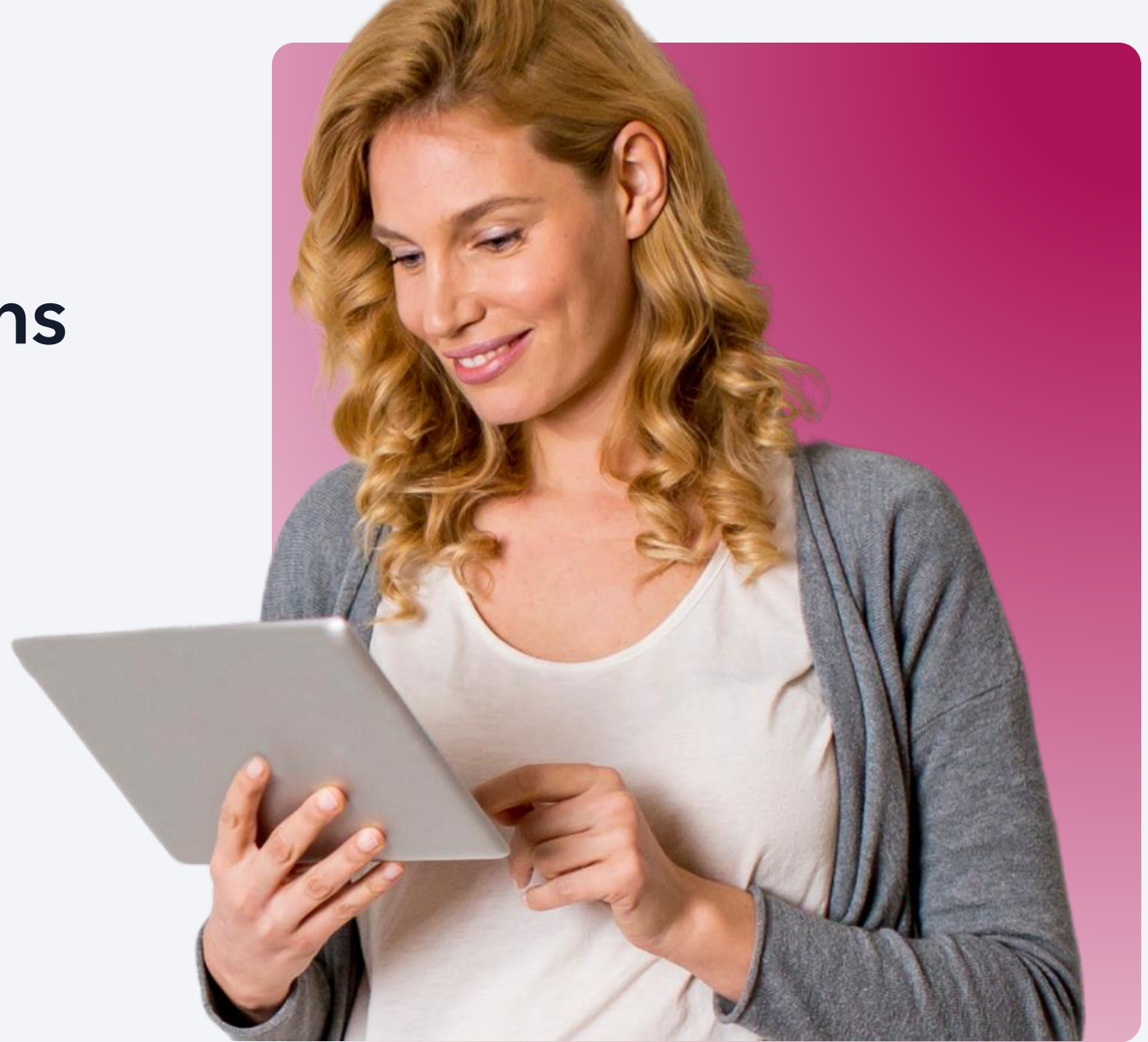


AVIONTÉ
CONNECT

How API Integrations Give You a Competitive Edge

Avionté Users Are Achieving 63-250%
Performance Improvements

PARTNERS & INTEGRATIONS



FRONT OFFICE

BACK OFFICE

MOBILE

AI & AUTOMATION

VMS

INTEGRATIONS

ANALYTICS

About This Session

In today's session we will be discussing the dynamics and landscapes of today's staffing market as it relates the utilization of technology and API Automations and Integrations and the risks of being left behind by the ever-changing market

- 1 Speakers

- 2 The API Advantage

- 3 The Automation Story

- 4 Oak City Advisors

- 5 Next Steps

- 6 Q&A

Introductions

Welcome to **CONNECT!** Thank you for joining us.



Scott Poeschl
SR VP AVIONTE+



Jason Smith
DIRECTOR OF AVIONTE+

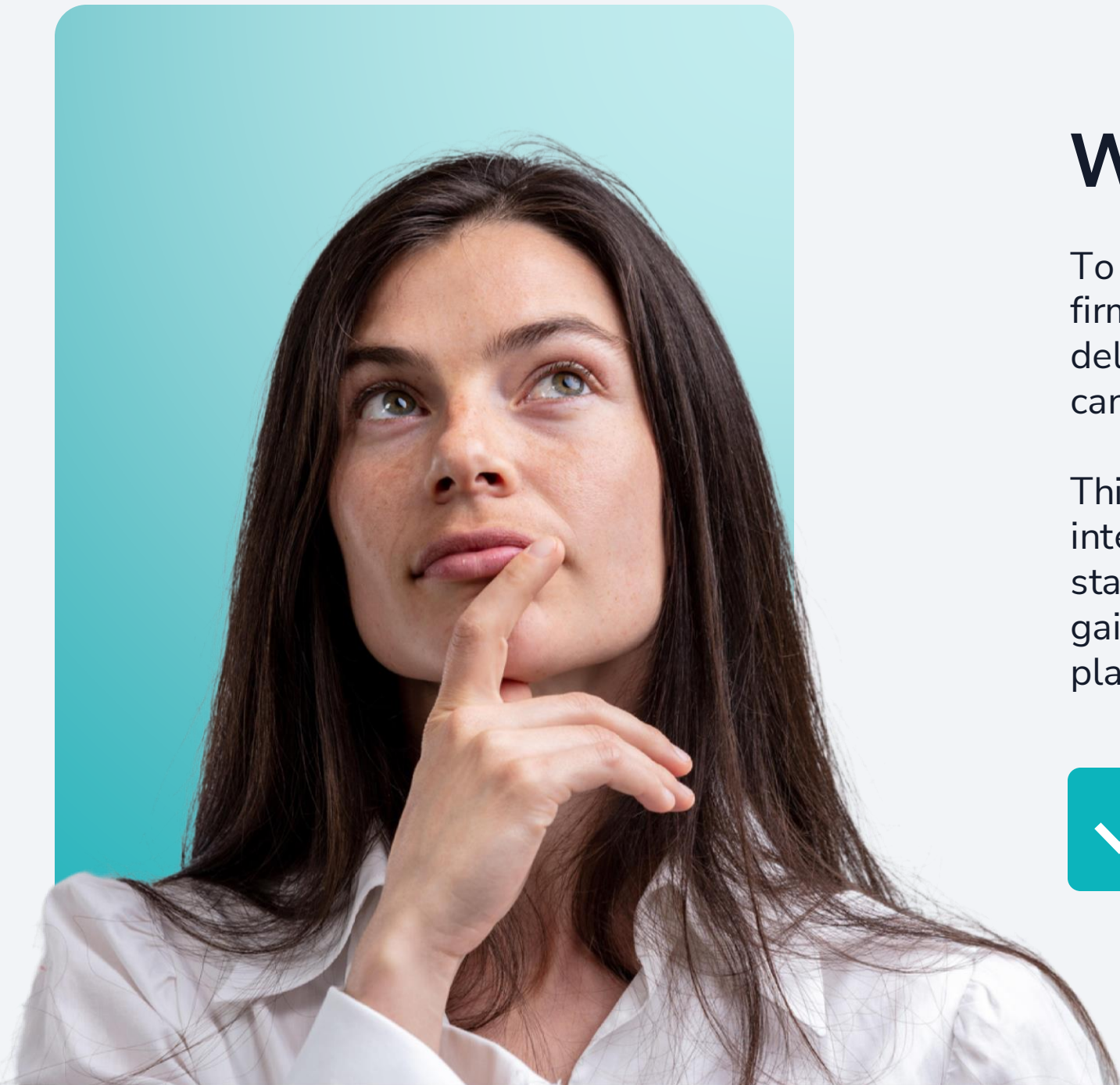


Dan Mastropolo
CEO OAK CITY ADVISORS

Who Is In The Audience?

Beyond the ATS: How
API Integrations Give You a
Competitive Edge





Why are we here?

To stay competitive in today's staffing market, firms must move faster, work smarter, and deliver better experiences—for both clients and candidates.

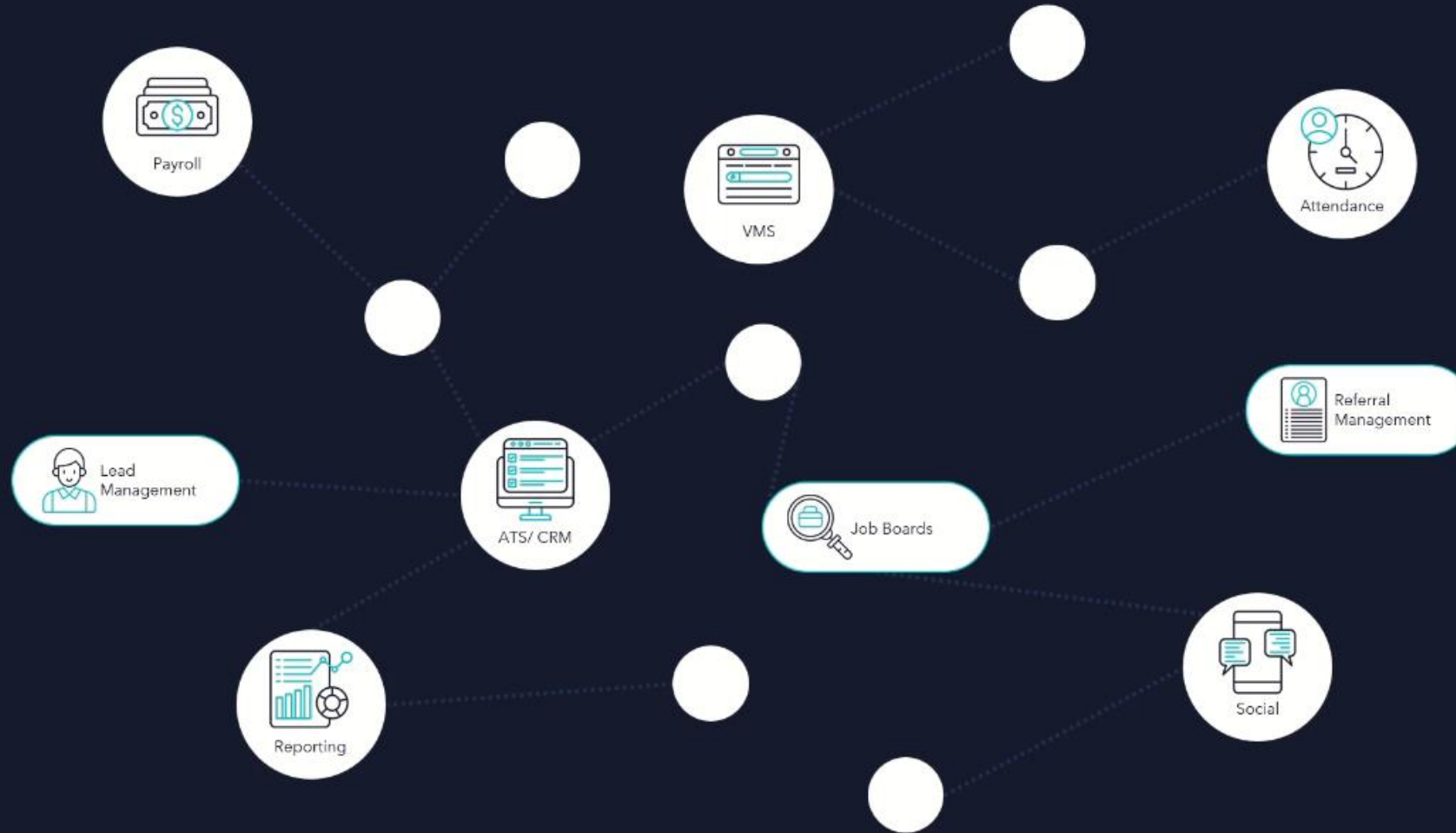
This session is designed to show you how API integrations and automation are helping staffing firms achieve measurable performance gains, from faster speed-to-fill to increased placements and revenue growth.



BY THE END OF THE SESSION

You'll understand how to leverage Avionté+ and its ecosystem of certified integrations to modernize your operations, reduce manual work, and scale with confidence.

Why staffing firms need Avionté+



Avionté+

The + in Avionté

Increase your firm's workflow efficiency, data integrity, and data security.

Improve productivity and drive incremental value and increased profits.



Avionté+

Strong proven working relationship with our platform.



Avionté+ Certified Integrations

Vetted and approved by Avionté to create a 1-to-1 connection.



Avionté+ API Connection for Clients

Connect to client owned technologies, creating better efficiency for all.

How API Integrations Give You a Competitive Edge

Avionté Users Are Achieving 63-250%
Performance Improvements

PARTNERS & INTEGRATIONS



The Risk

If you are solely on human recruiters to contact and move talent through the process

**You will get
LEFT BEHIND!**

How many times have you had an amazing applicant apply overnight, only to call them first thing in the morning and discover they're already in process with a competitor?

The Technological Shift

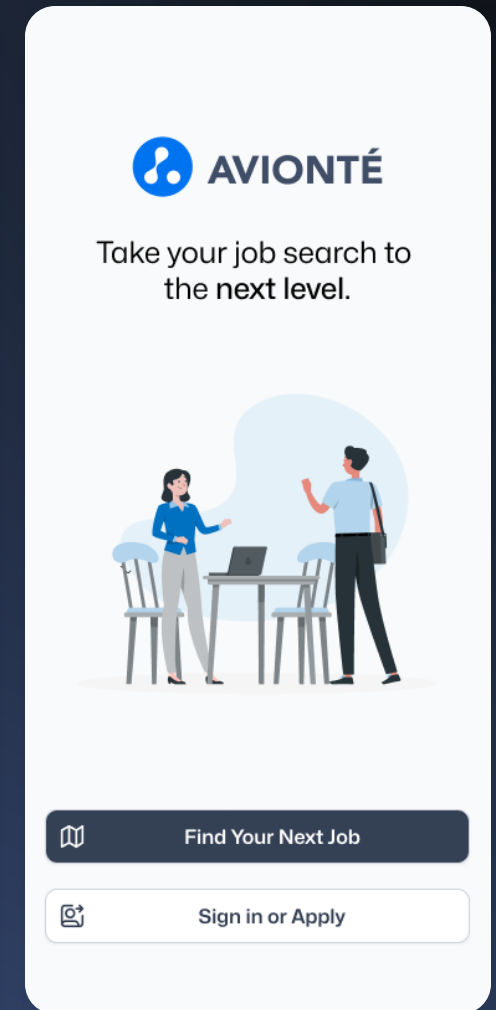
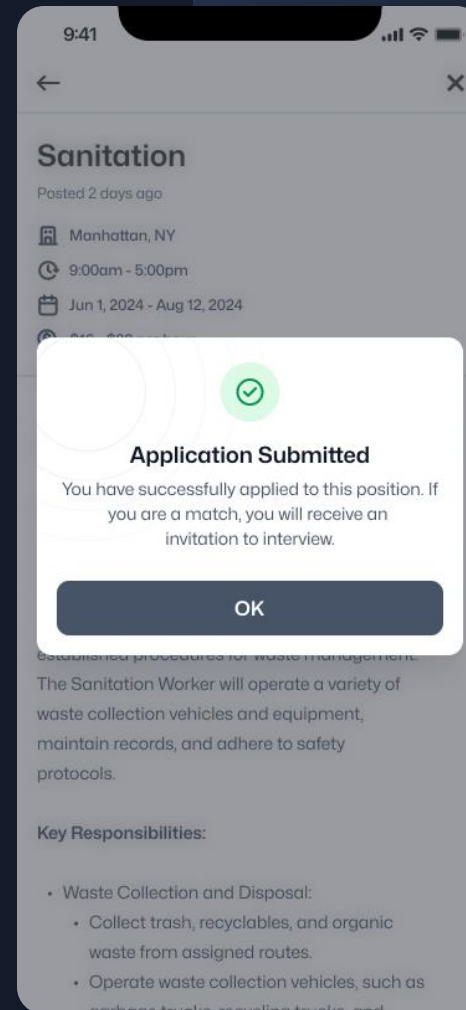
Today's Market Reality

- 1 **45% of job seekers apply to at least 10 jobs per week**
- 2 **87% of job applications start on mobile**
- 3 **2 unfilled jobs** for every available worker
- 4 Talent moves through processes **faster than ever**
- 5 Manual processes = competitive disadvantage

Real Results from Real Avionté Users

Performance Improvements Across Key Metrics

- 63% - Speed-to-Fill Improvement
- 97% - Candidate Engagement Rate
- 80% - Mobile Job Orders
- 156% - Placement Increase



Complete Integration Success: Let's Count the Ways!

- 1 78% reduction in manual entry
- 2 92% increase in response rates
- 3 84% faster deployments
- 4 156% increase in placements



API Powered Staffing Revolution

- 80% of job orders via API-powered mobile (up from 5%)
- 69% talent adoption of API-enabled app
- 97% API workflow advancement rate
- Real-time sync: Zero lag between systems via API

63%

Faster Speed –to-hire via Avionté API.

API MAGIC:

From hours to minutes
through Avionté API automation

Avionté API Foundation

Mobile success built on robust API platform
enabling real-time dataflow, instant
notifications, and seamless candidate
experiences

API-First Startup Achievement

API Powered Rocket Ship Firm

API Powered Rocket Ship Firm

The Stack

- Avionté API
Core: Foundation for all integrations
- Mobile API
Integration: Real-time candidate engagement
- Referral API
System: Automated referral management
- API Security: SOC2 Type II certified infrastructure
- Matching API: Automated pre-screening & candidate matching



The Result!

- \$14M In 1st Year Revenue
- 430% Referral Growth via API Automation
- Real-Time Process
- Acquired by Global Firm and API Integrations was a key differentiator

But How?

Q "We're a smaller firm - can we compete?"

Q "How quickly can we see ROI?"

Q "What if our systems can't integrate?"

Q "How do we maintain competitive advantage?"

Avionté+ API- Powered Certified Integrations



Real-time Data

Flow: Instant
synchronization via API



Rigorous Security:

API security & reliability
standards



Superior

Experience:

Seamless API-driven
workflows

Channel Surfing!

API Integrations Open Up Opportunity for Revenue Across Many Channels



Talent Engagement

- HeyMilo
- Whippy
- Glyde
- Classet



Job Distribution

- Veritone
- Reflik
- Sourcewhale



Drug Screening

- Lochness
Medical



What Do You
Want?

The Sky is the limit!
What's your secret
sauce?

Internal Development Teams



What is an Internal Development Team?

Your Internal Development team is a group of your W2 employees who will be doing all of the development for your project.



What do they have Access To?

As the Client your internal team has access to all publically available endpoints both front and back office. In addition to the endpoints your team can set up a listener to receive webhooks!



What can they build?

They can build Automations, Integrations, custom applications. And we are here to help every step of the way.

Technology ROI: What You Can Expect

API Powered Rocket Ship Firm

Certified Integrations

- ROI Timeline: 3-10 days
- Investment: Minimal
- Best For: Immediate competitive advantage

Custom Development W/Certified Integrators

- ROI Timeline: 6-16 Weeks
- Investment: Moderate with ongoing support
- Best For: Specialized workflow needs

Oak City Advisors: Your Certified API Integrator



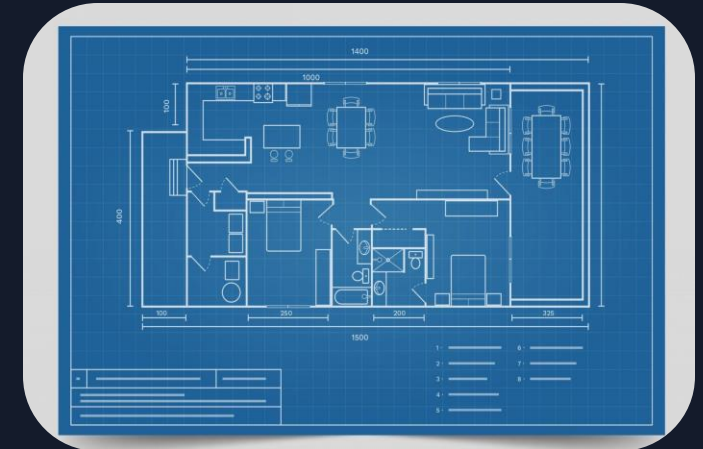
Custom API Development:

Tailored solutions for unique workflows.



API Architecture Planning:

Robust infrastructure foundation



Proven API Blueprint:

Applied same API-first strategy that drove 250% growth

Implementation Roadmap

From Here to There

Avionté Partnership Support

- Technical Experts: API integration specialists
- Business Consultants: Staffing industry veterans
- Project Managers: Dedicated coordinators
- Training Specialists: User adoption experts
- 24/7 Support: Ongoing optimization

Timeline by Strategy

- Existing Integrations: Days to Weeks
- Custom Development: 2-6 Months

RESULTS

Process Flow





Your Advantage Starts Now with First Steps

The Competitive Reality:

Companies delaying technology modernization risk being left behind as talent moves faster than ever.

The evidence demonstrates that properly implemented API integration strategies deliver measurable ROI while positioning firms for sustainable growth.

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SEND

Cancel

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2. Locate **Beyond The ATS How API Integrations Give You a Competitive Edge**
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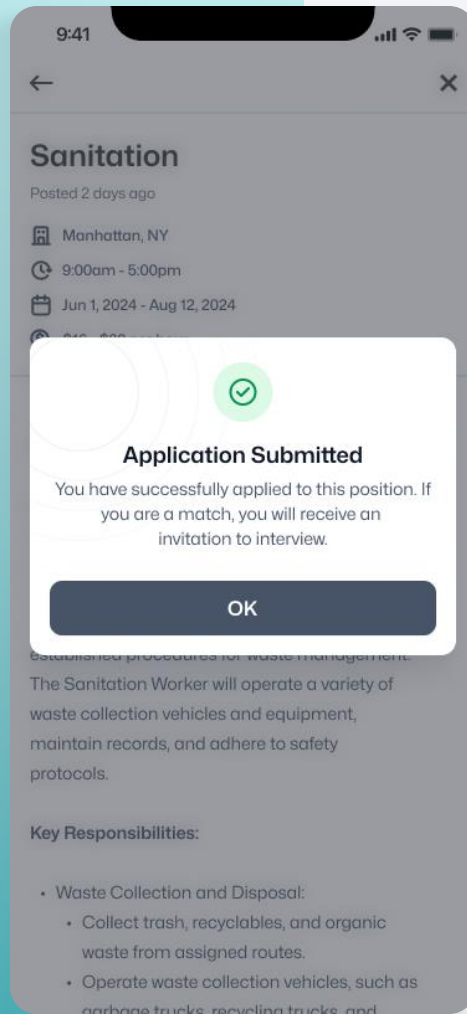
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- Test real workflows that deliver results
- Get expert guidance for your specific goals
- Four focused areas aligned with your success
- Leave with strategies you can implement now

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
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	Coca Cola	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.