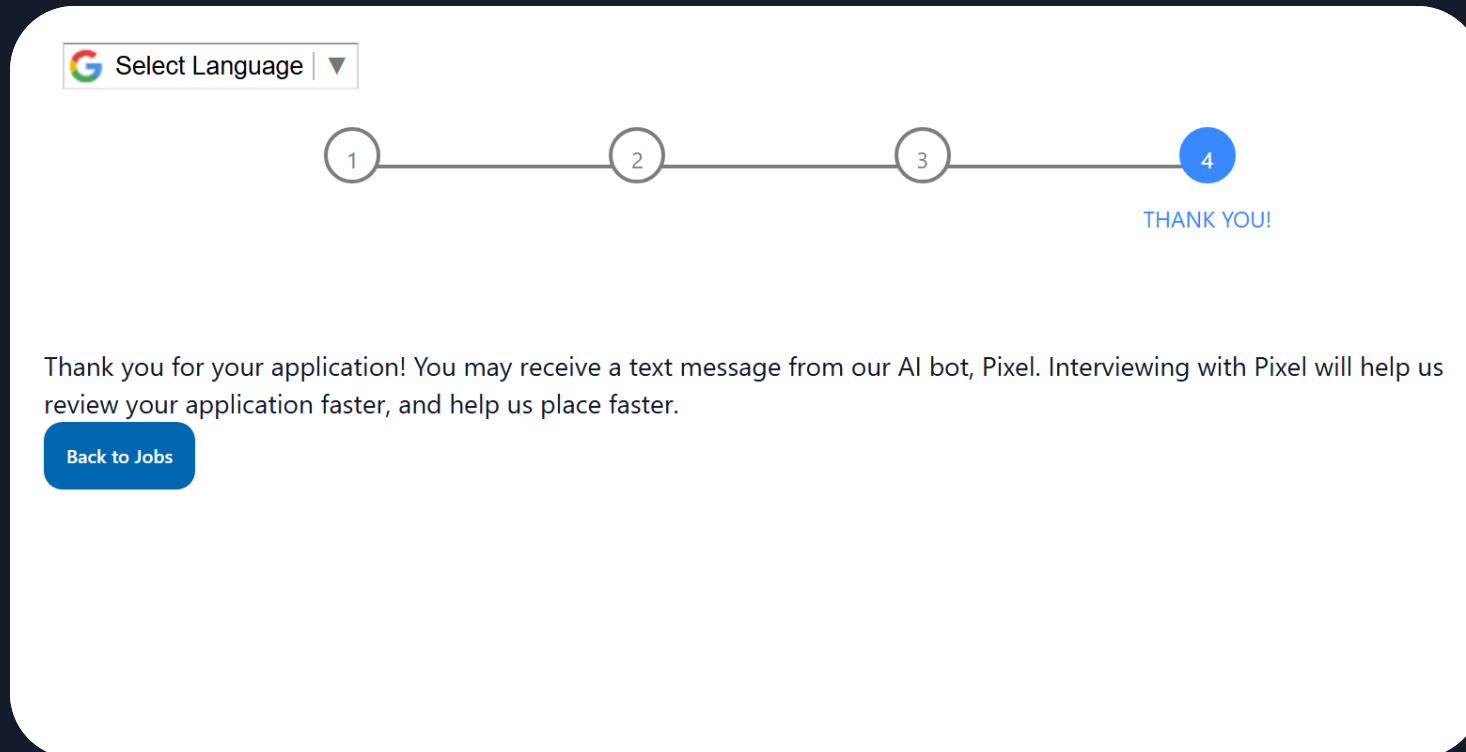
Before an Applicant can participate in a PIXEL interview, they must consent to receive SMS/Text Messages.

## 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.

# Talent Experience

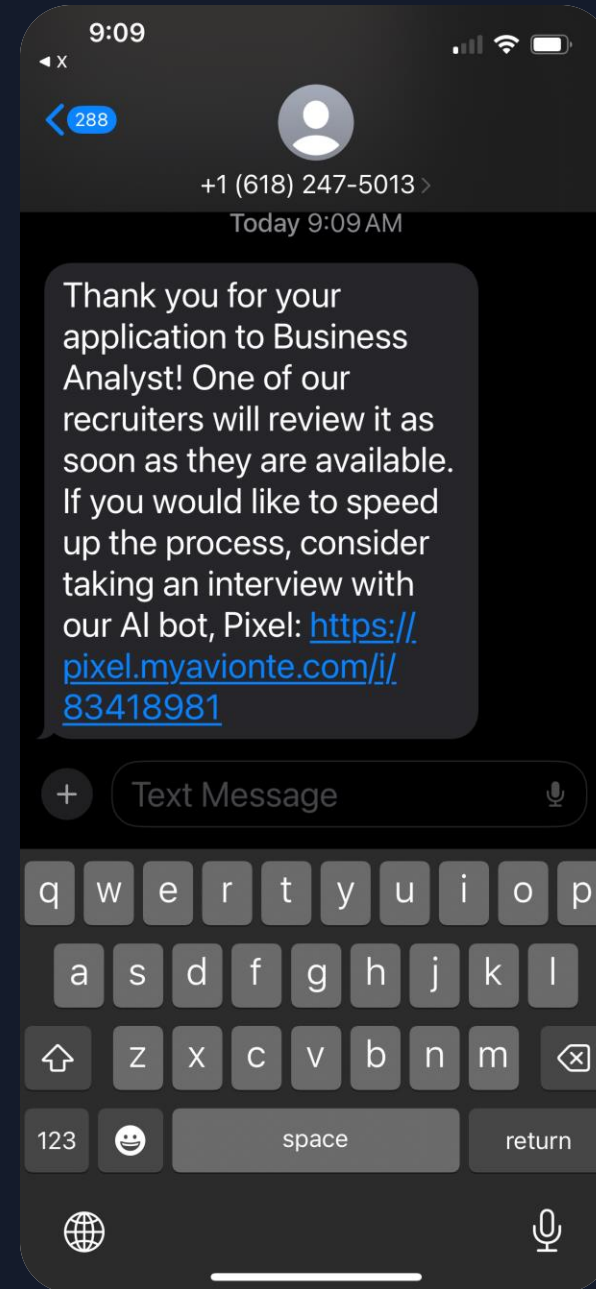


The screenshot shows a white rounded rectangle representing a job application final stage. At the top left is a language selection dropdown with a Google 'G' logo and the text 'Select Language'. Below this is a horizontal progress bar with four numbered circles (1, 2, 3, 4). Circle 4 is highlighted in blue. Below the progress bar, the text 'THANK YOU!' is displayed in blue. Further down, a paragraph of text reads: '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.' At the bottom left, there is a blue button with the text 'Back to Jobs'.

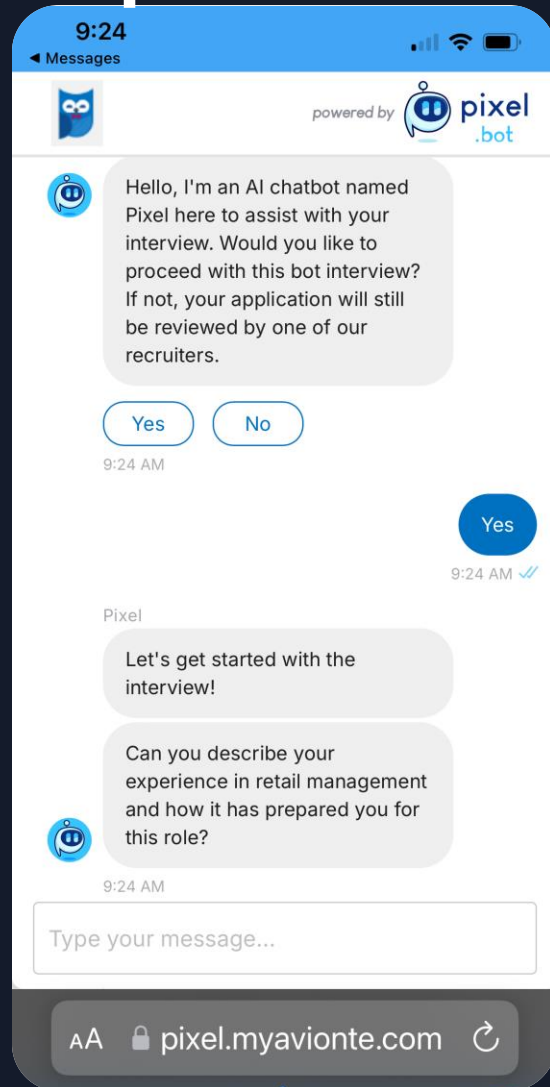
Your application's final stage can alert applicants about incoming PIXEL Bot texts. Personalize this message to ensure they're comfortable receiving clickable links.

# Talent Experience

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



# Talent Experience



The PIXEL Bot begins with a request for consent to proceed, which is required by law.

Once approved, the interview begins!

# Configuring Effective PIXEL Bots

# Specificity Matters!

Skill ⓘ ×

Min 1 Year ▾ of teaching spanish

Ask about confidence

Required Preferred

Weight 3

The PIXEL Bots only know what you tell them – and are designed to follow your instructions as closely as possible.

While a question like this will get *an* answer, it might not be *the* answer you're looking for.

Skill ⓘ ×

Min 3 Years ▾ of Teaching Spanish in middle schools

Ask about confidence

Required Preferred

Weight 4

Strive to ensure that your questions are specific. In this example, including 3 extra words provides valuable context to the AI.

The more specific you are, the more able the AI is to deal with ambiguity from talent or ask intelligent follow-ups.

# Brevity Matters!

How do you ensure that your Talent completes the interview?

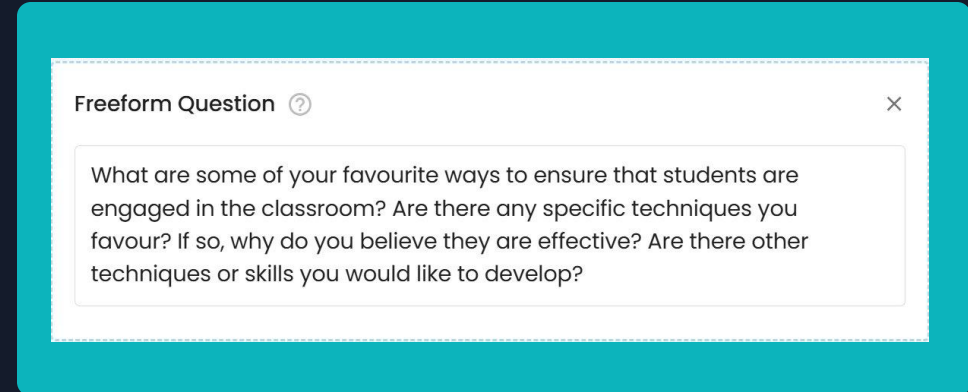
- You're competing with other employers
- They're short on time or impatient
- You may be their 50<sup>th</sup> application today

## Keep it simple!

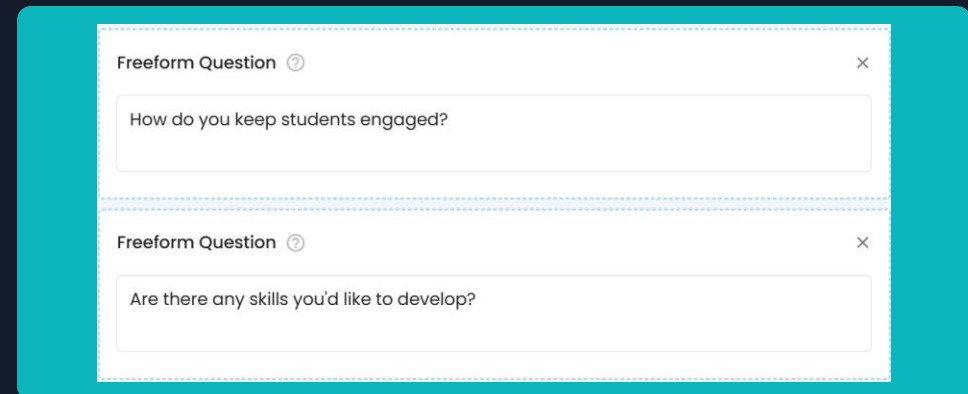
- Break up long questions into smaller parts
- Avoid open-ended questions

PIXEL is a prescreening tool, not a replacement for human interviews.

The bot's goal is fact finding, not decision making.



A screenshot of a chat interface showing a single, long freeform question. The question text is: "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?"



A screenshot of a chat interface showing two separate, shorter freeform questions. The first question is: "How do you keep students engaged?" and the second question is: "Are there any skills you'd like to develop?"

# How Does **PIXEL** Score?



The scoring algorithm is based on your configured criteria

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.

required questions to match



# 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

# Implementation Action Plan



# Implementation **Action Plan**

This 90-day plan covers your organization's journey: a 4–6 week implementation, followed by progressive adoption of features and tracking talent completion rates.

Days 1-30

Core  
Implementation &  
Foundation

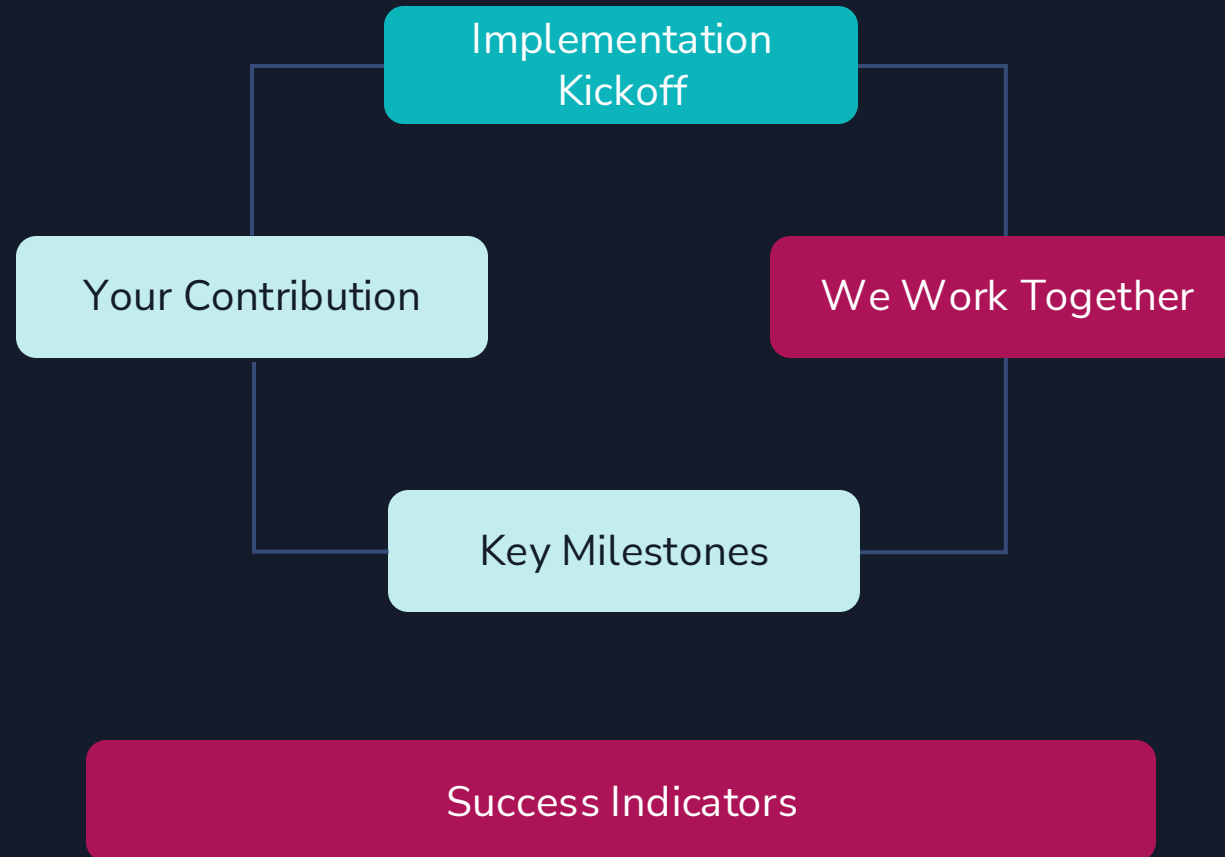
Days 31-60

Go-Live & Initial  
Adoption

Days 61-90

Advanced  
Adoption &  
Optimization

# Implementation **Action Plan** 30/60/90 Days



# Implementation **Action Plan**

Success Indicators

30 Days

60 Days

90 Days

# 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

# Implementation **Action Plan**

## Your Path to Success



### Fully Operational System

All intended functionality active and being used.



### Strong User Adoption

High engagement across your organization.



### Talent Development Excellence

Robust completion tracking and continuous improvement



### Measurable Business Impact

Clear ROI and value demonstration



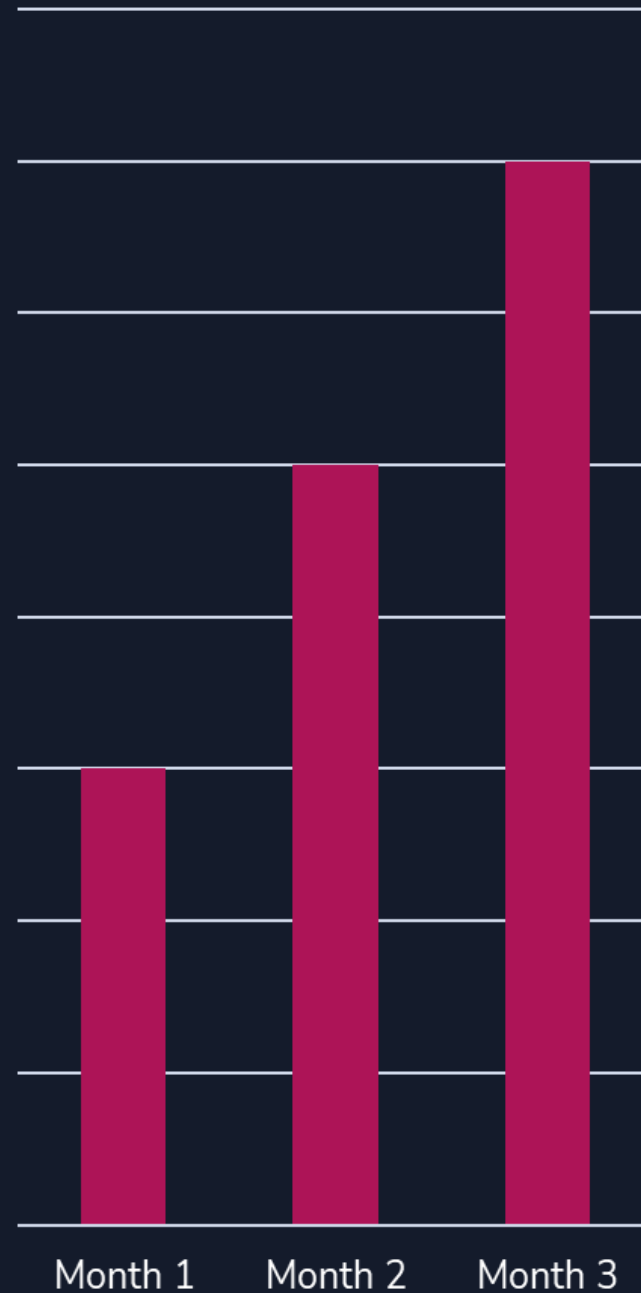
### Internal Expertise

Capability to manage, train, and expand independently





# 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

# 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 and PIXEL interviews. Having this all automated has saved us around 10 minutes PER applicant which really adds up! Such a time saver!"

# Drive Talent Engagement - Recap

- 1 What you should know about AI
- 2 New approach to work with AI
- 3 How PIXEL helps your work
- 4 Talent Experience with PIXEL
- 5 Implementation Action Plan
- 6 Next Steps - get started with PIXEL



## Next Steps

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

AVIONTEBOLD: AI

AVIONTE 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](mailto: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 Drive Talent Engagement with Avionté PIXEL: The Recruiter's Digital Assistant
3. Rate and leave feedback



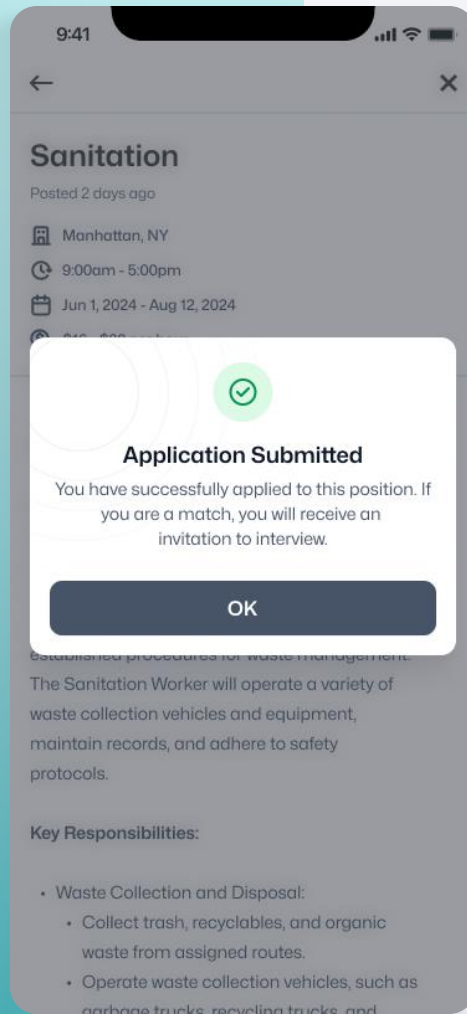
Take your job search to  
the next level.



Find Your Next Job



Sign in or Apply



# Experience What's Possible

Visit the Experience Center – 2<sup>nd</sup> 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.

The screenshot displays the AVIONTE Back Office interface. The top navigation bar includes the AVIONTE logo, a search bar, and various menu items: myDashboard, Jobs, Talent, Timesheet, Companies, Documents, Back Office (highlighted), Analyze, Sub Vendors, QuickPlace, and Automation. On the right side of the navigation bar are icons for search, notifications, chat, settings, and a user profile.

The main content area is titled "Payment Batch ID: 10513". Below the title are several action buttons: "Select Transactions", "Process", "Print Checks", "Post", "Discard Batch", "View Paychecks", and "Email Paychecks".

The "Payment Batch Summary" section provides the following details:

Check Count	0	Transaction Count	5
Batch ID	10513	Description	
Status	Processed	Check Date	08/08/25
Batch Type	Check Run	Created By	avi.next1
Accounting Period Date	08/03/25	Bank ID	1
Bank Name	Bank of Avionte	Bank Description	Bank of Avionte
ACH Generated Date		Generate Original Pay Units	No

The "Transactions" section contains a table with the following data:

Talent Name	SSN	Company Name ↓	Department Name	Total Pay	Total Bill
<a href="#">Ethan Campbell</a>	XXX-XX-XXXX	<a href="#">Williamson &amp; Harris Co.</a>	Corporate	\$1000.00	\$1250.00
<a href="#">Orlando Diggs</a>	XXX-XX-XXXX	<a href="#">Pinnacle Solutions</a>	Accounting	\$600.00	\$750.00
<a href="#">Demi Wilkinson</a>	XXX-XX-XXXX	<a href="#">FedExpress</a>	Corporate	\$640.00	\$800.00
<a href="#">Kate Morrison</a>	XXX-XX-XXXX	<a href="#">Coca Cola</a>	Corporate	\$800.00	\$1000.00

The left sidebar contains a search bar and a list of menu items: Time Entry, Payroll, Search (highlighted), Transactions, Checks, Billing, Invoice, Paycheck, Accounts Receivable, Weekly Process, Import / Export, Unemployment Claims, and WC Claims.