

AVIONTÉ
CONNECT

Compliance on the Frontline

Eliminating Complexity and Reducing Risk

OPERATIONAL EFFICIENCY



FRONT OFFICE

BACK OFFICE

MOBILE

AI & AUTOMATION

VMS

INTEGRATIONS

ANALYTICS

Introductions

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



Kristine Olson

DIRECTOR OF
COMPLIANCE & SERVICES

OPERATIONS



Dana Wazny

HR COMPLIANCE
ANALYST

OPERATIONS

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.
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About This Session

Discover how to spot key audit concerns and why timely internal audits are more crucial than ever. Learn about audit-support tools and how automation and partnerships can keep your compliance on-point.

1 The Compliance Challenge

2 Internal Audits

3 Technology Partners

4 Next Steps

5 Q&A

The Challenge

Why is Compliance Challenging?

Staffing companies face numerous compliance challenges due to the unique nature of their business model.



Volume &
Turnover



Multi-Jurisdictional
Complexity



Law Changes



Client Demands



Data Silos

The Tools

Internal Compliance Audits

Internal Compliance Audit

Quarterly Review Checklist

Audit Date
March 15, 2025

Auditor
HR Compliance Team

Location
Chicago Office

Next Review
June 15, 2025

0% Complete (0 of 15 items)

19 Form I-9 Compliance

- All I-9 forms completed within 3 business days of hire **HIGH RISK**
- Section 1 completed on or before first day of work **HIGH RISK**
- Section 2 completed with acceptable documents **HIGH RISK**
- No blank fields or missing signatures **MEDIUM RISK**

WC Worker Classification

- Contractor agreements properly document independence **HIGH RISK**
- Classification decisions documented with rationale **MEDIUM RISK**
- 1099s issued for all contractor payments over \$600 **HIGH RISK**

Internal Audits



What They Are



Key Focus Areas



How They Work



AVOID FINANCIAL RISK

Penalties & interest, unpaid taxes, backpay (potentially overtime and sick pay), benefits



DEMONSTRATE GOOD FAITH COMPLIANCE

In the event of an official audit, showing that internal reviews are regularly conducted will demonstrate intent to comply.



PREPARE FOR GOVERNMENT AUDIT

Help catch missing or incorrect information and correct before a government audit.



REDUCE LEGAL & OPERATIONAL RISK

Class action lawsuits, damage to reputation and brand, disruption of government investigation

High Priority Audits

✓ Form I-9 and E-Verify compliance

✓ Worker Classification

✓ Wage & Hour

✓ Background Check & Screening

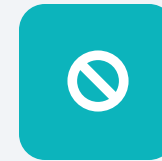
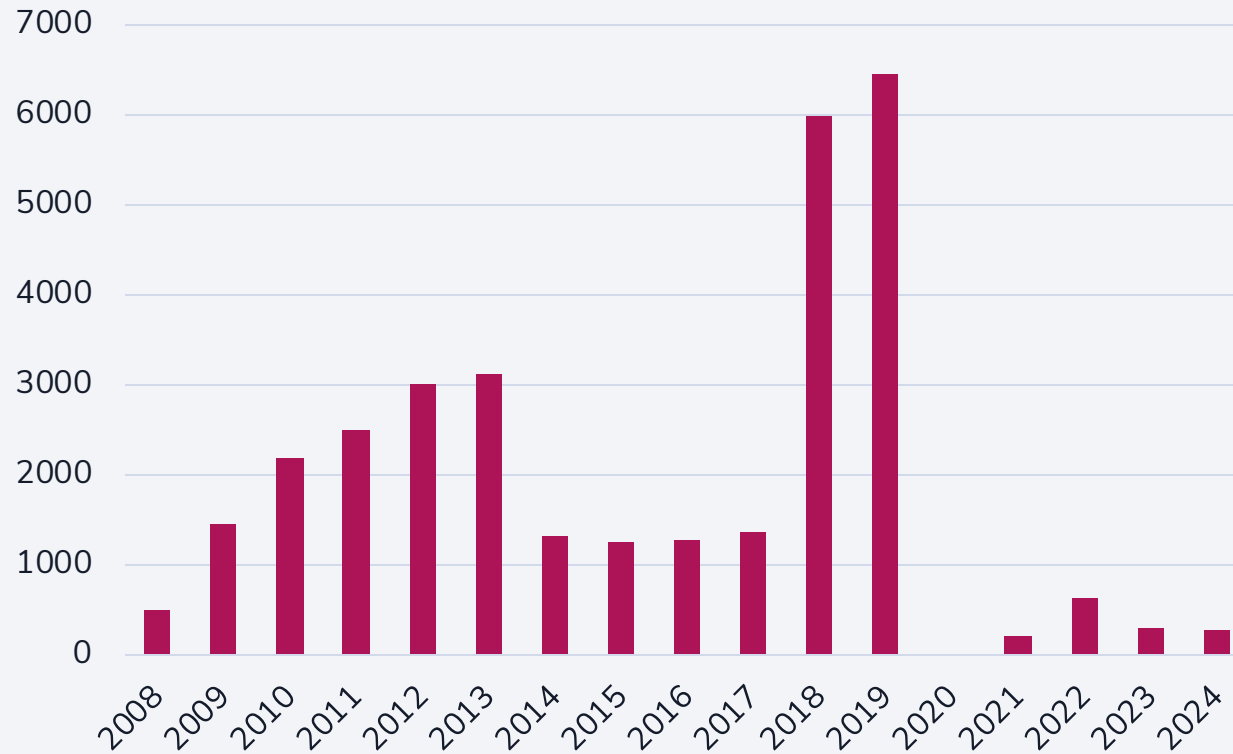
✓ Benefits & ACA

✓ Worker's Compensation & Unemployment

✓ Tax Reporting compliance

Form I-9 Audits

I-9 Inspections by ICE (2008-2024)



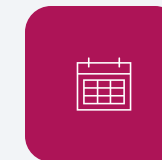
2020

Data was not released publicly.



Average

Average of 2,033 per year over the 2008 to 2024 period.



2025

Not published yet; estimated between 10,000-15,000.

Source: [Economic Policy Institute](#) U.S. Department of Homeland Security, Budget-in-Brief for fiscal years 2010–2021, available at [DHS Budget](#), last updated January 24, 2025; U.S. Immigration and Customs Enforcement, Annual Reports for fiscal years [2021](#), [2022](#), [2023](#), and [2024](#), U.S. Department of Homeland Security.

Source: [Thomson Reuters](#)

Internal I-9 Audit Process

Adopt proactive strategies to
maintain Form I-9 compliance

1 Conduct Compliance Health Check

2 Train HR Staff

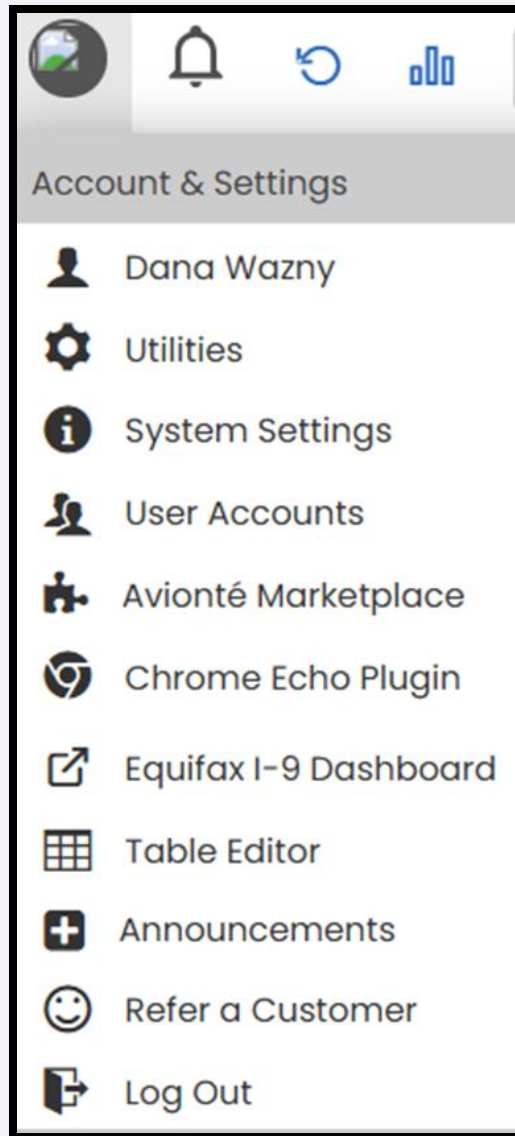
3 Leverage Automated Onboarding

4 Review Tools and Reports

5 Documentation

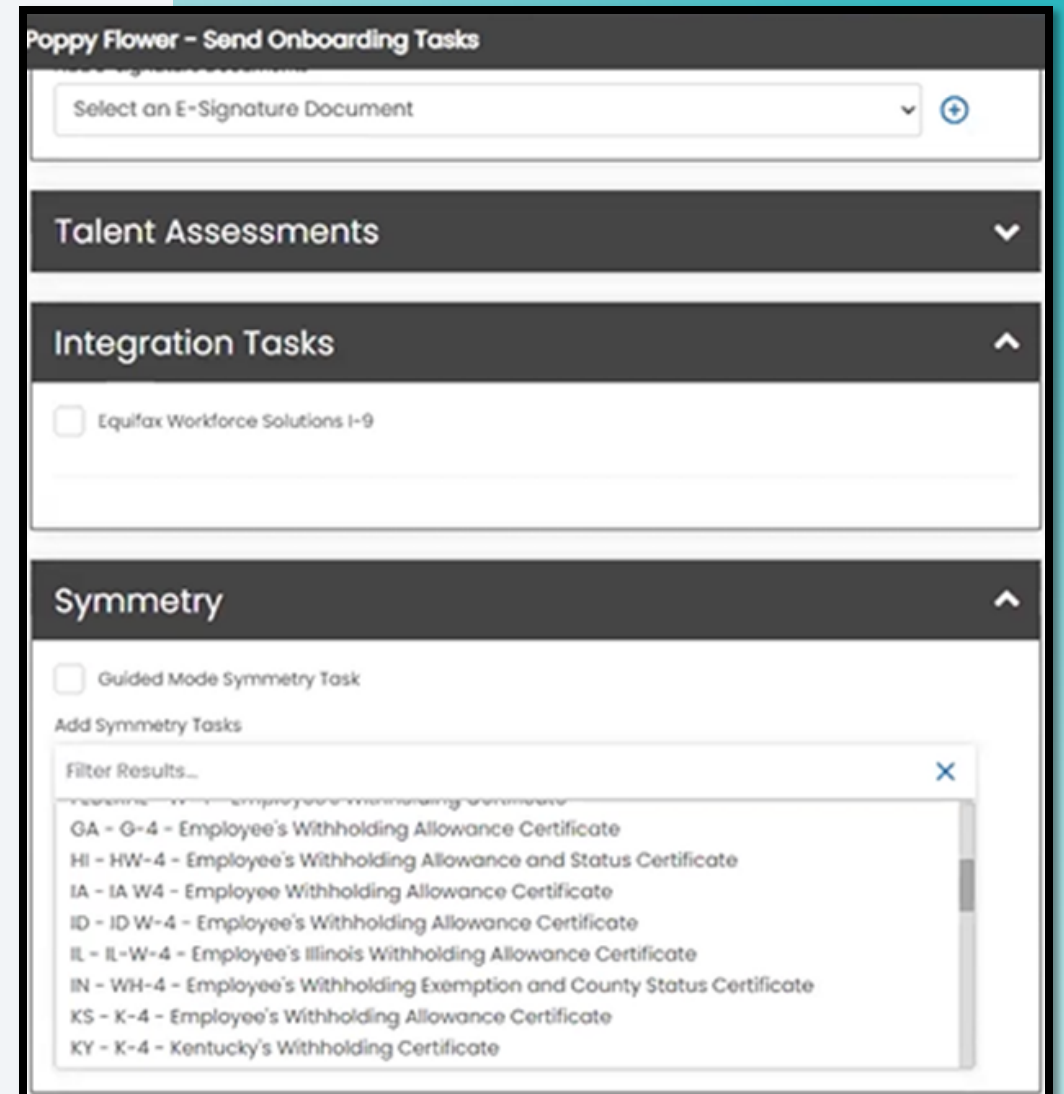
Avionte Automated Onboarding

- Equifax I-9
- E-Verify
- Symmetry Tax Forms



Account & Settings

- Dana Wazny
- Utilities
- System Settings
- User Accounts
- Avionté Marketplace
- Chrome Echo Plugin
- Equifax I-9 Dashboard
- Table Editor
- Announcements
- Refer a Customer
- Log Out



Poppy Flower - Send Onboarding Tasks

Select an E-Signature Document

Talent Assessments

Integration Tasks

Equifax Workforce Solutions I-9

Symmetry

Guided Mode Symmetry Task

Add Symmetry Tasks

Filter Results...

- GA - G-4 - Employee's Withholding Allowance Certificate
- HI - HW-4 - Employee's Withholding Allowance and Status Certificate
- IA - IA W4 - Employee Withholding Allowance Certificate
- ID - ID W-4 - Employee's Withholding Allowance Certificate
- IL - IL-W-4 - Employee's Illinois Withholding Allowance Certificate
- IN - WH-4 - Employee's Withholding Exemption and County Status Certificate
- KS - K-4 - Employee's Withholding Allowance Certificate
- KY - K-4 - Kentucky's Withholding Certificate

Avionté Onboarding Task Widget - Action Required

Name	Status	Onboarding Task	Workflow Name	Packet Name	Sender	Date Sent	Due Date	Date Completed
zzJosh zzPayne	Action Required	*Equifax Workforce Solutions I-9			josh payne	Apr 17, 2023		Apr 18, 2023
Test_Josh Payne	Action Required	*Equifax Workforce Solutions I-9			josh payne	Apr 17, 2023		Apr 18, 2023
Thats Life	Action Required	Equifax Workforce Solutions I-9			Kiersten Jensen	Apr 20, 2023		Apr 20, 2023
Zach Syntax	Action Required	*Equifax Workforce Solutions I-9			Kiersten Jensen	May 9, 2023		May 9, 2023

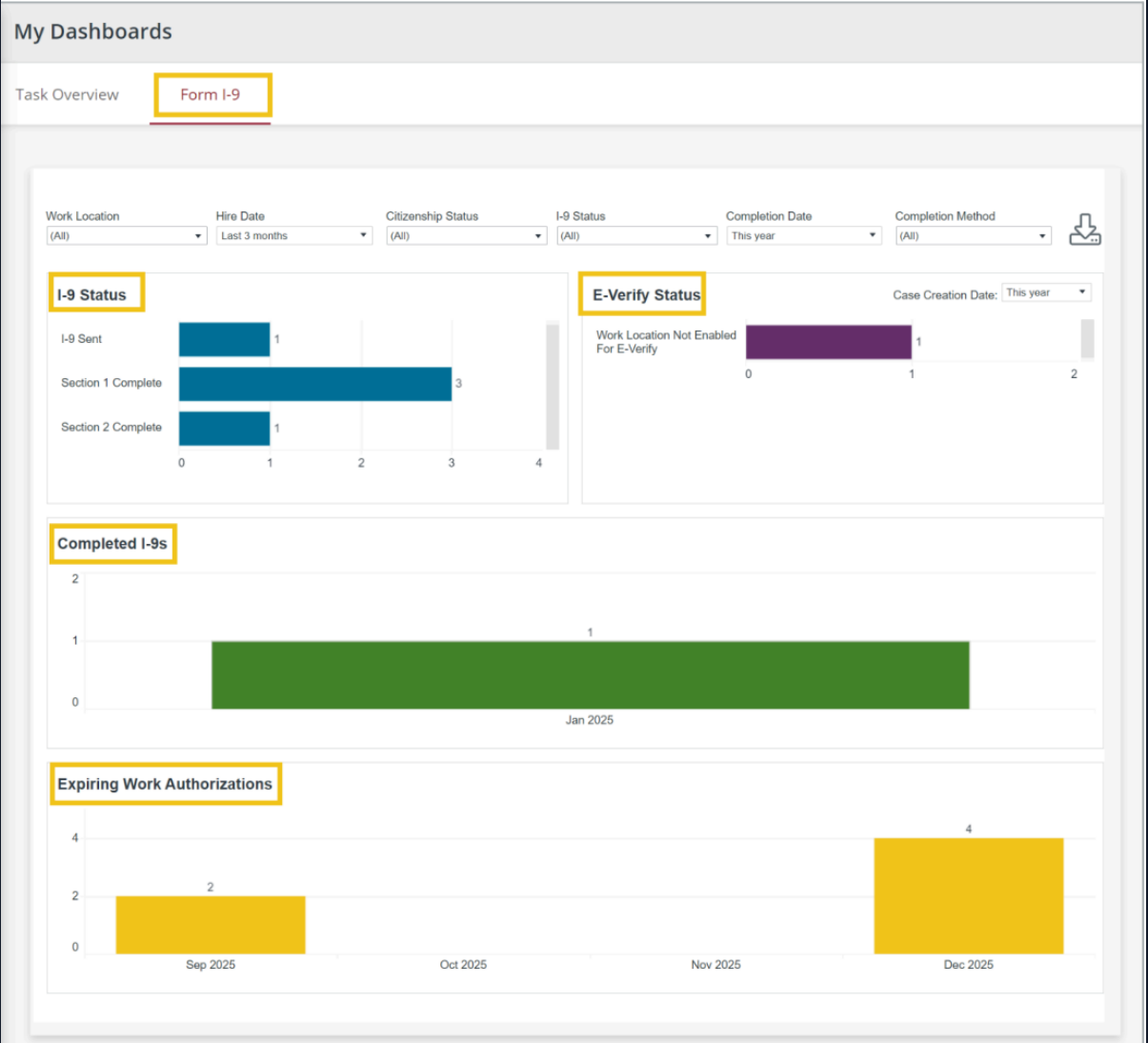
SSO Access to the Equifax I-9 Dashboard

The screenshot shows a web application interface. At the top, there is a navigation bar with a search box containing the text "Type to search" and a magnifying glass icon. To the right of the search box is a blue owl logo. Below the navigation bar, a user profile dropdown menu is open, displaying the following items:

- Account & Settings
- Hank Aaron
- Utilities
- System Settings
- User Accounts
- Avionté Marketplace
- Chrome Echo Plugin
- Equifax I-9 Dashboard** (highlighted with a red box)
- Table Editor
- Announcements
- Log Out

The background of the application shows a table with columns for "Company", "Primary Rep", "Justin Crossett", "Justin Crossett", "Tim Ubinger", and "Tim Ubinger". The table rows contain data such as "2/20/25", "2/20/25", "Minnesota", "2/3/25", and "2/28/25". On the right side of the interface, there is a "Filters" section with a search icon and a list of filter options, including "Include all" buttons and a "Req Type" filter.

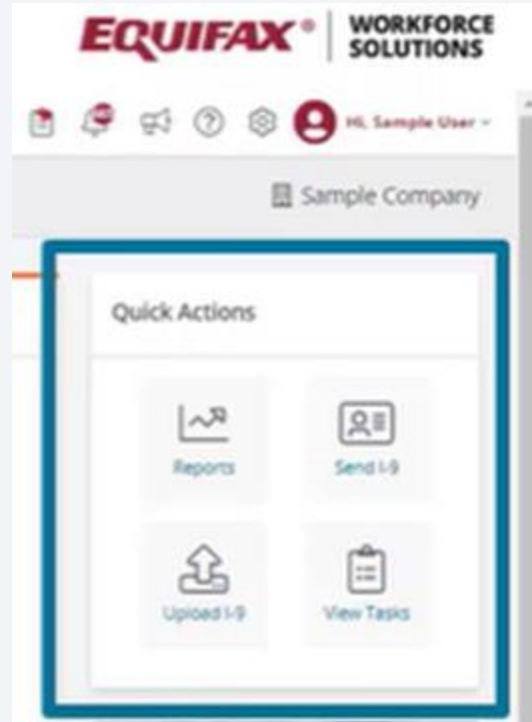
Form I-9 Dashboard in Equifax



- I-9 Status
- E-Verify Status
- Completed I-9s
- Expiring Work Authorizations

Available I-9 Reports in Equifax

- I-9 Audit Summary
- I-9 Audit Detail
- Form I-9 Status
- Missing I-9
- Expiring Work Authorization



Reports

I-9

Request Reports Download Scheduled Archived

Reports

Report Name

Billing Event

Company Locations

Company Usage

Company Usage Summary

E-Verify Audit Summary

E-Verify Pending Case Summary

Expiring Work Authorization

Form I-9 Status

I-9 Audit Detail

I-9 Audit Summary

Missing I-9

Report Configurations

- Schedule reports or generate on demand
- Download Form I-9 PDFs
- Download additional attachments

The screenshot shows a web interface for configuring a report. At the top, there's a 'Reports' header with a '1-9' indicator. Below this are navigation links: 'Request Reports', 'Download', 'Scheduled', and 'Archived'. The main title is 'Configure Report' for 'I-9 Audit Summary'. The 'Report Schedule' section has two buttons: 'One Time Only' (selected) and 'Recurring'. The 'Run' section has a radio button for 'Now'. The 'Date Filters' section has a text input for 'Filter By' with 'Hire / Release Date' entered, and a 'Date Range' input with '04/22/2025' and '06/01/2025'. The 'Download Options' section, highlighted with a red box, has two radio buttons: 'Form I-9 PDFs' (selected) and 'Supporting documents and additional attachments'. Below this is a note: 'Based on the options provided, we'll package this report as a .xls file'. At the bottom are 'Cancel' and 'Run Report' buttons.

Reports

1-9

Request Reports Download Scheduled Archived

Configure Report | I-9 Audit Summary

Report Schedule
How often will this report be generated?

One Time Only Recurring

Run

Now

Date Filters
Provide the dates that will be used to filter your report data

Filter By

Hire / Release Date

Date Range

04/22/2025 - 06/01/2025

Download Options
Choose what you'd like to include in the report

Form I-9 PDFs
 Supporting documents and additional attachments

Based on the options provided, we'll package this report as a .xls file

Cancel Run Report

Scheduling Reports

- Frequency
- YTD or Custom Start Date
- End Date

Reports

Request Reports Download Scheduled Archived

Configure Report | E-Verify Pending Case Summary

Report Schedule
How often will this report be generated? One Time Only **Recurring** ←

Frequency
Daily

Repeats
Every 1 Day(s)

Date Filters
Provide the dates that will be used to filter your report data

Every time this report is generated, include...

The Previous
1 Day(s)

Year To Date

Custom Starting Date ⓘ

End-Date
Do you wish to set an end-date for this recurring report?

Ends Choose a date

Never mm/dd/yyyy

Included Data
What do you want included in this report?

Locations
All My Locations +

Form I-9 Validation

E-Verify Compliance

- E-Verify after job offer and completed I-9
- Tentative Non-Confirmations (TNC) process
- Maintain E-Verify case results

Avionté Onboarding Tasks

Access E-verify
case details

The screenshot displays the Avionté Talent dashboard. The top navigation bar includes 'myDashboard', 'Jobs', 'Talent' (highlighted), 'Companies', 'Documents', and 'Analyze'. The left sidebar contains applicant information: 'Last 4 SSN: 1333', 'Not Active Temp' (with a green checkmark), 'Online Applicant', 'Login Username: AW105557', and 'or Login Email: AW@nomail.com'. Below this is 'Contact Information' with email addresses 'AW@nomail.com' and 't_sigmunz@yahoo.com', a phone number '555-222-4444', and a home address: '5 Road, Town, MN 55121, United States of America, Geo: 240371490, County: DAKOTA, City: EAGAN'. At the bottom of the sidebar, it shows 'Expressed Email Consent: Not given'.

The main content area is titled 'Onboarding Tasks' and features a table with the following columns: 'Status', 'Onboarding Task', 'Packet Name', 'Sender', and 'Sent'. The table contains five rows of data:

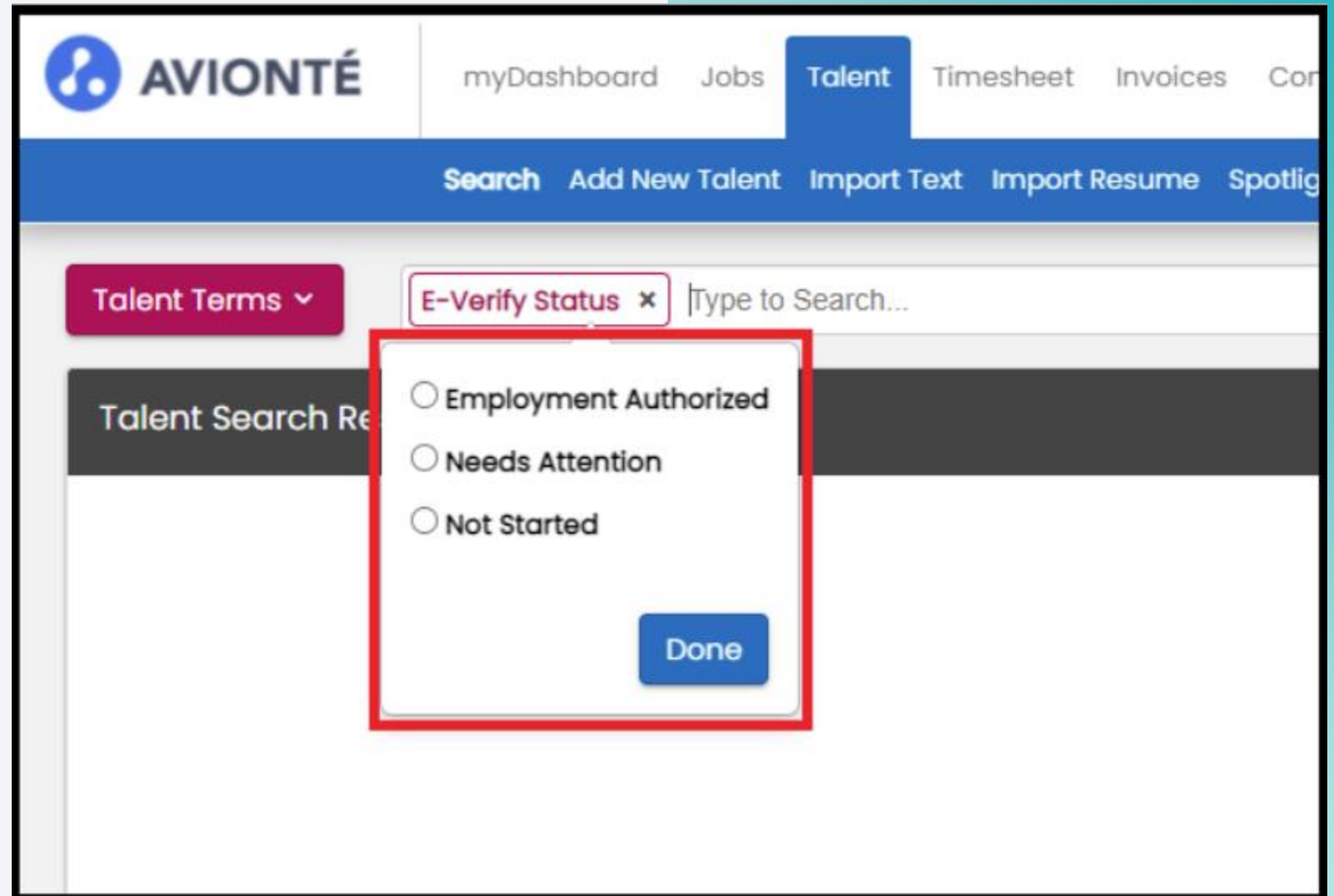
Status	Onboarding Task	Packet Name	Sender	Sent
Complete	Resume	Clerical Packet - New Hire	Peggy Esch	10/01/24
Complete	Prescreen	Clerical Packet - New Hire	Peggy Esch	10/01/24
Sent	Direct Deposit	Clerical Packet - New Hire	Peggy Esch	10/01/24
Complete	Form I-9 (Rev. 10/21/2019)	Clerical Packet - New Hire	Peggy Esch	10/01/24
Complete	Acknowledged...		Peggy Esch	10/05/24

Below the 'Form I-9' row, there is a note 'Closed - Employment Authorized' and a blue button labeled 'Print Case Details' which is highlighted with a red box.

E-Verify Status in Avionté

Talent Search

Find employees based on status.



E-Verify Reports in Equifax

- E-Verify Audit Summary
- E-Verify Pending Case Summary

Reports

I-9

Request Reports Download Scheduled Archived

Reports

Report Name

Billing Event

Company Locations

Company Usage

Company Usage Summary

E-Verify Audit Summary

E-Verify Pending Case Summary

Expiring Work Authorization

Form I-9 Status

E-Verify Audit Summary Report Results

E-Verify-Audit-Summary-03-25-2025-14_10_22-323.xls - Excel

File Home Insert Page Layout Formulas Data Review View Help Acrobat Tell me what you want to do

Clipboard Font Alignment Number Styles Cells Editing Adobe Acrobat

Row	E-Verify Case Creation Date	E-Verify Case Number	Doc1 List A Title	Doc2 List A Title	Doc3 List A Title	Doc1 List B Title	Doc1 List C Title	Last Name	First Name	SSN	Hire/Rehire Date	E-Verify Initial Result	E-Verify Case Closure Date	E-Verify Case Closure Reason	E-Verify Case Closure Code	Current E-Verify Status	E-Verify Status Date	E-Verify Case Creator	E-Verify Company ID	Close Comments	Overdue Verify Reason	Overdue Verify Reason Description
1	1/2/2025		U.S. Passp							***-**-****	1/2/2025	UNCONFIRMED_DATA				UNCONFIRMED_DATA	1/2/2025					
2	1/2/2025		U.S. Passp							***-**-****	1/16/2025	UNCONFIRMED_DATA				UNCONFIRMED_DATA	1/2/2025					
3	1/2/2025		U.S. Passp							***-**-****	1/11/2025	UNCONFIRMED_DATA				UNCONFIRMED_DATA	1/2/2025					
4	1/2/2025		U.S. Passp							***-**-****	1/21/2025	UNCONFIRMED_DATA				UNCONFIRMED_DATA	1/2/2025					
5	1/2/2025		U.S. Passp							***-**-****	1/29/2025	UNCONFIRMED_DATA				UNCONFIRMED_DATA	1/2/2025					
6	1/2/2025		U.S. Passp							***-**-****	1/7/2025	UNCONFIRMED_DATA				UNCONFIRMED_DATA	1/2/2025					
7	1/2/2025		U.S. Passp							***-**-****	1/28/2025	UNCONFIRMED_DATA				UNCONFIRMED_DATA	1/2/2025					
8	1/2/2025		U.S. Passp							***-**-****	1/4/2025	UNCONFIRMED_DATA				UNCONFIRMED_DATA	1/2/2025					

Onboarding Report

The screenshot displays the AVIONTÉ web application interface. At the top left is the AVIONTÉ logo. The top navigation bar includes links for myDashboard, Jobs, Talent, Timesheet, Invoices, Companies, Documents, and Analyze. A blue secondary navigation bar contains 'Reports' and 'Business Intelligence'. The main content area is titled 'Reports' and features a search input field containing 'onboarding'. Below the search field are three filter buttons: 'Operational', 'Recruiting', and 'Sales'. The 'Pinned Reports' section contains a report card for 'Onboarding Compliance Report', which is highlighted with a red border. This card includes a pin icon, the report title, a description, a status tag 'Operational', and four filter buttons: 'Onboarding', 'Starts', 'Talent', and 'Status'.

AVIONTÉ myDashboard Jobs Talent Timesheet Invoices Companies Documents Analyze

Reports Business Intelligence

Reports ⓘ

onboarding

Operational Recruiting Sales

Pinned Reports

📌 Onboarding Compliance Report Operational

Provides an overview of talent pending/completed onboarding tasks and placement status

Onboarding Starts Talent Status

Onboarding Compliance Report



Onboarding Compliance Report

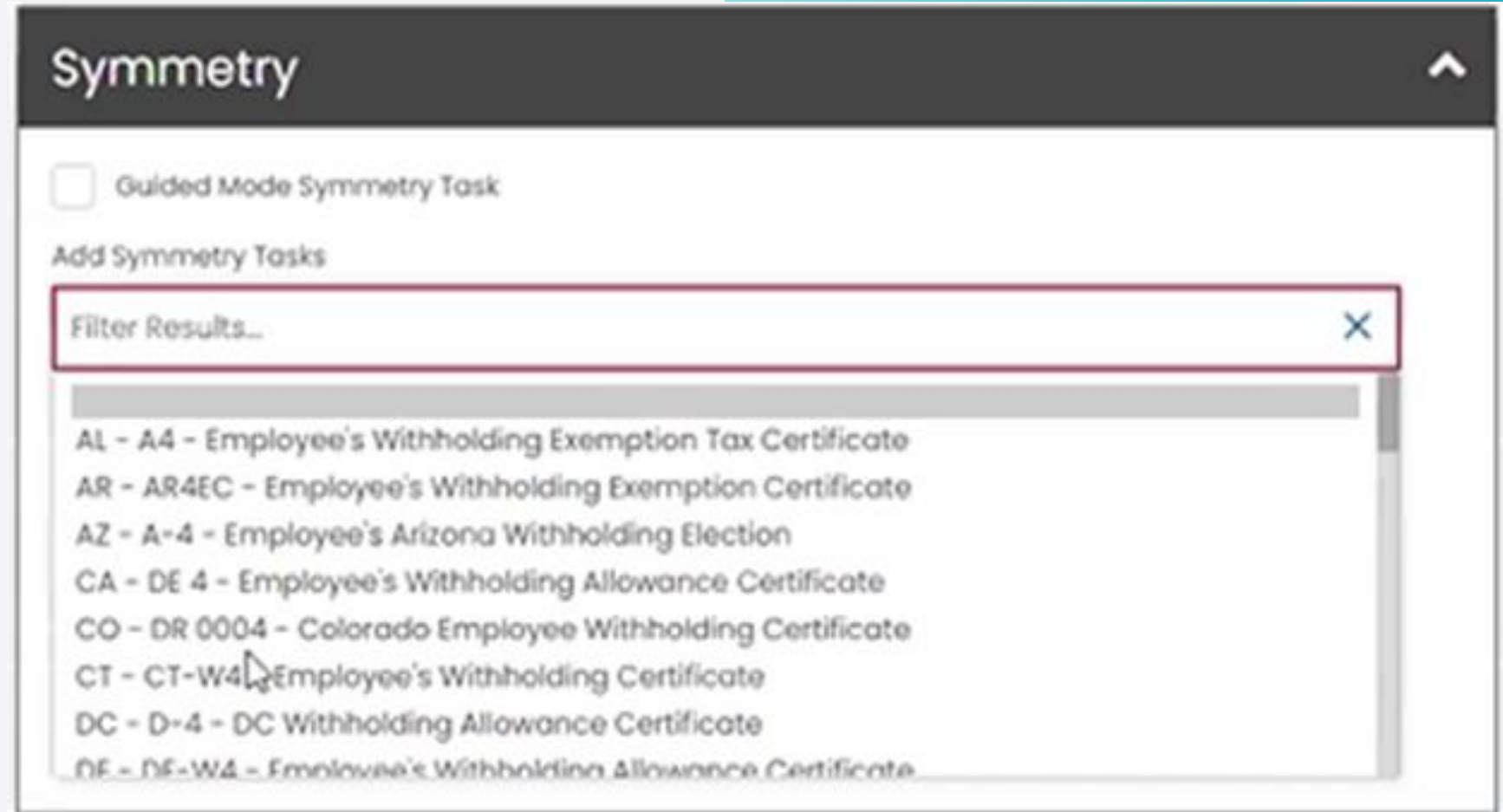
Talent ID , Applicant , Last Name Saved Filters [Filter Icon] [Export Icon]

Talent ID	Applicant	Last Name	First Name	Talent Status	Resume	W4 Complete	W-2 Electro	Expressed E	Text Messag	19 Complete	EVerify Date	EVerify Case	EVerify Resu	Ev
167978275	Mayhem Cl...	Mayhem	Claude	Online Appli...	No	No	No Response	No	No Response	No				
186547533	Powerauto...	Powerauto...	Dan	Active	No	No	Not Opted In	No	No Response	No				
180402366	Wilson Tim	Wilson	Tim	Applicant	Yes	No	No Response	No	No Response	No				
182061943	zztest test	zztest	test	Online Appli...	No	No	No Response	No	No Response	No				
182077945	zztest Test	zztest	Test	Online Appli...	No	No	No Response	No	No Response	No				

Form W-4 Audit

Symmetry Tax Form Compliance

- Tax Withholding Forms
 - Federal W-4
 - State W-4



Symmetry

W-4 Tax Withholding Form completion – Federal & State

The screenshot displays the Symmetry HR system interface. The top navigation bar includes 'myDashboard', 'Jobs', 'Talent', 'Timesheet', 'Invoices', 'Companies', 'Documents', 'Analyze', and 'Automation'. A secondary navigation bar contains 'Search', 'Add New Talent', 'Unclaimed Talent', 'Import Text', 'Import Resume', 'Import Multiple', 'Spotlight', and 'TalentBin'. The main content area is divided into three sections: a profile sidebar, a central onboarding progress section, and a right-hand sidebar.

Profile Sidebar (Poppy Flower):

- Profile picture placeholder
- Name: Poppy Flower
- Headline: No Headline
- Tags: TALENT, W-2
- IDs: BOLD ID: 35907405, Back Office ID: [redacted]
- Last 4 SSN: 9789
- Status: Active Temp
- Login Username: PF336145
- Login Email: poppy.flower@testing.com
- Contact Information: poppy.flower@testing.com, (555) 123-1119
- Address: 149 First St, Eagan, MN 55121, United States of America
- Geo: 240371490, County: DAKOTA, City: EAGAN
- Consent: Expressed Email Consent: Not given; Text Message Consent: [redacted]

Central Onboarding Progress:

- Resume: 0 (Complete)
- Education: 6 (Sent)
- Work History: 0 (Action Required)
- Tax: 0 (Action Required)
- Tags: 0 (Action Required)
- Documents: 0 (Action Required)
- Activities: 0 (Action Required)
- Onboarding: 0 (Action Required)
- Results: 0 (Action Required)

Onboarding Tasks Table:

Status	Onboarding Task	Packet Name	Sender
<input type="checkbox"/>	Acknowledgement of Receipt of Employee Handbook with Link		Lauren Hoen
<input type="checkbox"/>	Education		Lauren Hoen
<input type="checkbox"/>	Equifax Workforce Solutions I-9		Lauren Hoen
<input type="checkbox"/>	Work History		Lauren Hoen
<input type="checkbox"/>	Jamie's Safety Video		Lauren Hoen
<input type="checkbox"/>	Symmetry Tax		Lauren Hoen

Right Sidebar (Poppy Flower - Send Onboarding Tasks):

- Select an E-Signature Document
- Talent Assessments
- Integration Tasks
 - Equifax Workforce Solutions I-9
- Symmetry
 - Guided Mode Symmetry Task
 - Add Symmetry Tasks
 - Filter Results...
 - GA - G-4 - Employee's Withholding Allowance Certificate
 - HI - HW-4 - Employee's Withholding Allowance and Status
 - IA - IA W4 - Employee Withholding Allowance Certificate
 - ID - ID W-4 - Employee's Withholding Allowance Certificat
 - IL - IL-W-4 - Employee's Illinois Withholding Allowance Cer
 - IN - WH-4 - Employee's Withholding Exemption and Count
 - KS - K-4 - Employee's Withholding Allowance Certificate
 - KY - K-4 - Kentucky's Withholding Certificate

Accessing Symmetry Reports

Report Filters

Division
All

Office
All

Symmetry Tax Form
All

Completed Date (Date From)
Select Date

Completed Date (Date To)
Select Date

Date Range
None

AVIONTE myDashboard Jobs Talent Timesheet Invoices Companies Documents **Analyze**

Reports Business Intelligence Insights

Reports ⓘ

symmetry

Operational Recruiting Sales Invoicing and Accounts Receivable Time Payroll

Symmetry Audit Operational

This report provides the information received from Symmetry for the specific completed document.

Symmetry Audit Report

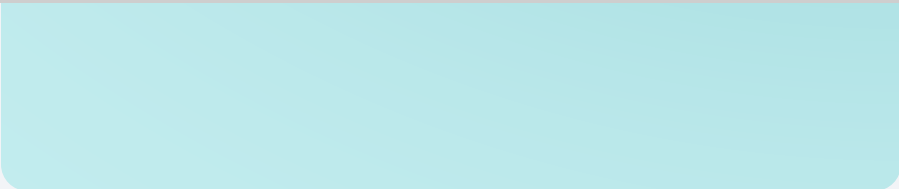


Symmetry Audit Report										
Employer	Employer Address	Employer FEIN	Talent User	Talent Home Address	Form ID	Form Name	Form Version	Sent Date	Completed Date	
Connect 2022	4300 MarketPointe Drive ...	1111111	Cute Shibata	44 Hemlock Lane Ythoma...	W401	L-4	2022.01.0	May 2, 2023	May 2, 2023	
Connect 2022	4300 MarketPointe Drive ...	1111111	Cute Shibata	44 Hemlock Lane Ythoma...	W401	W-4	2022.12.0	May 2, 2023	May 2, 2023	
Connect 2022	4300 MarketPointe Drive ...	1111111	Test_ Floyd Merryweather	504 Shire Road Duluth, M...	W401	W-4MN	2022.12.0	May 1, 2023	May 1, 2023	
Connect 2022	4300 MarketPointe Drive ...	1111111	Test_ Floyd Merryweather	504 Shire Road Duluth, M...	W401	W-4	2022.12.0	May 1, 2023	May 1, 2023	
ABC Staffing	123 Totally Real St Minne...	887654321	UAF TwentyFour080 Simo...	12345 ProSond Rowortow...	W401	W-4	2022.12.0	May 3, 2023	May 3, 2023	
ABC Staffing	123 Totally Real St Minne...	887654321	UAF TwentyFour080 Simo...	12345 MNTest Flavortown...	W401	W-4MN	2022.12.0	May 1, 2023	May 1, 2023	
ABC Staffing	123 Totally Real St Minne...	887654321	UAF TwentyFour080 Simo...	12345 MNTest Flavortown...	W401	W-4	2022.12.0	May 1, 2023	May 1, 2023	
ABC Staffing	123 Totally Real St Minne...	887654321	UAF TwentyFour080 Simo...	12345 MNTest Flavortown...	W401	W-4MN	2022.12.0	May 3, 2023	May 3, 2023	
ABC Staffing	123 Totally Real St Minne...	887654321	UAF TwentyFour080 Simo...	12345 MNTest Flavortown...	W401	W-4	2022.12.0	May 3, 2023	May 3, 2023	
ABC Staffing	123 Totally Real St Minne...	887654321	UAF TwentyFour080 Simo...	12345 MNTest Flavortown...	W401	W-4MN	2022.12.0	May 3, 2023	May 3, 2023	
ABC Staffing	123 Totally Real St Minne...	887654321	UAF TwentyFour080 Simo...	12345 MNTest Flavortown...	W401	W-4	2022.12.0	May 3, 2023	May 3, 2023	

Total Items: 11

⏪
⏩
⏴
⏵
1
/ 1
⏴
⏵
500

Export To Excel



Onboarding Compliance Report - W4



myDashboard

Jobs

Applicants

Timesheet

Invoices

Companies

Documents

Back Office

Analyze

Sub Ven

Onboarding Compliance Report

Talent ID	Applicant	Last Name	First Name	Talent Status	Resume	W4 Complet	W-2 Electro	Expressed E	Text Messag
167978275	Mayhem Cl...	Mayhem	Claude	Online Appli...	No	No	No Response	No	No Response
186547533	Powerauto...	Powerauto...	Dan	Active	No	No	Not Opted In	No	No Response
180402366	Wilson Tim	Wilson	Tim	Applicant	Yes	No	No Response	No	No Response
182061943	zztest test	zztest	test	Online Appli...	No	No	No Response	No	No Response
182077945	zztest Test	zztest	Test	Online Appli...	No	No	No Response	No	No Response

Worker Classification Audit

Worker Classification

- W-2 employee
- Independent Contractor (1099)
- Determination of status – key tests
 - ✓ IRS Common Law
 - ✓ DOL - FLSA
 - ✓ State specific

Tip: Classification is found in BOLD as “Employment Type” on the Talent profile and Job Details.



Sofia M Flores

No Headline

CANDIDATE

W-2

Bold ID: 133940023

Back Office ID: [REDACTED]

→ Active Contractor

Applicant

Login Username:

SF364204

or Login Email:

General Tax Info ⓘ

Federal Allowances:

0

Status:

W2 Electronic Consent:

No Response

Tax Credit Status:

Not Started

Employment Type:

W-2

State Allowances:

0

Exempt:

Not Exempt

1095-C Electronic Consent:

No Response

Tax Credit Completion Date:

Additional Withholding:

\$0.00

State / Region Worked:

1099 Electronic Consent:

No Response

Enter new item here

*Required

Item Type:

W-2

Burden %:

Code:

Default:

Add

	Item	Type	Burden %	Code	Default	
<input type="checkbox"/>	1099	1099	10.00		<input checked="" type="checkbox"/>	Cancel Save

Delete Selected Items

Close

Configuration Tools

- Set Default



Search

Type here to search

Basic

- ✓ Job Board
- ✓ Tasks
- ✓ Applicant Tracking
- ✓ CRM
- ✓ Document Manager
- ✓ Reports
- ✓ Sub Vendors

Modification Access

- ✓ Delete / Edit Own
 - ✓ Delete / Edit Admin
- Edit Employment Type

Configuration Tools

- Set User Permissions

Data Requirement Message Type

Type	Error Type	Stored Procedure	Message	IsActive
<input type="checkbox"/> PaymentBatchVerification	<input type="checkbox"/> Severe	<input type="checkbox"/> w2 pbv_CheckPayeeTransactionWit...	<input type="checkbox"/> There are transactions with both W2 and non W2 Transactions for same payee in this Batch.	<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/> TimeEntryBatchVerification	<input type="checkbox"/> Warning	<input type="checkbox"/> tbv_CheckForW2Or1099Misma...	<input type="checkbox"/> There are {0} transactions for a {1} Employee.	<input checked="" type="checkbox"/>

Add New Cancel

New Data Requirement Message

Message Type:

Error Type:

Message SP Name:

Message:

Active:

Shared By

SiteName	SiteDesc	Staffing Supplier	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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Back Office - DRM
Alerts during time entry and payroll.

Save



Talent Terms ▾

Type to Search



Talent Terms ▾

Employment Types: W-2 × Type to Search...

Talent Search Results

Preview	Pipeline	First Name	Last Name	EEO Date	Email Addr	Mobile Pho	Address 1	Address 2	Employment Type	City
✓		Ron	Freymark		rose.frey...	5073845...	4657 Par...		W-2	Eagan
✓		Ariela	Aviation						W-2	
✓					dfd3@rff...		235 Exete...		W-2	Saint Paul
✓					gokumar...				W-2	
✓					rg4dg@y...		4500000...		W-2	minneapol...
✓					long@ad...		4500000...		W-2	Minneapolis
✓		NoCompli...	zzTest				555test In		W-2	minneapol...
✓		Jennifer	General						W-2	
✓		Finn	Finish						W-2	

Talent Search

Find employees based on classification.

Email

Employment Type

Expiring Certifications

Expiring Documents

Reports

Active Consultant Report

Office, Requisition ID, Requi Saved Filters

Office	Requisition ID	Requisition	Job Title	Job Location	Job Type	Division	Department	Applicant	Employment	Email	Phone Number	Emergency Co	Manager	Job Cost Ce	Company
Worktron	46122423	PR187315522	VCR Tech		Contract		Main	Neil Breen	W-2	nirax61577@gm...	6125551214		Rich Evans		Lightning Fast V...
Worktron	46122423	PR187315522	VCR Tech		Contract		Main	Jeff Combs	W-2	nick.rayman+13...	6122086325		Rich Evans		Lightning Fast V...
Worktron	46122399	PR113313522	VCR Tech		Contract		Main	Neil Breen	W-2	nirax61577@gm...	6125551214		Rich Evans		Lightning Fast V...
Worktron	46122399	PR113313522	VCR Tech		Contract		Main	Jeff Combs	W-2	nick.rayman+13...	6122086325		Rich Evans		Lightning Fast V...
Worktron	46114611	PR470823521	VCR Tech 4		Contract		Main	Jeff Combs	W-2	nick.rayman+13...	6122086325		Rich Evans		Lightning Fast V...
Worktron	46114611	PR470823521	VCR Tech 4		Contract		Main	Neil Breen	W-2	nirax61577@gm...	6125551214		Rich Evans		Lightning Fast V...
Worktron	46114336	PR606139521	VCR Tech 2		Contract		Main	Neil Breen	W-2	nirax61577@gm...	6125551214		Rich Evans		Lightning Fast V...
Worktron	46114336							Jeff Combs	W-2	nick.rayman+13...	6122086325		Rich Evans		Lightning Fast V...
Worktron	46114336							Test Candidate	W-2	test.candidate...	(555) 123-4567		Rich Evans		Lightning Fast V...
Worktron	46113386							Test Candidate	W-2	test.candidate...	(555) 123-4567		Rich Evans		Lightning Fast V...
Worktron	46113386							ROBERT MARTIN	W-2	r.martinez@em...	(312) 555-8976		Rich Evans		Lightning Fast V...
Worktron	46112353							Jeff Combs	W-2	nick.rayman+13...	6122086325		Rich Evans		Lightning Fast V...
Worktron	46112353							Neil Breen	W-2	nirax61577@gm...	6125551214		Rich Evans		Lightning Fast V...
Chester	44938256							Dan Sanchez	W-2	dgsdagasddf@...	3122315894		Leo Messi		Avionté
Chester	44938256							Mark Hiber	1099	Mn@test.com	6512165870		Leo Messi		Avionté
Chester	44938256							Bentley Dahms	1099	bentleydahms...	6514911227		Leo Messi		Avionté
Chester	44938256							Peter Grissom	1099	pjgriss01@gmai...	3123209578	peter	Leo Messi		Avionté
Worktron	45989291	An305225515	BOLD to WorkN test	Las Vegas, N...	Contract			Dayvid Webb	W-2	davidjwebb11@...	6123681115		Referr Magee		Canadian Foot...
Worktron	45988784	An638798515	Blue Test	Shakopee, M...	Contract to ...		Music Entert...	Verity Varsity	W-2	katie.schulz+vv...	5555551234		Roxsanne Coss		Bel Canto
Chester	44938256	AR43793048	Sync Test		Contract			zzzBen zzzSolo	W-2	sadia.ayn+8@...	6056539153		Leo Messi		Avionté
Chester	44938256	AR43793048	Sync Test		Contract			Josh Hiemstra	W-2	jhiemstra37@g...	6512837024		Leo Messi		Avionté
Chester	44938256	AR43793048	Sync Test		Contract			Josh Hiemstra	W-2	ihiemstra37@a...	6512837024		Leo Messi		Avionté

Reports - Active Consultant Report

- Find employees based on classification.
- Can export to Excel

Check Register AQ
Check Register AQ

DisplayName	Value
End Date	06/05/2025
SSN Ends with	%
Show Earnings Details	Yes
Show Deductions Details	No
Show Benefits Details	No
Customer Name	%

Run Query

Drag a column header here to group by that column.

Select All

TalentID	AgencyID	PayeeName	SSN	EmployeeStatus	EmailAddress	PrimaryPhone	RegPayRate	GrossAmount	TotalEETaxes	TotalDeductions	TotalBenefits	NetAmount	IsW2	IsDirectDeposit	FederalTax	States	St
		Tester, Dentalagai	xxx-57-5861	Active			25.0000	\$0.00	\$0.00	\$0.00	\$0.00	\$800.00	<input type="checkbox"/>	<input type="checkbox"/>	\$0.00		
		Tester, Dentalagai	xxx-57-5861	Active			25.0000	\$0.00	\$0.00	\$0.00	\$0.00	\$1,100.00	<input type="checkbox"/>	<input type="checkbox"/>	\$0.00		
		Wyoming, Wesley	xxx-78-3958	Active			20.0000	\$0.00	\$0.00	\$0.00	\$0.00	\$400.00	<input type="checkbox"/>	<input type="checkbox"/>	\$0.00		
		James, John	xxx-85-7345	Applicant			15.0000	\$0.00	\$0.00	\$50.00	\$0.00	\$220.00	<input type="checkbox"/>	<input type="checkbox"/>	\$0.00		
		Aaadams, Bill	xxx-87-4654	Hired	prayog.banjara@	(986) 762-3163	10.0000	\$0.00	\$0.00	\$120.00	\$0.00	\$280.00	<input type="checkbox"/>	<input type="checkbox"/>	\$0.00		
		Aaadams, Bill	xxx-87-4654	Hired	prayog.banjara@	(986) 762-3163	10.0000	\$0.00	\$0.00	\$150.44	\$0.00	\$99.56	<input type="checkbox"/>	<input type="checkbox"/>	\$0.00		
		Smithy, Aero Job		Online Applicant	zztestdup33@tes		20.0000	\$800.00	\$119.05	-\$160.00	\$0.00	\$840.95	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$57.85		
		Allen, Will		Online Applicant	will@email.com		15.0000	\$2,073.87	\$615.21	\$0.00	\$0.00	\$1,458.66	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$335.73	MN	
		Allen, Will		Online Applicant	will@email.com		15.0000	\$1,425.00	\$391.16	\$1,033.84	\$0.00	\$0.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$202.69	MN	
							20.0000	\$800.00	\$158.65	\$0.00	\$0.00	\$641.35	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$57.85	IL/MO	
							35.6800	\$490.60	\$72.51	\$0.00	\$0.00	\$418.09	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$20.98	OK	
							20.0000	\$800.00	\$119.05	-\$160.00	\$0.00	\$840.95	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$57.85		
							20.0000	\$800.00	\$119.05	-\$160.00	\$0.00	\$840.95	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$57.85		
							30.0000	\$3,000.00	\$986.90	\$15.00	\$0.00	\$1,998.10	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$558.51	MN	
							30.0000	\$1,425.00	\$384.20	\$15.00	\$0.00	\$1,025.80	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$192.98	MN	
							30.0000	\$1,650.00	\$466.22	\$15.00	\$0.00	\$1,168.78	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$242.48	MN	
							30.0000	\$2,250.00	\$690.65	\$15.00	\$0.00	\$1,544.35	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$378.51	MN	
							30.0000	-\$1,425.00	-\$384.20	-\$15.00	\$0.00	-\$1,025.80	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-\$192.98	MN	
							12.0000	\$624.00	\$125.54	\$0.00	\$0.00	\$498.46	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$36.73	MO/PA	
							15.0000	-\$2,073.87	-\$615.21	-\$1,458.66	\$0.00	\$0.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-\$335.73	MN	
							20.0000	\$800.00	\$127.92	\$0.00	\$0.00	\$672.08	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$57.85		
							30.0000	\$1,650.00	\$466.22	\$15.00	\$0.00	\$1,168.78	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$242.48	MN	
							30.0000	\$1,200.00	\$302.19	\$15.00	\$0.00	\$882.81	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$143.48	MN	

Reports - Check Register AQ

- Find employees based on classification
- Review check information
- Can export to Excel

Minimize Complexity with Partnerships

Strategic Value of Technology Partnerships

✓ Specialized expertise

✓ Scalable infrastructure

✓ Reduced administrative burden

✓ Consistency and standardization

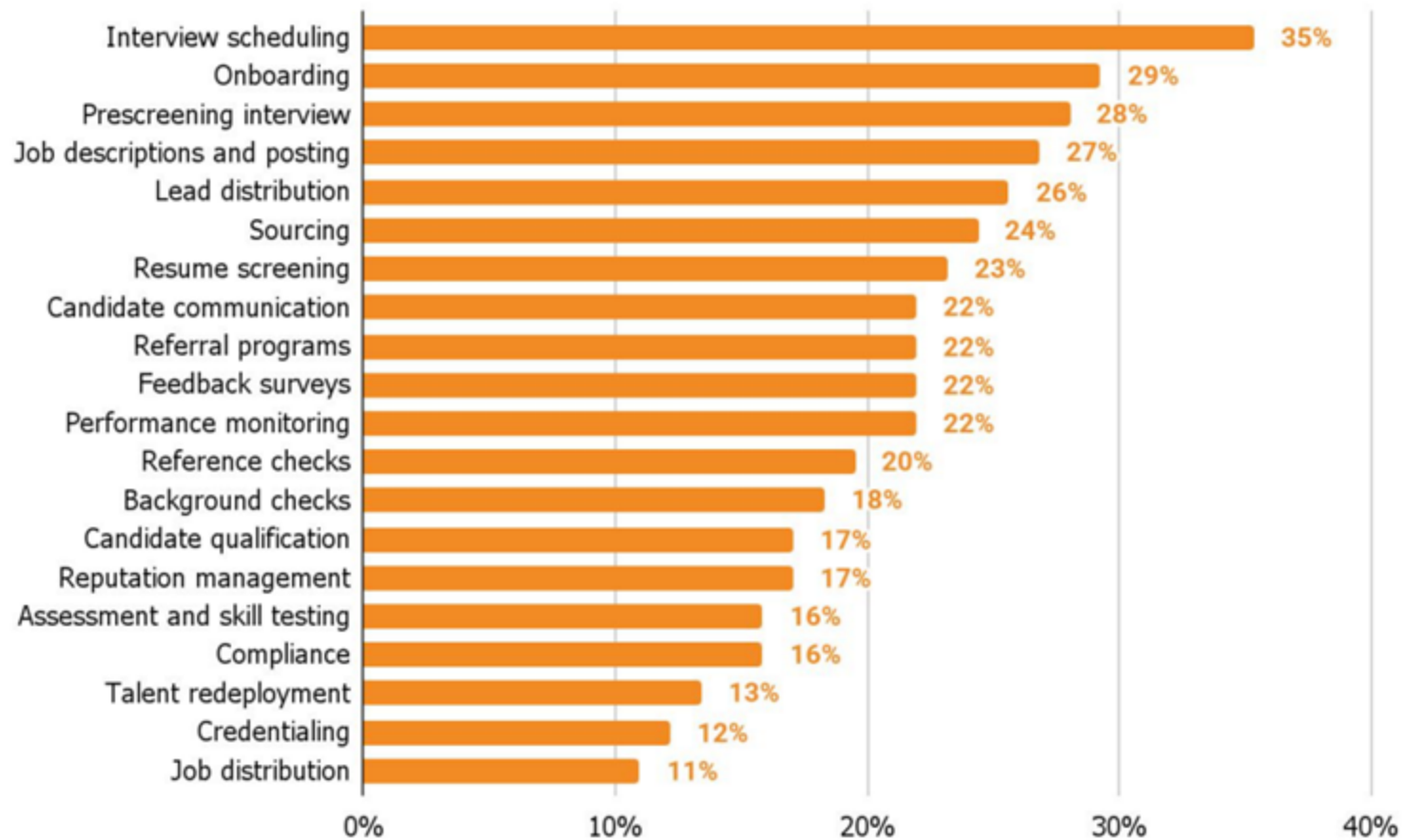
✓ Risk mitigation

✓ Cost efficiency

StaffingHub 2025: State of Staffing Report

Process automation is a priority in 2025.

Which of the following processes does your company plan to automate in 2025?



Avionté Partners and Integrations

Connect best-of-breed technologies to enhance your workflows with Avionté+.





Implement Compliance Strategies



Take Action Today

- 1 Build a culture of compliance

- 2 Identify your risks

- 3 Create SOPs and train on them

- 4 Leverage technology

- 5 Stay informed on legal developments

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 **Compliance on the Frontline: Eliminating Complexity and Reducing Risk**
3. Rate and leave feedback



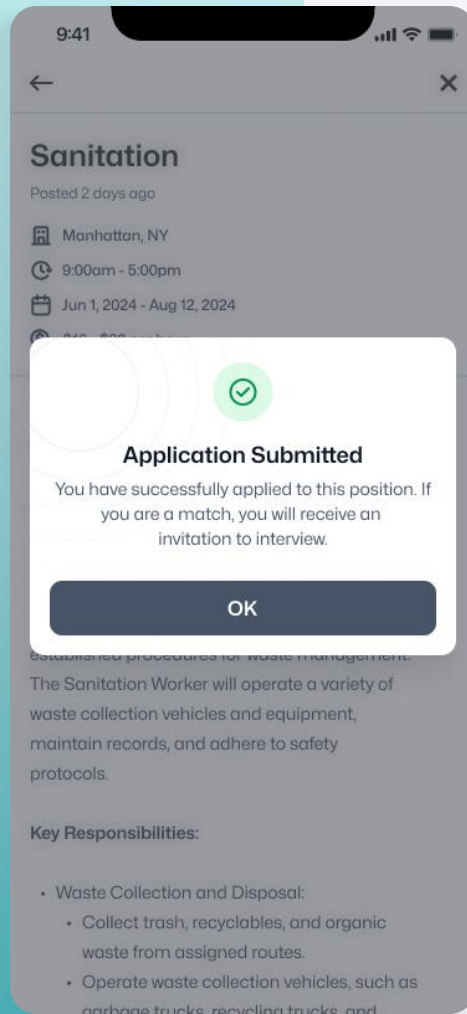
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- Test real workflows that deliver results
- Get expert guidance for your specific goals
- Four focused areas aligned with your success
- Leave with strategies you can implement now

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.