

Our Solution

An end-to-end platform for a frictionless staffing experience.





Table of Contents

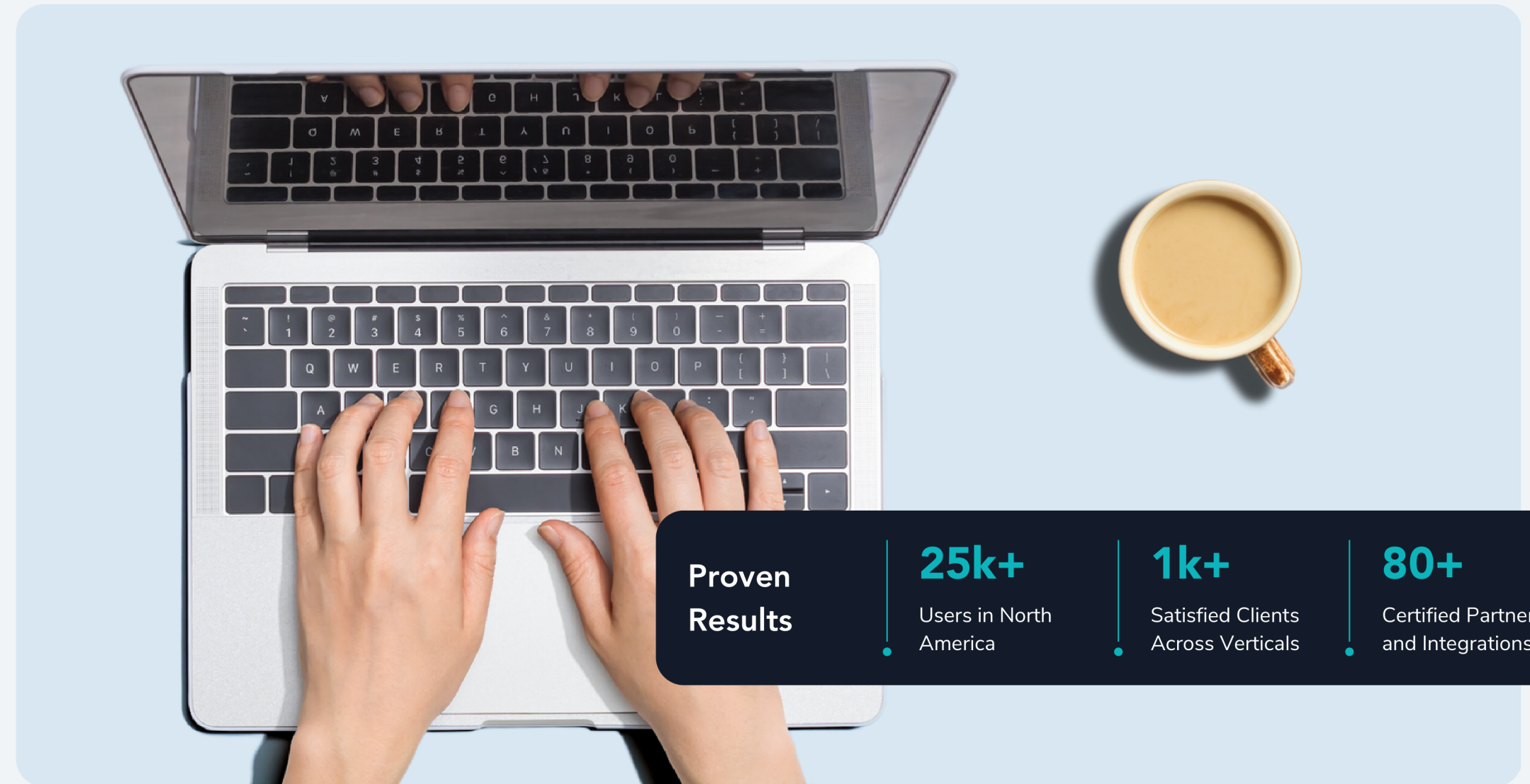
About Us	3
End-to-End, Reimagined	5
Front and Back Office	6
Mobile Talent Enablement	7
CHANGE Virtual Card & Account	11
Business Intelligence	13
Partnerships & Integrations	15
Contact Us	18



Welcome to Avionté

We've been helping temporary and dynamic employers connect people with work opportunities since 2005.

Avionté is transforming the staffing industry by providing fully integrated software solutions that seamlessly link agencies to employers and talent.



Proven
Results

25k+

Users in North
America

1k+

Satisfied Clients
Across Verticals

80+

Certified Partners
and Integrations

A True End-to-End

Avionté provides a robust software solution for staffing, talent, and employer workflows. With all key functionality running from a single system, agencies can enjoy organizational gains in efficiency, productivity, and growth at a lower total cost of ownership.

Successful Clients

From start-up to enterprise-level clients, we have a proven track record of helping staffing firms of all sizes operate, manage, and grow their businesses. Our active client community has a direct impact on product development, as well as continued education and training efforts.

Rapid Deployment

Ever-changing market demands require a powerful technology solution that can adapt quickly and be rapidly deployed. Avionté's dedicated implementation team and extensive training and support services help ensure clients are set up for fast, long-term success.





Who We Serve

Our goal? Empower staffing to find and place top talent in noticeably less time – while delivering an exceptional candidate and client experience.

We partner with organizations of all sizes and verticals, but our teams have extensive experience working with agencies in:

- CLERICAL
- LIGHT INDUSTRIAL
- MULTI-VERTICAL
- ENTERPRISE
- PROFESSIONAL
- HEALTHCARE

“

As a 10-year Avionté customer, I can genuinely say that the Avionté team offers quality products and exceptional customer service. The best in the staffing industry.

H. MARCOLINI
GALLMAN PERSONNEL SERVICES

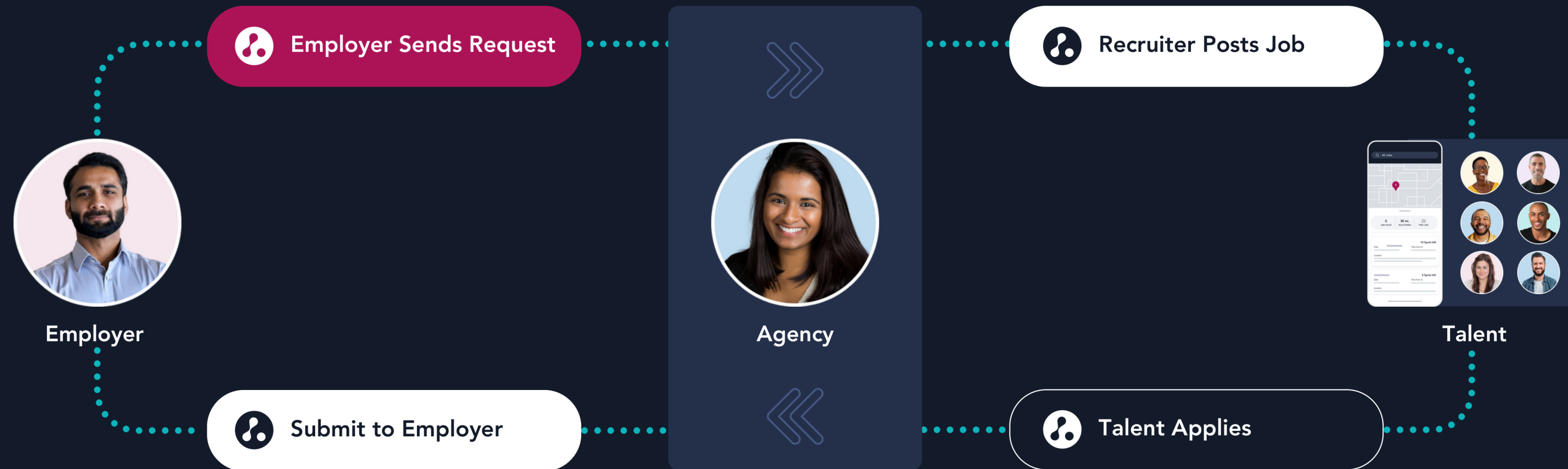


Awards &
Recognition



The Complete End-to-End Solution for Dynamic Employment

Avionté addresses the evolving demands of modern staffing from employer, to agency, to talent, and back again. The solution offers traceable workflows, advanced business intelligence, and so much more.



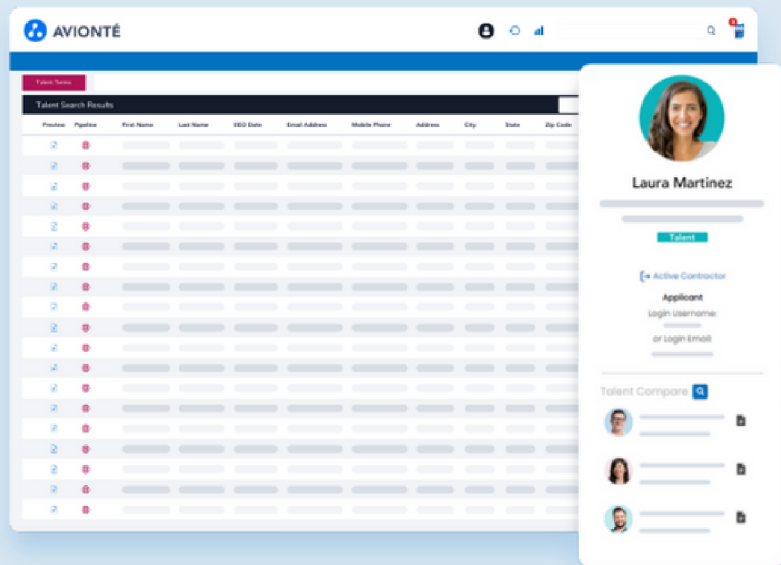
Front and Back Office in One Place

Step into a fully-integrated staffing and recruiting solution.

When it comes to selecting a new staffing and recruiting solution, making the almost-right decision can be the difference between gaining a competitive advantage in your market and fading into irrelevance. Drive efficiencies and boost productivity with end-to-end recruiting and sales workflows, workforce management, and simplified payroll and billing – all from a single solution.

With AviontéBOLD, you can:

- Quickly identify new opportunities and manage existing relationships with clients, prospects, and talent
- Build pipelines and promote cross-functional collaboration
- Empower recruiters to quickly find the best talent for the job
- Respond, engage, and interact with candidates in a personal manner in real-time
- Deliver accurate and personalized billing and AR handling
- Simplify and streamline time, attendance, and expenses



- Sales & Recruiting CRM
- Pipeline Management
- Opportunity Tracking
- Personalized Dashboards & Metrics
- Candidate Sourcing Plugin for Google
- Spotlight (Candidate Sourcing Tool)
- Applicant Tracking System
- Mass Assign
- Job Management
- Task and Activity Tracking
- Resume Parsing
- Email Integrations (Outlook & Gmail)
- Mobile Recruiting
- Full-Text and Boolean Searching
- Candidate Placements
- Electronic Document Management
- In-Application Texting
- Personalized Job Boards
- Job Board Distribution
- Google for Jobs Integration
- EEO Surveys
- Branded Talent Experience Website
- Video Interviewing
- Time Entry
- Timesheet Management
- Flexible Invoicing
- Accounts Receivable (AR)
- Payroll
- Check Processing
- ACH/ Direct Deposit
- Funding
- CHANGE® Account & Virtual Card
- ACA Tracking and Reporting



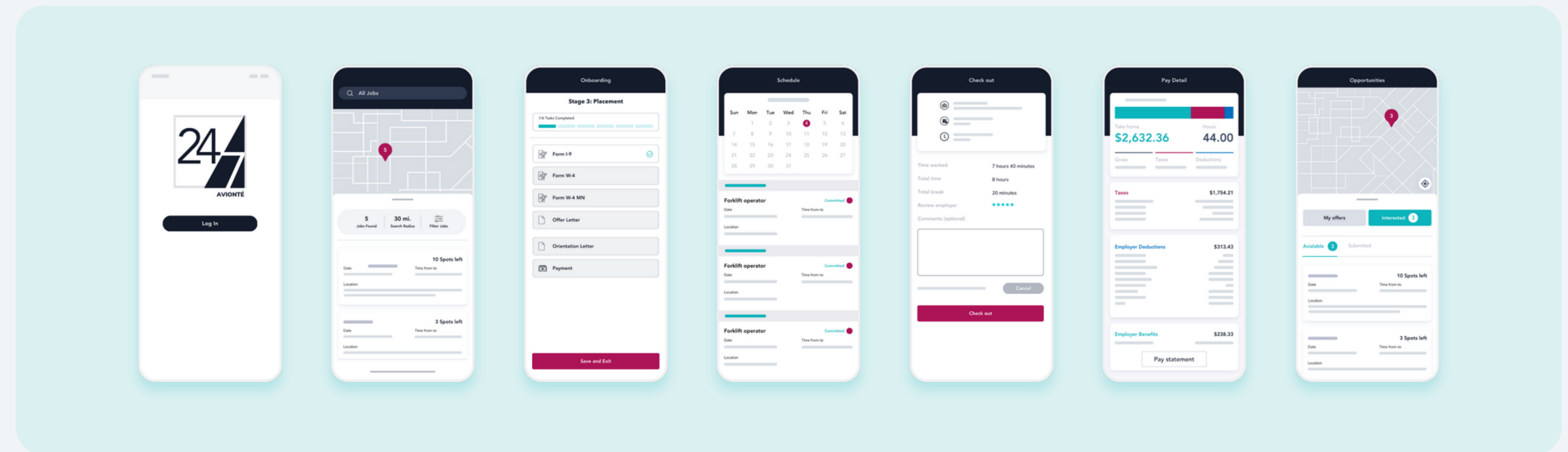
Mobile Talent Enablement

The simple mobile experience that modern talent craves.

Employees demand a seamless experience that makes finding, applying, and getting placed at a job as easy as ordering an Uber or shopping online. Mobile apps that deliver an intuitive end-to-end experience for talent help to improve show-up rates, decrease time to fill, and improve gross profit for the staffing agency.

With Avionté 24/7 and mobile talent enablement, agencies can:

- Attract new talent by making it easy to find and apply for open opportunities in their area.
- Onboard candidates quickly with digital forms that can be completed anytime, anywhere.
- Place and redeploy with a consistent, on-demand experience.
- Engage effectively by automating new job notifications, check ins, and reminders.



- Brandable iOS & Android App
- SmartLink Texting Technology
- In-App Mobile Job Board
- Dynamic/ Location-Based Job Search
- Quick Apply
- Skills Matching
- Algorithmic Distribution of Jobs
- Mobile Timekeeping
- Geofencing
- Performance Ratings
- Scheduling & Workforce Management
- Flexible Job Modes
- Mobile Access to Pay & Tax Details
- PDF Pay & Tax Statements
- Mobile Access to CHANGE Account
- Guided Mobile Onboarding for Talent
- Configurable Onboarding Workflows
- Automatic Onboarding Task Assign
- Pre-Populated Onboarding Forms
- Form I-9 and W-4 with E-Signature
- Talent Questionnaires with E-Sign
- Automated Notifications & Alerts
- Talent Communication Management
- Interview Chatbot with Talent Scoring
- Live Chat
- Conversation Library
- Authentication
- Client Self-Service Portal
- App-Specific Dashboards & Reporting



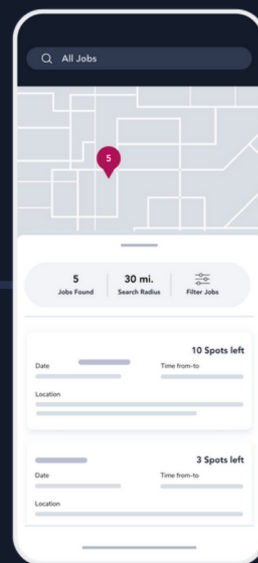
A Single Place for All Things Talent

With Talent Enablement, agencies can attract, onboard, engage, place, pay, and redeploy talent at scale. But what does the experience look like for employees? A clean and clear user interface let's them work through the different stages of employment anytime, anywhere, from any mobile device.



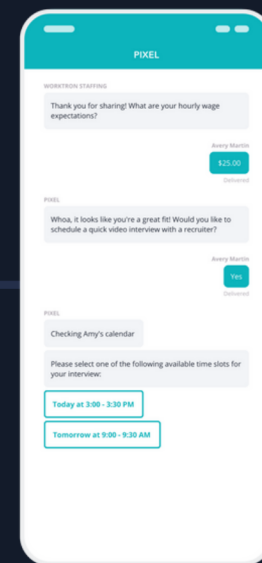
App Download

Talent scans QR code to download the mobile app.



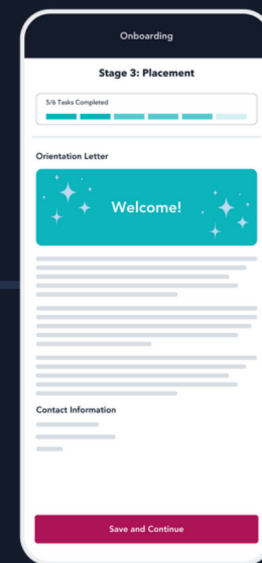
Search & Apply

Talent finds and applies for a job via mobile job board.



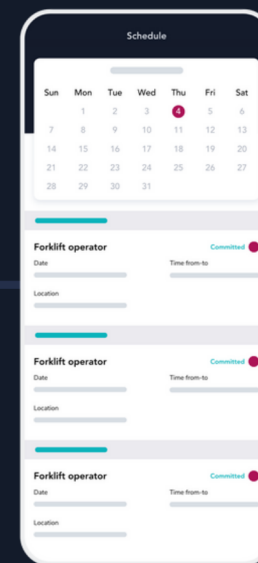
Pre-Qualification

Recruiters pre-screen talent with AI-powered chatbot.



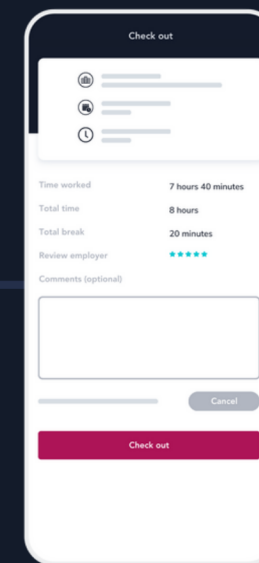
Onboarding

Onboarding is automatically triggered.*



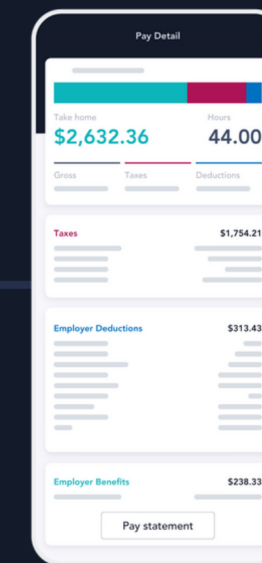
Review Schedule

Talent is made aware of placement & can see shifts.



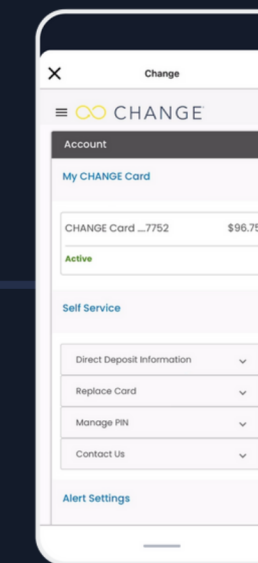
Track Time

Talent tracks time while on the job site & leaves a review.



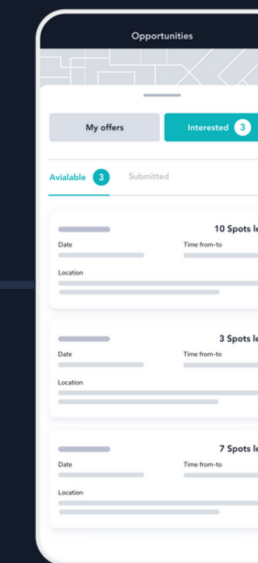
Check Pay

Talent reviews pay information and tax statements.



Use Pay

Talent accesses their CHANGE account & virtual card.

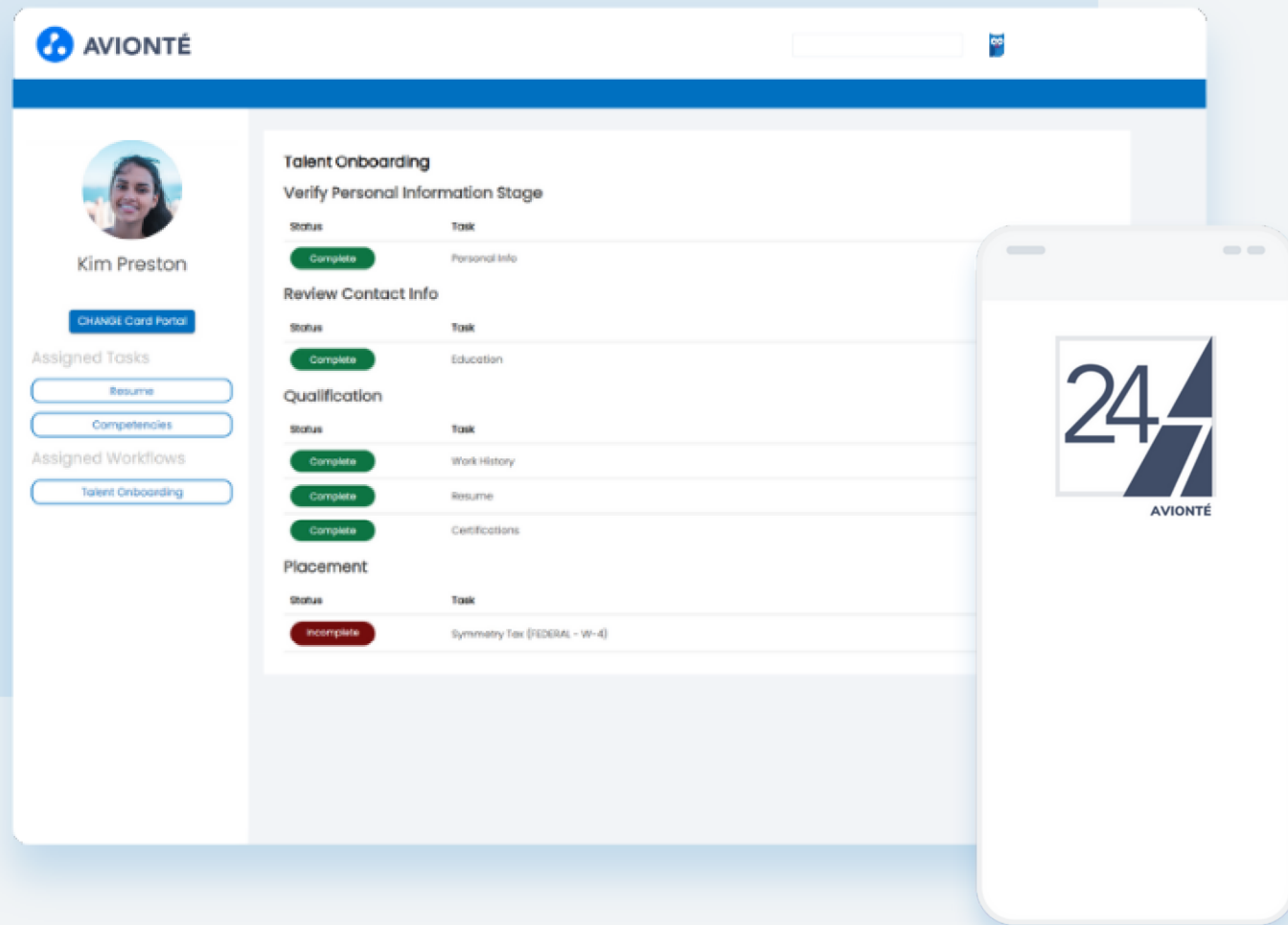


Redeploy

Talent is either notified of a new role or they self-select.

*Agencies have the ability to determine what triggers onboarding tasks for talent in AviontéBOLD.



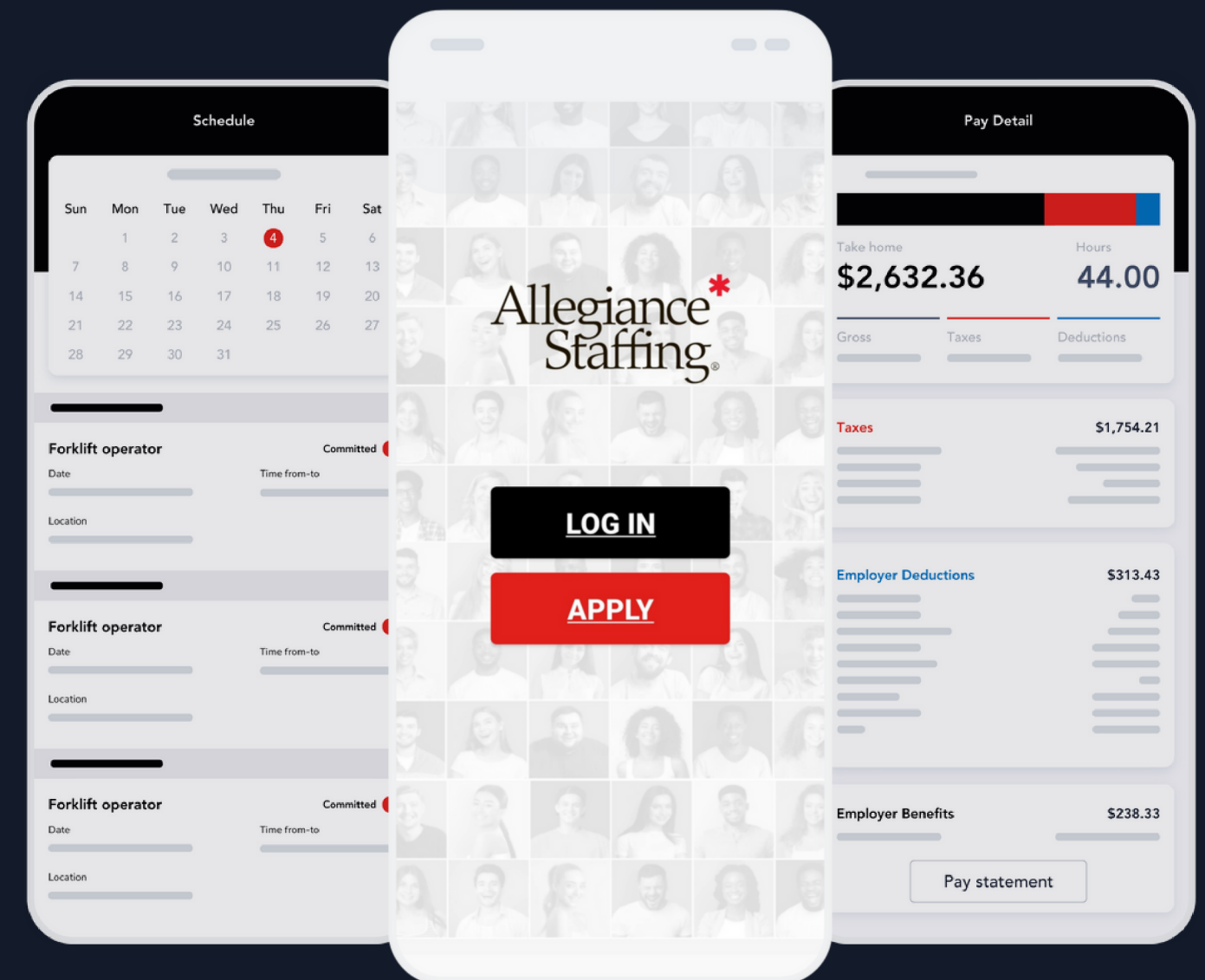


Kick-start Your Mobile Strategy

Want to lay the foundation for mobile, but not sure where to begin? Start strategically on a smaller scale with a selection of essential mobile-optimized feature functionalities. Contact your account representative for more information.

Own Your Talent Experience

Ready to bring your agency to the next level? Reach out to your account manager to build your strategy, plan for change, and implement your branded mobile experience.



Case Study: Solving the Talent Crisis with Mobile

High competition for talent pushed The Reserves Network to find new and innovative ways to better engage with their existing talent base and improve redeployment.

THE

RESERVES

NETWORK

Best-in-class
staffing
services.

NAME: The Reserves Network

VERTICAL: Professional, Industrial, and Clerical Staffing

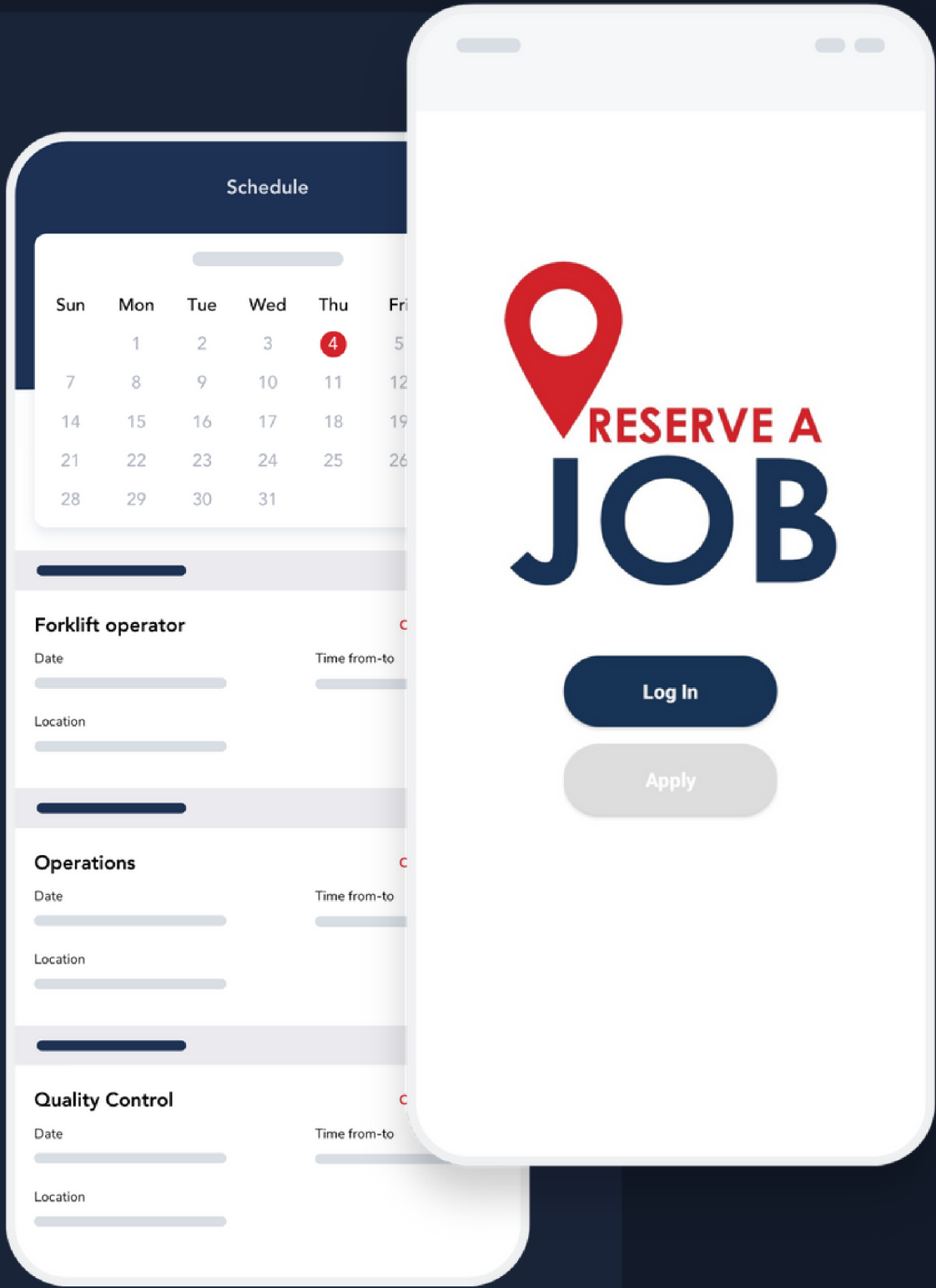
SIZE: 20,000 Annual Placements, 50+ US Locations

TECH USED: AviontéBOLD, Avionté 24/7

CHALLENGE
Faced with long-term labor shortages and high competition, The Reserves Network realized that trying to out-recruit competitors to win new candidates isn't enough to meet demand.

SOLUTION
The Reserves Network worked with Avionté to launch a branded mobile app. This helped streamline employment processes and allowed for a greater number of qualified candidates to find and apply for positions that best match their skills and schedules, while helping recruiters fill client orders for critical talent with greater speed and efficiency.

RESULT
By deploying the app, The Reserves Network was able to provide their employees with the same control, convenience, and ease of use that they have come to expect in other facets of their daily lives. The agency immediately experienced an increase in talent retention, referrals, and redeployment rates.



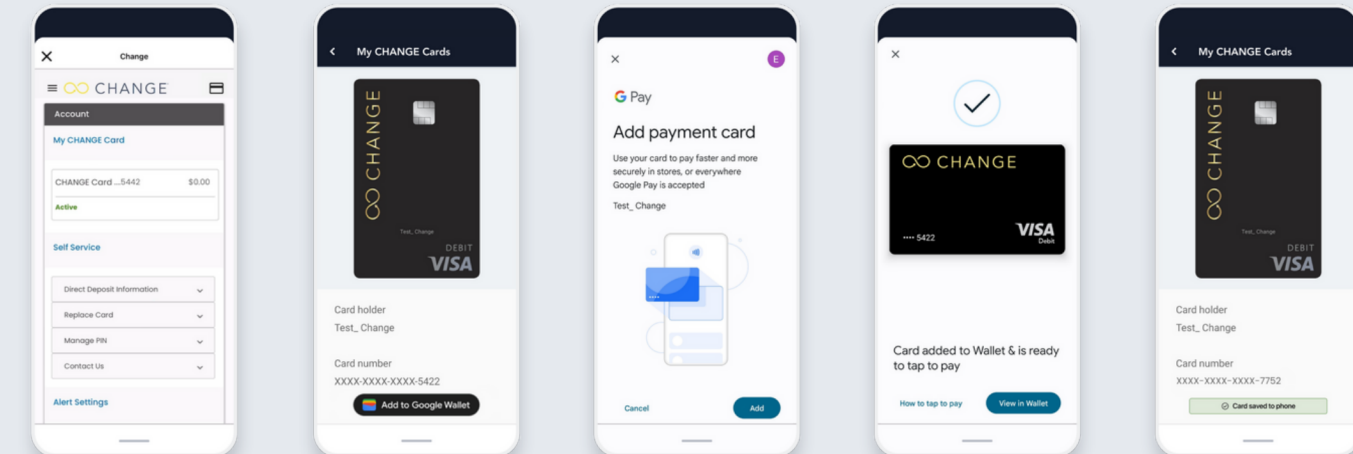
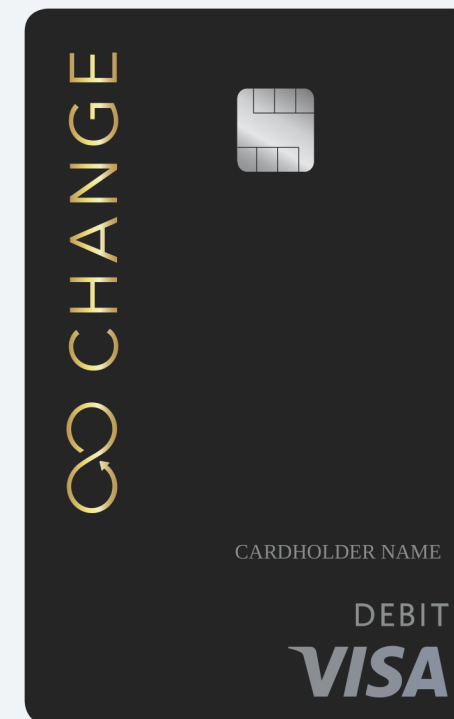
CHANGE the Way You Pay Talent

Set yourself apart. Deliver employee pay on-demand.

Designed to help you attract and retain your best talent, CHANGE allows staffing agencies to provide quick and convenient access to employee wages - within minutes - through a fully-integrated Avionté payroll processes.

With CHANGE, agencies can:

- Quickly register and deliver a CHANGE Virtual Card to talent with one-button provisioning - providing access to wages in minutes.
- Pay employees for hours worked any time, any day, via CHANGE, a bank account, or any debit card with CHANGE Same-Day Pay.
- Send money stipends to an employee's card account or bank account for urgent needs with CHANGE Urgent Pay.
- Reduce costs associated with payroll and paper checks for clients and talent.



- Virtual Card and Account
- Personalized Debit Card
- One-Button Provisioning
- CHANGE Same-Day Pay
- CHANGE Urgent Pay
- ATM Access at 78,000+ Locations
- Savings Account
- Money Orders
- Bill Pay Options*
- Cash-Back Rewards Program
- Mobile Access to Funds

“

Through CHANGE Urgent Pay and CHANGE Same-Day Pay, we're able to deliver money to talent where they're at within minutes, electronically. With today's society and remote work, and not [being] able to be everywhere all the time - that delivers a benefit and choice to talent that they don't have with any other system.

BRYAN OTT
CIO OF ADVANCE SERVICES INC.

ASinc.

*This optional feature is provided through a third party service provider of Green Dot Bank pursuant to the terms and conditions of this feature.

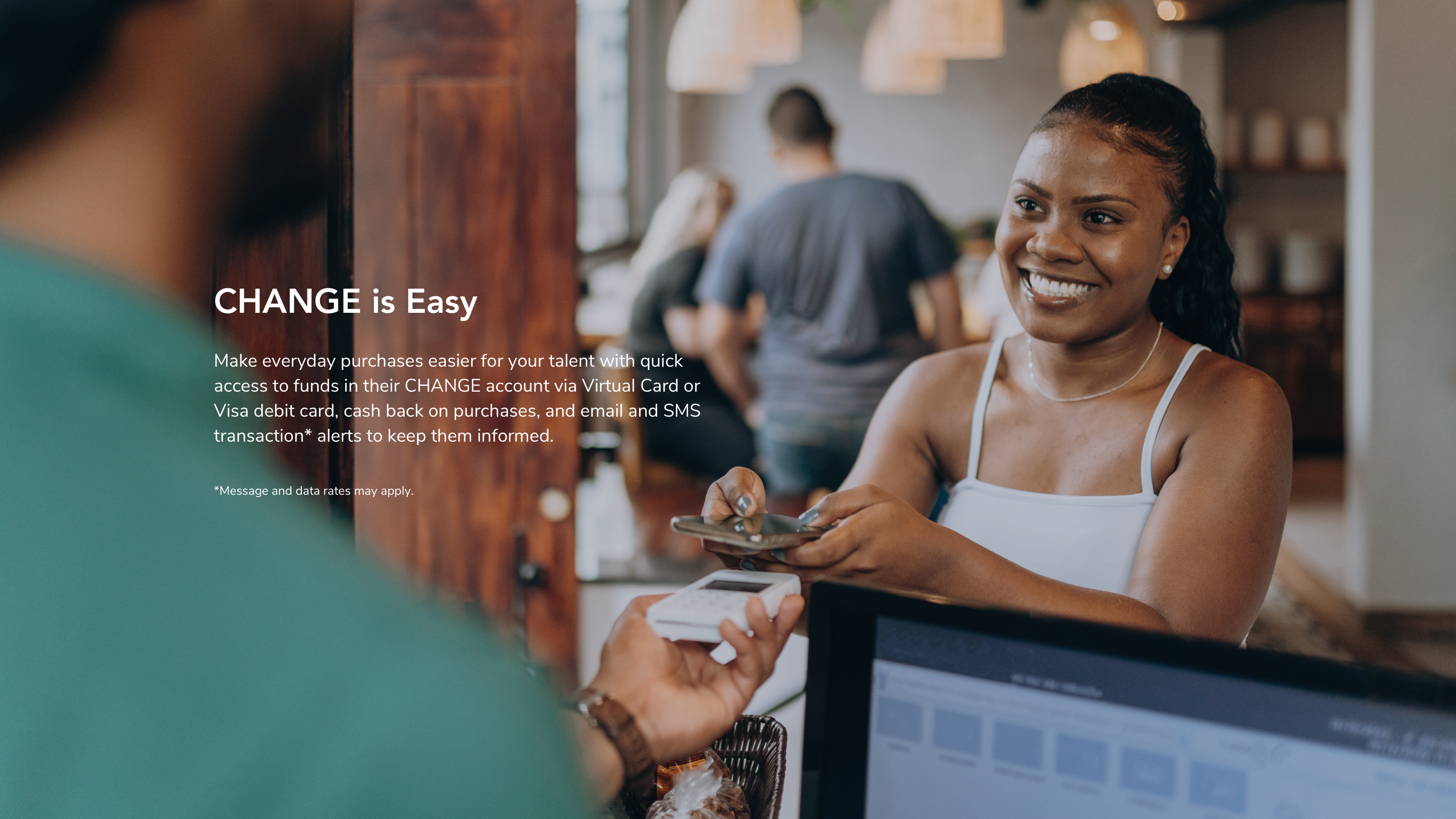
Banking services provided by and the CHANGE® card issued by Green Dot Bank, Member FDIC, pursuant to a license from Visa U.S.A., Inc. Visa is a registered trademark of Visa International Service Association.



CHANGE is Easy

Make everyday purchases easier for your talent with quick access to funds in their CHANGE account via Virtual Card or Visa debit card, cash back on purchases, and email and SMS transaction* alerts to keep them informed.

*Message and data rates may apply.



End-to-End Business Intelligence

Unify your data for more strategic decision making.

The World of Staffing is rapidly shifting from an employer-centric to a talent-centric model. This shift is forcing workflows, processes, and analytics requirements to adjust. Quickly analyze the performance of your business and uncover new opportunities by combining front-office, back-office, and talent data in a single place.

With Avionté INSIGHTS, you can:

- Combine front-office, back-office, and talent data sources for a holistic view of business activity
- Identify overperforming or underperforming activities, branch locations, and companies
- Optimize processes and resources to improve profitability and efficiency while reducing cost
- Analyze gross profits by customer, talent, branch location, or industry



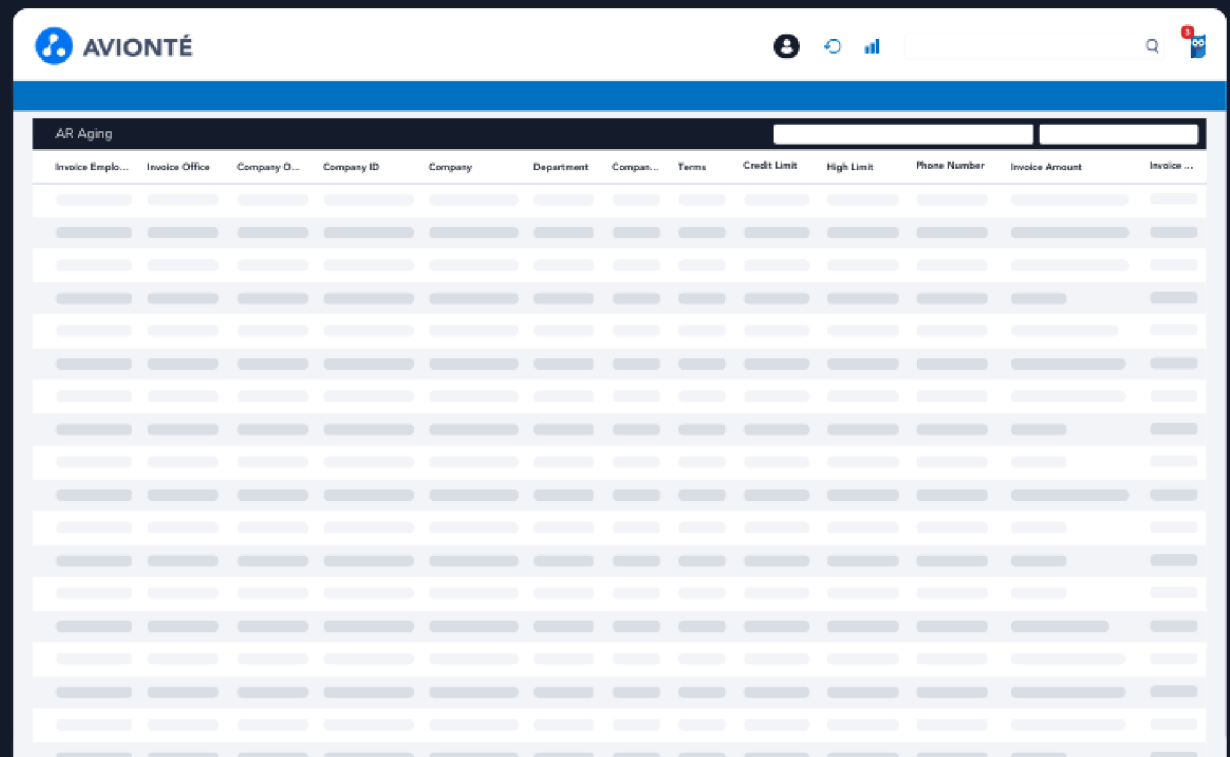
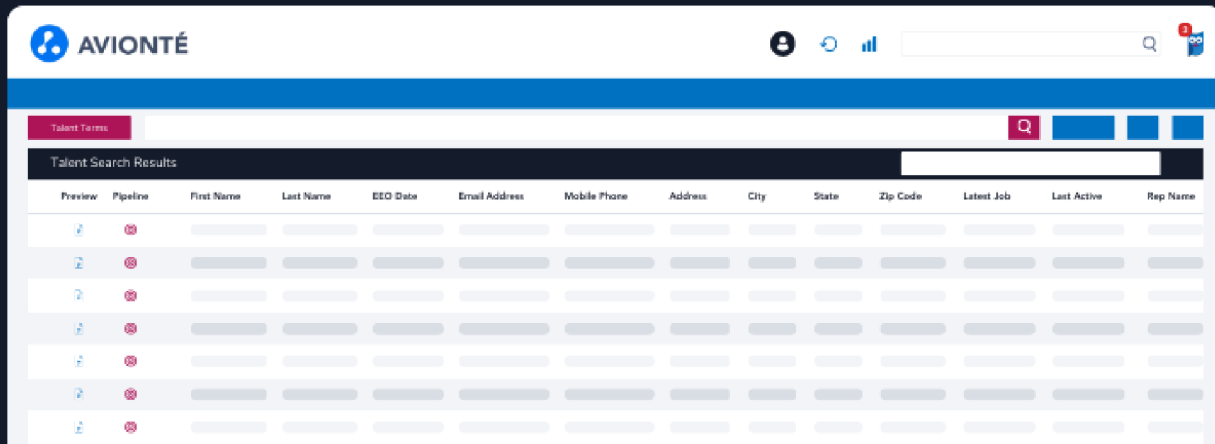
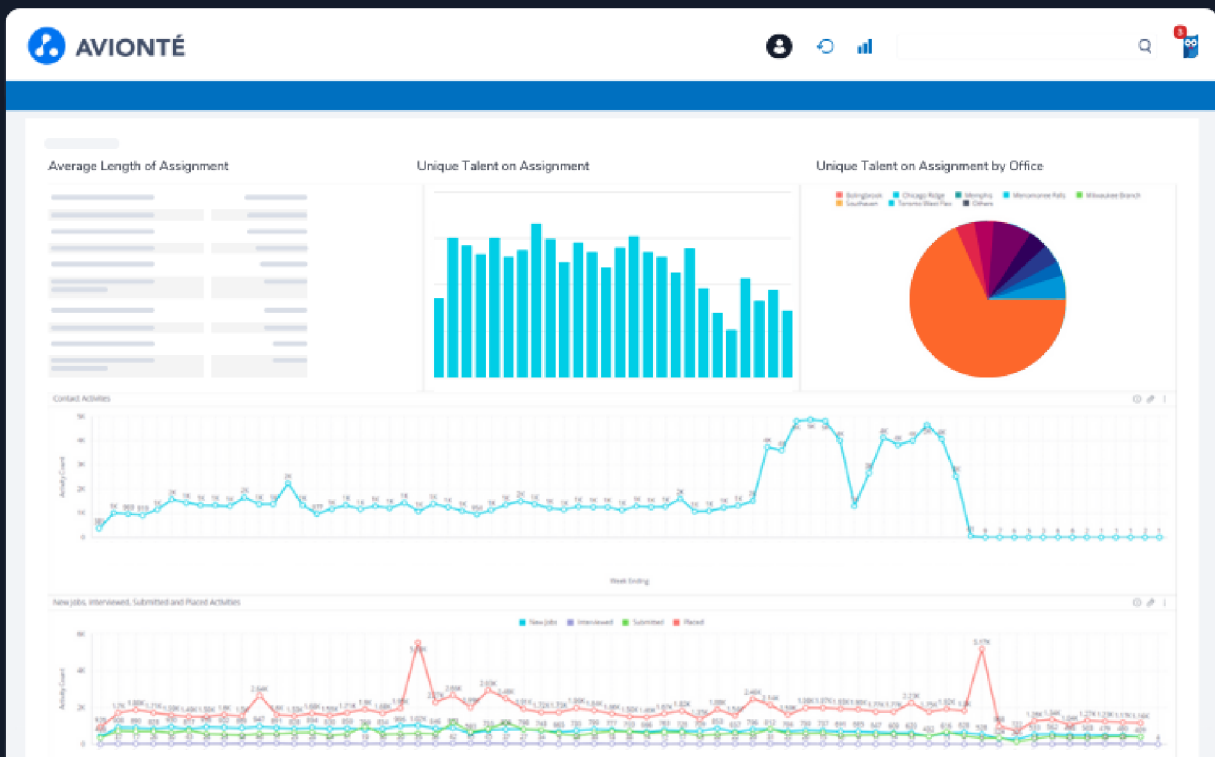
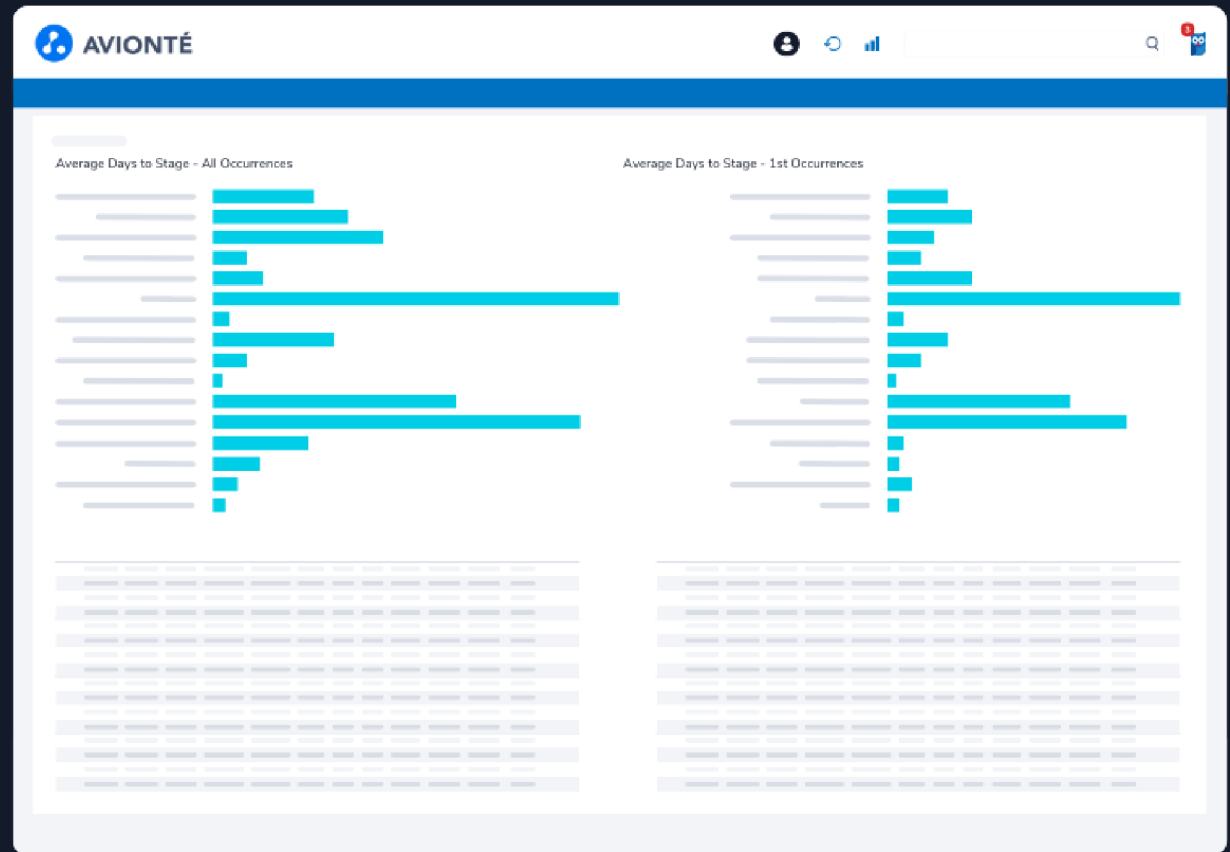
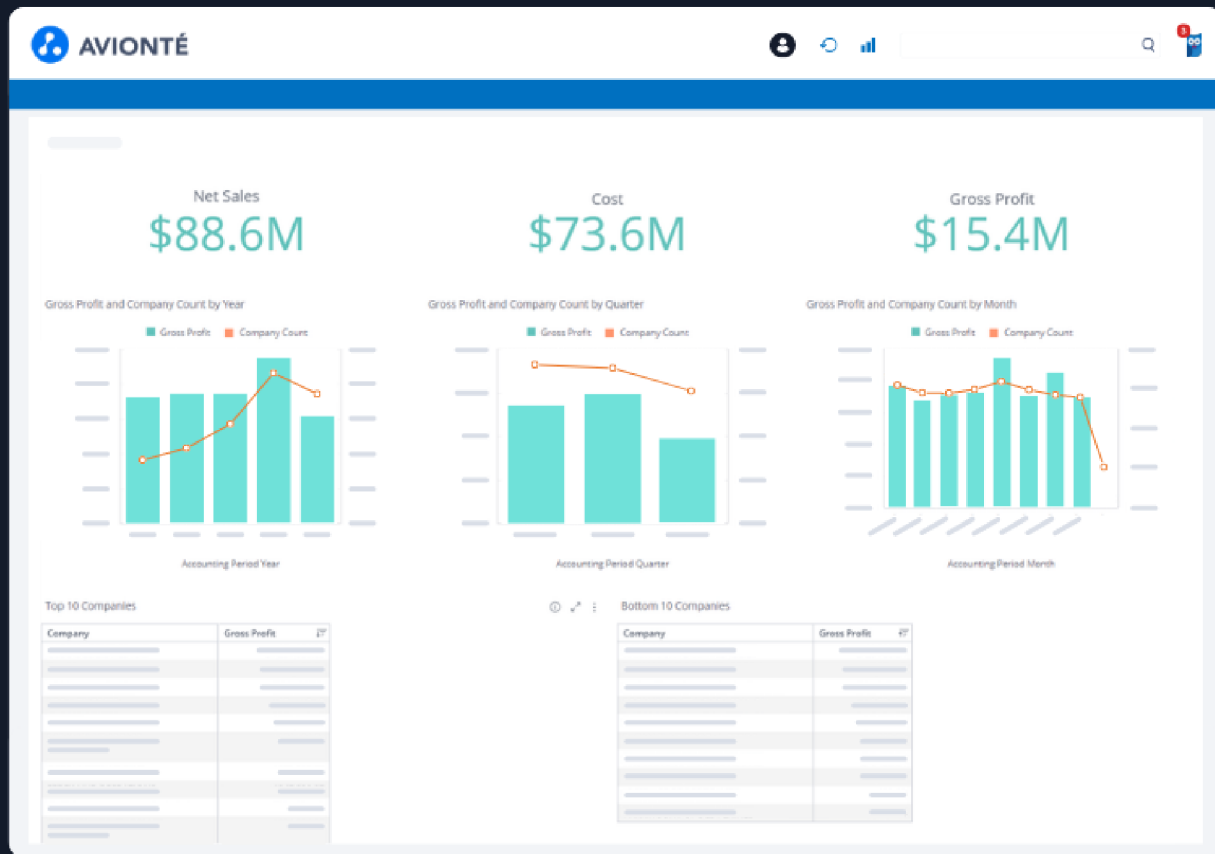
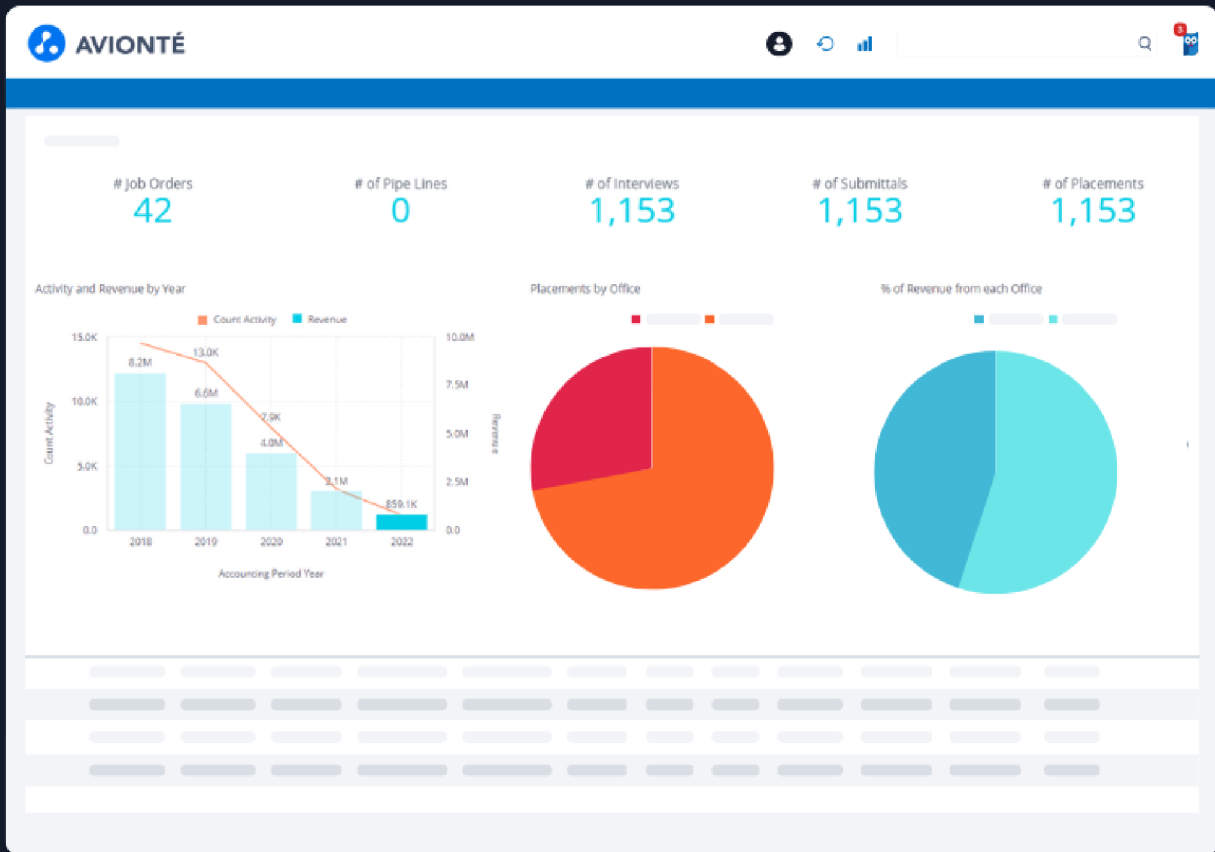
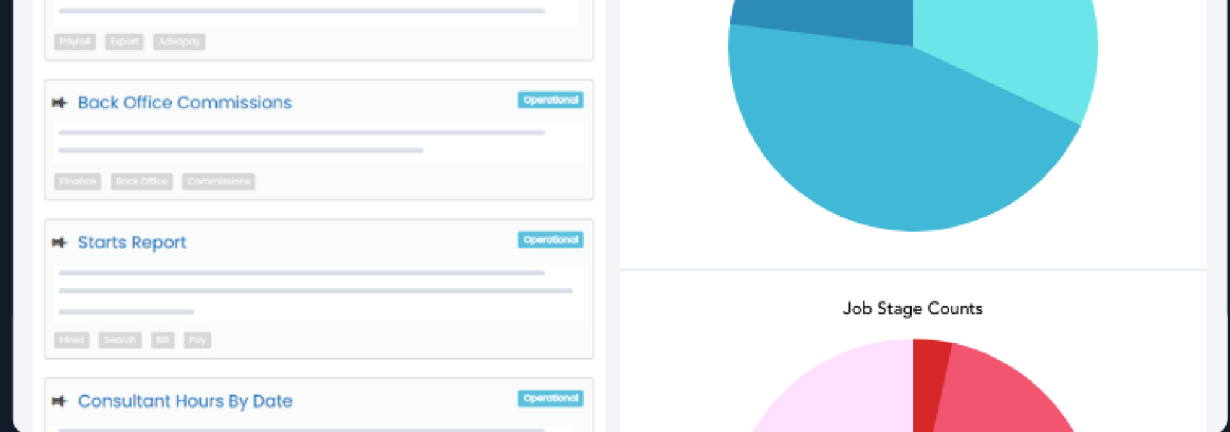
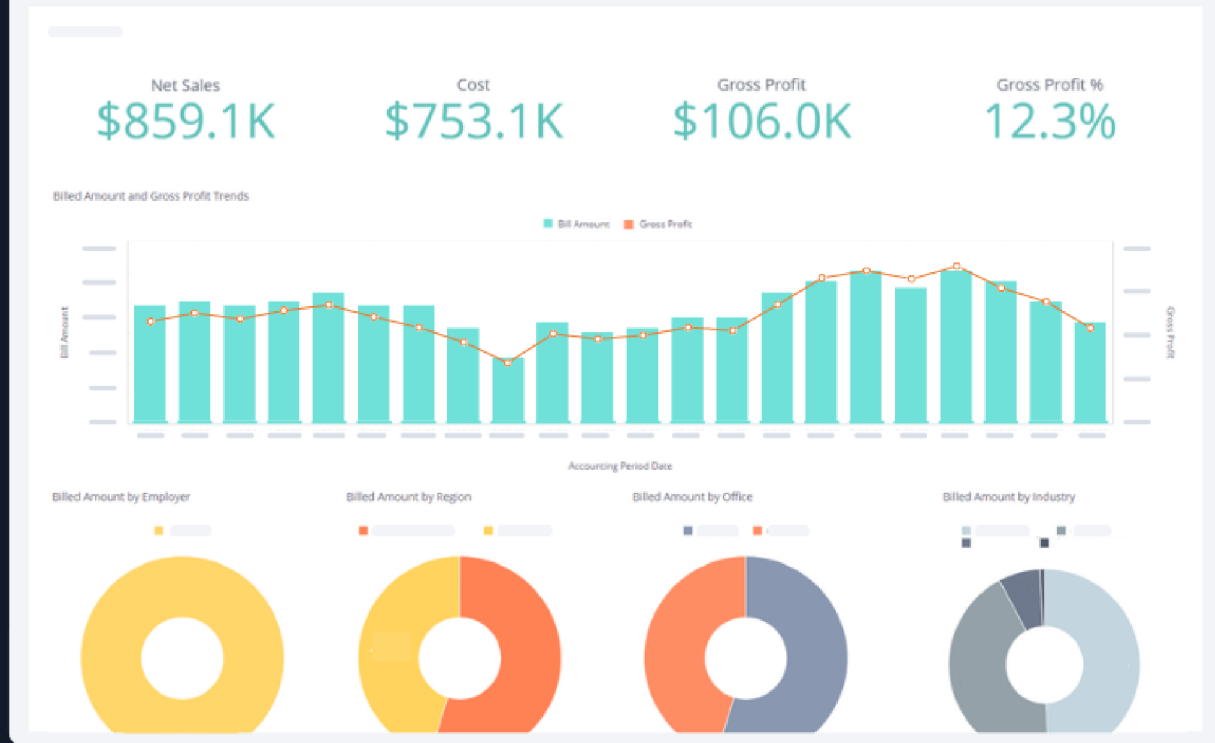
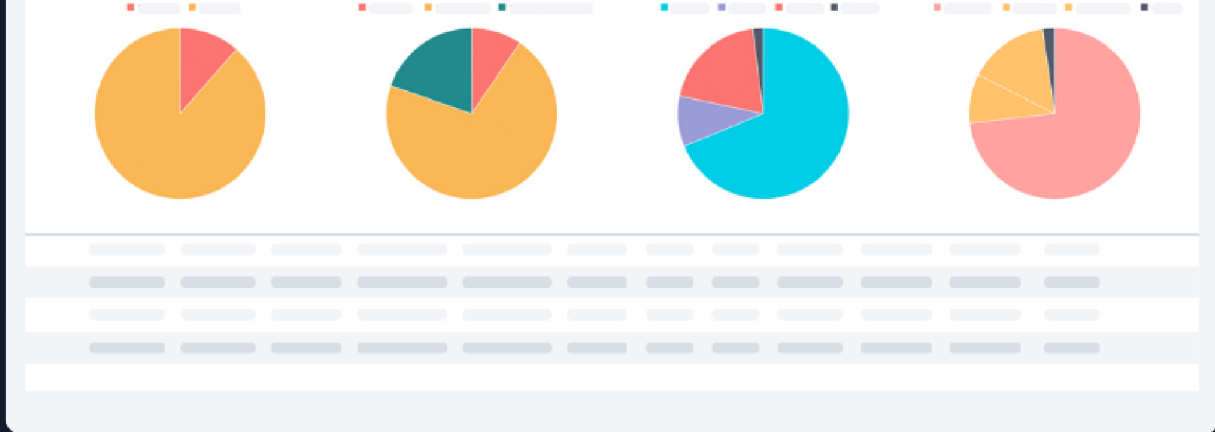
- Unified Data Visualization
- Integrated Dashboards & Reports for:
 - Sales
 - Recruiting
 - Time Management
 - Operations
 - Gross Profit
 - Accounts Receivable
- Integrated Sharing
- Self-Service Security & Permissioning
 - By Role & Office

“

Staffing firms need to have the right instrumentation in place to drive profitability and growth. With Avionté INSIGHTS, agencies will be able to quickly identify what's working, what isn't, and where to focus. They can optimize workflows and processes to better compete in a rapidly evolving market.

RISHABH MEHROTRA
CEO OF AVIONTÉ





Add Power to Your Platform with Certified Integrations

Want to solve unique business challenges, boost sales and recruiter productivity, or design an experience-based tech stack? Avionté+ empowers agencies to extend beyond the core platform and customize their workflows. Administrators can quickly and securely deploy over 80 certified, high-value third-party API integrations that deliver best-in-class functionality and a great user experience.





Total Talent Management

Avionté has revolutionized our operations, propelling us into the future of total talent management. With it's cutting-edge features and seamless integrations, we're empowered to optimize staffing, streamline processes, and ultimately gain a strategic edge, accelerating our company's growth to new heights.



Amy Giessinger
Doherty Staffing Solutions



Ideal End-to-End Staffing Solution

We use technology to enhance the human connection and provide our talent with multiple options to engage with us. Avionté has made great progress over the past year and continues to listen to their customers to create an ideal end-to-end staffing solution.



Heather Shadley
Workbox Staffing



Contact Us

Want to learn more about what Avionté can do for your business?

[SCHEDULE A DEMO TODAY](#)

avionte.com | info@avionte.com



APPENDIX

These are the slides that we didn't quite want to keep, but didn't want to permanently lose



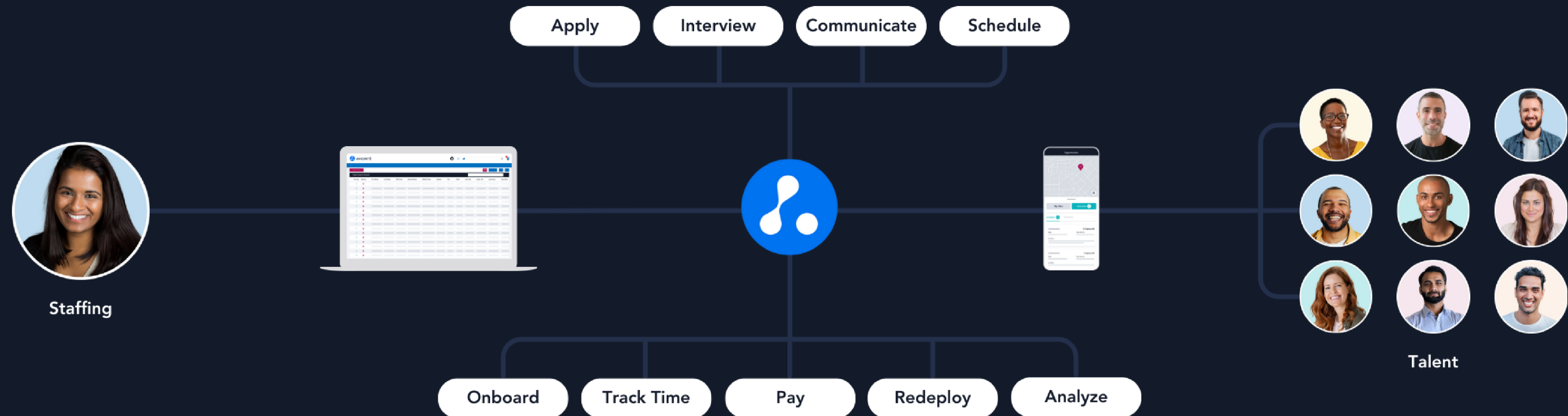
Table of Contents

About Us	3
End-to-End, Reimagined	5
Front and Back Office	6
Mobile Talent Enablement	7
Business Intelligence	11
Partnerships & Integrations	13
Contact Us	16



The Complete End-to-End Solution for Dynamic Employment

Avionté addresses the evolving demands of modern staffing from employer, to agency, to talent, and back again. The solution offers traceable workflows, advanced business intelligence, and so much more.



A Single Space for All Things Staffing

Tired of spending money on tools that you barely use? Get a single solution that your teams will fully leverage.

As the staffing industry continues to evolve, so do the software solutions that staffing agencies use to manage their business. With so many different point solutions available for everything from applicant tracking and timekeeping to invoicing and payroll, it is tempting to try to piece together a tech stack using whatever best-of-breed technologies are available. However, while this approach may seem appealing on the surface, the long-term impact of using several loosely-integrated point solutions can be detrimental to success.

If an agency wants to improve efficiency and productivity, build a stronger talent pool, and provide more strategic insight to operations, then they'll need a fully integrated solution that spans from one end of employment to the other.

Avionté consolidates employer, agency, and talent workflows into a single interface to help streamline operations, reduce time-to-hire, and empower leaders to make faster and more strategic business decisions.

With Avionté, staffing agencies of all sizes in all markets can:

- Provide consistent, high-quality experiences for employers, agency team members, and talent, improving the chances of being classified as an employer and vendor of choice in their market.
- Automate routine tasks so teams can focus on more strategic initiatives such as candidate engagement, client relationship management, and value-adding analytics.
- Centralize data management and analytics for a complete picture of the organization's activities at all levels, reducing room for error and allowing for more strategic decision making.
- Reduce total cost of ownership by eliminating redundant technology costs, improving productivity, and more.

Awards &
Recognition

LOGO

LOGO

LOGO



Apllin

One of Canada's most trusted recruiting firms.

NAME: David Apllin Group

LOCATION: Calgary, Alberta

VERTICAL: Professional Staffing

SIZE: 93 Employees, 9 Branches

TECH USED: AviontéBOLD, Avionté+

Case Study: Responding Quickly to Remote Work

A rapid change in work environment required an immediate need to pivot and adapt workflows and processes to allow employees to work effectively from anywhere.

CHALLENGE

When the COVID-19 pandemic hit Canada, David Apllin Group needed employees to be able to update their records, in real time, from anywhere. They also needed to fill positions, onboard new hires, and communicate with their talent from a remote location.

SOLUTION

David Apllin Group embraced the full Avionté ecosystem by leveraging both the power of AviontéBOLD and its integrated solutions. They leveraged the speed and convenience of Avionté's mobile onboarding features paired with the Adobe Sign integration to get new hires' information and paperwork completed in a quick and contactless manner. They also leveraged Avionté's video interviewing features, in-app texting, job ending reminders, and Sense, talent engagement platform to maintain regular contact with talent and clients in a personal way.

RESULT

While no one could have predicted the impact COVID-19 would have on the workplace in 2020, David Apllin Group was able to quickly transition their workforce to a remote setting with the proper technologies already in place. This allowed David Apllin Group to provide their customers with uninterrupted service through cloud-based applications. In less than 24 hours, they transitioned their team to virtual offices, with access to all critical systems, where they are able to leverage their cloud-based data applications.



In a short period of time, and with most of our applications and data in the Cloud, we have seen firsthand the robustness of our IT stack; from electronic agreements and e-sign ready tax paperwork, our team has once again demonstrated their ability to uphold the service standards which set us apart.

NIKKI PALMER
PARTNER, CLIENT SERVICE