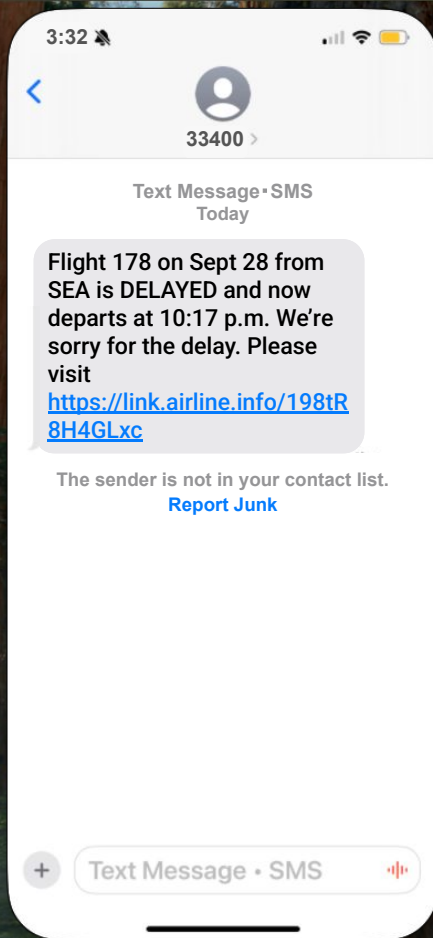


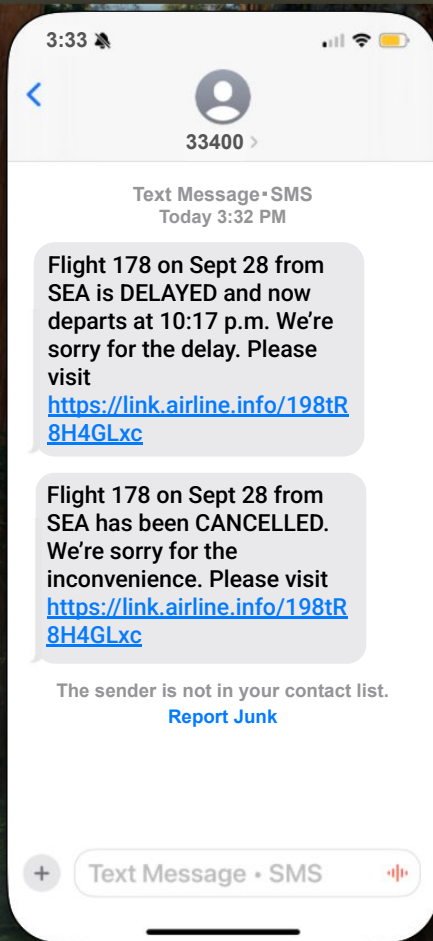
How Agentic AI **Delivers Outcomes**



Will Jensen
Fountain

Vibing Out + Product Strategy
Snoqualmie, WA





Instead of automating a message about
a cancelled flight, **what if AI could**

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Defining Agentic AI



GPS vs. Self-driving car

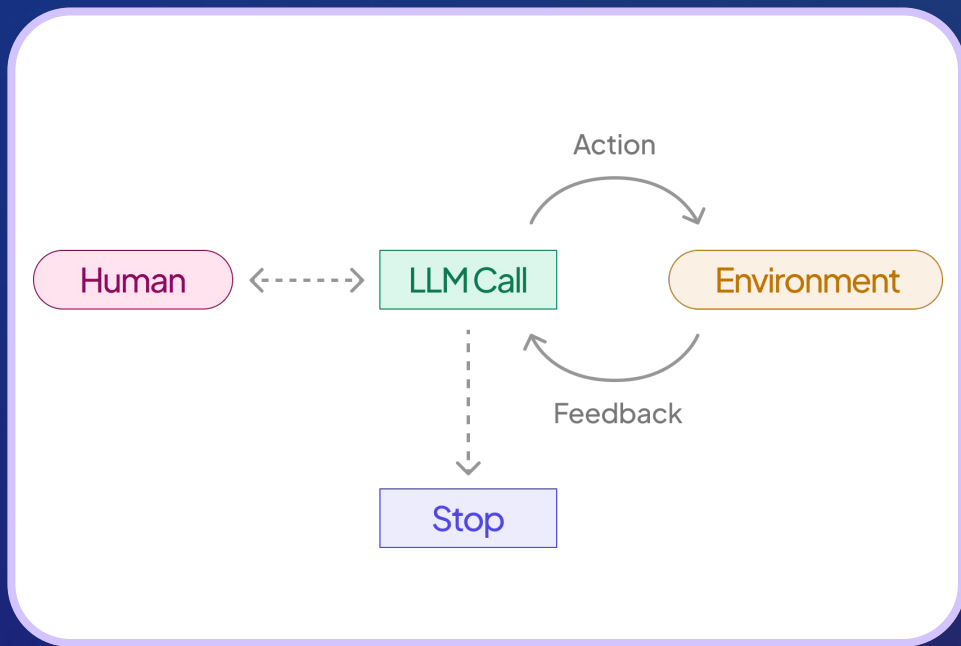
One tells you where to turn, the other actually gets you there.



What are agents?

Agents are AI systems that can autonomously plan and execute complex tasks.

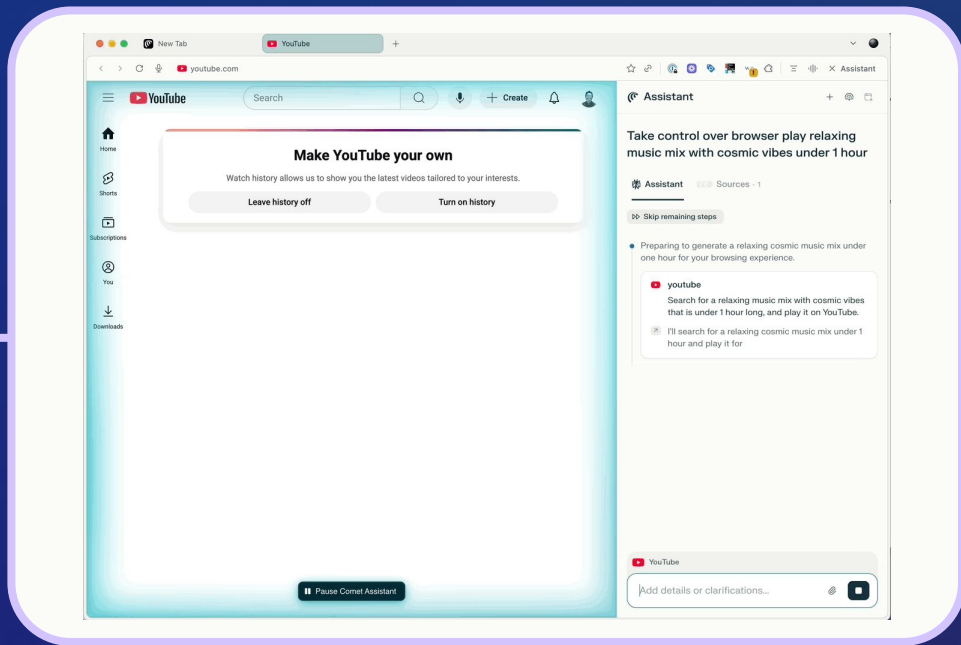
- Open-ended problems
- Complex, tedious steps
- Multi-system orchestration



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```
fountain-labs — * Server Error — claude TERM_PROGRAM=Apple_Terminal — 102x32

The server started successfully! Let me test if it's working now by checking the browser at localhost:3000. The development server is running and shows "Ready in 871ms" which indicates it compiled successfully.

The 500 error you were experiencing was due to a compilation error with the PasswordModal component that was referencing AnimatePresence without proper import. After clearing the Next.js cache (.next folder) and restarting the dev server, the issue should be resolved.

Try accessing http://localhost:3000 again - the application should now load properly with:
- The password protection modal (password: "napa2025")
- All existing applications working
- The new Prompt Builder application accessible via desktop icon and Start Menu

If you're still experiencing issues, please let me know what specific error you're seeing in the browser console or if the page loads but specific functionality isn't working.

> I tried refreshing my browser but localhost:3000 is not showing any content, and instead I'm seeing an error [Image #1]

· Accomplishing... (esc to interrupt)
[Tip: Use Plan Mode to prepare for a complex request before making changes. Press shift+tab twice to enable.]

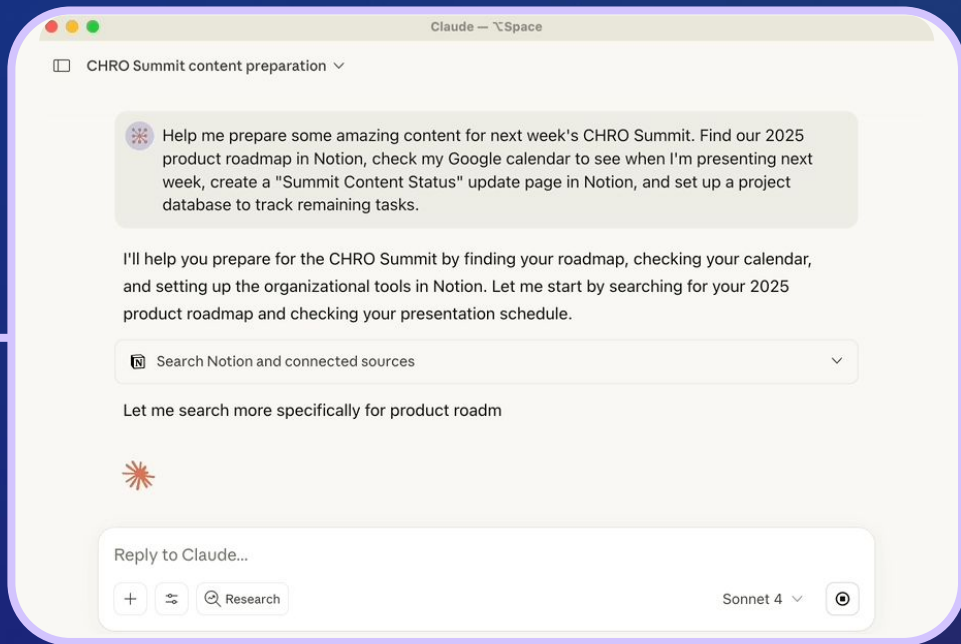
> |

>> accept edits on (shift+tab to cycle) x Auto-update failed · Try claude doctor or npm i -g @anthropic-ai/claude-code
```

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Agent building blocks



How to prepare for Agentic AI



Data infrastructure



Human in the loop



Security / access controls



Success metrics

Your AI is only as good as the context it has.

Data Infrastructure

- Connect ATS, HRIS, messaging, calendars, knowledge (clean IDs, dedupe)
- Maintain sources of truth (handbook, pay rules, compliance checklists)
- Add event streams/telemetry (no-show, SLA breaches) so agents know when to notice and act
- Respect PII separation and residency (e.g., EU data stays in-region)

Override, approve, and audit your AI.



Human In The Loop

- Approval gates for sensitive actions (offers, comp, terminations)
- Confidence thresholds: escalate when low confidence or policy conflict
- Explainers & action logs visible to recruiters/managers
- Plan mode: agent proposes a plan, but human executes (2–4 weeks) before suggest-and-click, then agent autonomy

Control your agent privileges.

Security & Access Controls

- Tool registry to define what an agent can call (e.g., “schedule interviews”, not “send any email”)
- Role-based entitlements (candidate vs. employee data)
- Data loss prevention: mask PII in prompts; redact logs
- Audit trails: who/what/when/why for every agentic action
- Evals & sandbox: testing agentic actions before going public

Tie your agents to a metric.

Success Metrics

- **Speed:** time-to-interview, time-to-hire
- **Quality/experience:** candidate no-show rate, CSAT for HR tickets
- **Efficiency:** Recruiter hours on screening/scheduling; % tickets auto-resolved, shift fill rate
- **Retention:** 30/60/90 day retention rate for targeted roles

Agentic AI outputs



Agentic AI is changing the game.



“Today, more than a quarter of all new code at Google is generated by AI, then reviewed and accepted by engineers.”

Source: Google Earnings Call



INTERCOM

“Intercom reduced average resolution time from 2.7 hours to under 1 hour (a 63% drop).”

Source: Digital Defynd



J.P.Morgan

“Implementing AI could add about \$1 billion to \$1.5 billion in value to JPMorgan.”

Source: Reuters



“One enterprise logistics company reduced planning time from 5 hours to 35 minutes using a multi-agent system.”

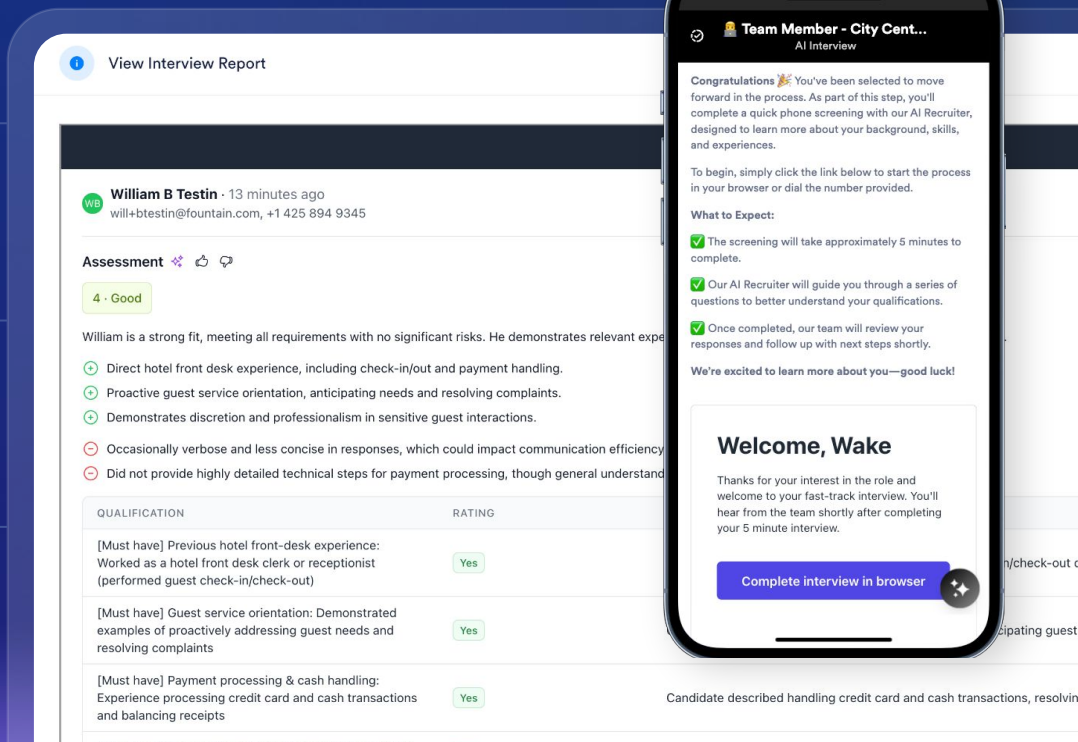
Source: Digital Defynd

We know because we see it...

74% of candidates choose to call Anna over speaking with a human recruiter

Benchmark across customers: median days-to-hire is 12.56 with AI Interview

95% decrease in time-to-hire, from 15 days to 6.5 hrs after adding AI Recruiter



and so can you!



Pickleball

Stretch your legs and become an *agent* of domination on the pickleball court.



Workshop

Configure your own AI Recruiter, and build your own application with Agentic AI tools.



Do Work

Catch up on your emails, take calls, share your new agentic knowledge with the team, etc.

* bring a computer if you can!