

# ClearlyRated® for Staffing Firms

Accelerate growth by:

- Measuring the client and internal employee experience.
- Building online reputation.
- Differentiating on service quality.



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## Who is ClearlyRated?

Headquartered in the Pacific Northwest, ClearlyRated is a team of people who believe it's good business for professional service providers to place the client and talent experience at the heart of their growth strategy.

To that end, we're on a mission to help staffing firms credibly differentiate themselves based on the service they provide.

## What is ClearlyRated®?

The ClearlyRated client experience program blends a short client, talent, or internal employee satisfaction survey with an online profile highlighting star ratings and testimonials earned by the firm. Imagine if JD Power & Associates had a love child with Glassdoor.com, and you see where we're going.

## What is "Best of Staffing®"?

Participating firms are eligible to earn ClearlyRated's annual "Best of Staffing" award for service excellence. Winners are publicly acknowledged for their service accomplishments and are listed on ClearlyRated.com.

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### INDUSTRY PARTNERS

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Measure the client, talent, and internal employee experience.  
Build online reputation.  
Differentiate on service quality.

[clearlyrated.com/solutions](https://clearlyrated.com/solutions) →

## The Net Promoter® Methodology

ClearlyRated client, talent, and internal employee surveys use the Net Promoter Score (NPS®) methodology. NPS is a simple metric based on the question “How likely are you to recommend our company to a friend or colleague?” The question is answered on a 0–10 scale, with ten being extremely likely to recommend and zero being not at all likely.

Responses to this question are divided into three categories:



### DETRACTORS

Give a rating of 0-6



### PASSIVES

Give a rating of 7-8



### PROMOTERS

Give a rating of 9-10

How likely are you to recommend our company to a friend or colleague?



NPS is calculated by subtracting the percentage of detractors from the percentage of promoters:

16 / 20 **PROMOTERS** = 80%

2 / 20 **DETRACTORS** = 10%



**= 70% NPS ( 80% – 10% )**

## What Our Clients Say

"I speak on behalf of my entire company when I say that we truly love partnering with ClearlyRated. It honestly is one of our most beneficial partnerships. Our biannual survey campaign helps keep us in check on what we need to continue doing and where we can improve and it benefits all teams in our office. AND THE BEST PART, it's SO easy!! I think a big part of this is our Account Manager, Ryen, and her incredible level of service. Seriously, she makes it incredibly easy on me which is so appreciated."



**ASHLEY BRICKMAN**

Engagement Manager | IDR, Inc.

"ClearlyRated is the only game in town who has structured a program that allows customers and employees to weigh in on how they experience the services provided by a staffing agency. The process drives ongoing improvements in service performance and keeps the entire staff accountable to deliver in accordance to a company's service promises."



**JEANNE KNUTZEN**

CEO | PACE Staffing

"The experience is excellent but the tools and metrics provided that will be used to help us grow and improve are invaluable. We love being able to promote our ratings internally and externally and see the value it brings our employees and organization. We have had the most amazing support from our Account Manager and the entire ClearlyRated team."



**JON KEIL**

Director of Corporate Operations | The Salem Group



## How It Works



### Measure client, talent, and internal employee satisfaction with Net Promoter® Score

NPS is a single metric that allows staffing firms to measure and grow client and talent satisfaction and service quality across their firm.



### Celebrate service wins and tackle client and talent issues

Shout out notifications allow clients and talent to recognize members of your team that have gone above and beyond the call of duty, while issue tracking helps you address client and talent concerns before they create churn.



### Build online reputation with ratings and testimonials

NPS scores are validated and translated into 5-star client, talent, and internal employee ratings, which populate real-time on your firm's ClearlyRated.com profile (along with testimonials from clients, candidates, and internal employees who love you).



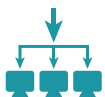
### Win a third-party award for client, talent, and internal employee satisfaction

Qualifying staffing firms receive an accredited industry award, based exclusively on ratings provided by your clients, candidates, and internal employees, to help you demonstrate your commitment to client, talent, and internal employee satisfaction and differentiate from the competition.



### Grow your business on a foundation of service excellence

Surveying your clients, talent, and internal employees is not a new idea. But investing in an industry-validated survey program designed specifically to help your firm foster a culture of service excellence and leverage client, talent, and internal employee feedback for growth — that's the promise of ClearlyRated.



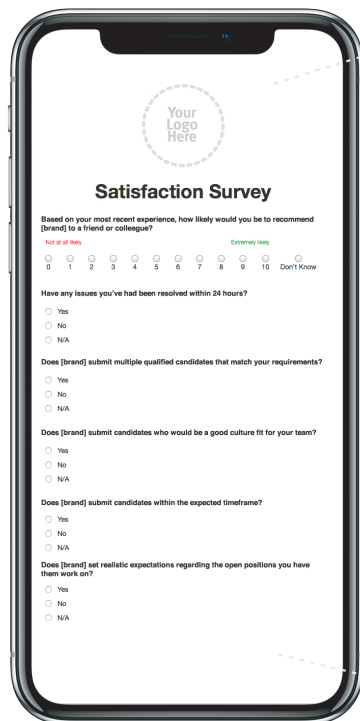
### Offer a variety of different integrations with commonly used applications

Our integrations allow you to access your survey results in the tools you already use and, after a painless initial setup, automate your survey sends. We currently integrate with the following applications:

- Bullhorn
- Salesforce
- Microsoft


## 8-Question Client Survey

This is a preview of the survey that your clients will receive. On average, staffing firms that survey clients and candidates through ClearlyRated see a 32% response rate.



This Net Promoter® Score (NPS) question is the globally recognized survey question that determines a client's and candidate's level of loyalty to your firm. This metric determines if your firm earns the Best of Staffing® award.

After a decade of client satisfaction research for professional service firms, ClearlyRated has identified these 5 key drivers of client satisfaction.



### Satisfaction Survey

Based on your most recent experience, how likely would you be to recommend [brand] to a friend or colleague?

Not at all likely Extremely likely

☐ 0
 ☐ 1
 ☐ 2
 ☐ 3
 ☐ 4
 ☐ 5
 ☐ 6
 ☐ 7
 ☐ 8
 ☐ 9
 ☐ 10
 ☐ Don't Know

Have any issues you've had been resolved within 24 hours?

☐ Yes  
☐ No  
☐ N/A

Does [brand] submit multiple qualified candidates that match your requirements?

☐ Yes  
☐ No  
☐ N/A

Does [brand] submit candidates who would be a good culture fit for your team?

☐ Yes  
☐ No  
☐ N/A

Does [brand] submit candidates within the expected timeframe?

☐ Yes  
☐ No  
☐ N/A

Does [brand] set realistic expectations regarding the open positions you have them work on?

☐ Yes  
☐ No  
☐ N/A

What is the primary reason behind the rating you provided?

What, if anything could [brand] do differently to increase the value you receive working with them?


## 7-Question Talent Survey

This is a preview of the survey that your talent will receive. On average, staffing firms that survey clients and candidates through ClearlyRated see a 32% response rate.



This Net Promoter® Score (NPS) question is the globally recognized survey question that determines a client's and candidate's level of loyalty to your firm. This metric determines if your firm earns the Best of Staffing® award.

After a decade of talent satisfaction research for professional service firms, ClearlyRated has identified these 5 key drivers of talent satisfaction.



### Satisfaction Survey

Based on your most recent experience, how likely would you be to recommend [brand] to a friend or colleague?

Not at all likely Extremely likely

0 1 2 3 4 5 6 7 8 9 10 Don't Know

Have issues you've had been resolved in a timely manner?

☐ Yes  
☐ No  
☐ N/A

Have all your calls and emails received a response from [brand] within 24 hours?

☐ Yes  
☐ No  
☐ N/A

Was your current or most recent position accurately described to you prior to starting?

☐ Yes  
☐ No  
☐ N/A

Were you treated well by the organization with which you were placed on your current or most recent assignment?

☐ Yes  
☐ No  
☐ N/A

What is the primary reason behind the rating you provided?

What, if anything could [brand] do differently to increase the value you receive working with them?

# 13-Question Employee Survey

This is a preview of the survey your internal employees will receive.

**Satisfaction Survey**

If asked, how likely would you be to recommend Clarity Consultants as a good place to work to a friend or family member?

Not at all likely Extremely likely

0 1 2 3 4 5 6 7 8 9 10 Don't Know

What is the primary reason behind the rating that you provided?

I am optimistic about what the next year has in store for me working at Clarity Consultants.

☐ Yes  
☐ No  
☐ Don't Know

I enjoy working with my colleagues at Clarity Consultants.

☐ Always  
☐ Sometimes  
☐ Never  
☐ Don't Know

My compensation package (salary, bonuses and benefits) is fair compared to people who do similar work at other companies.

☐ Yes  
☐ No  
☐ Don't Know

I receive recognition when I do my job well.

☐ Always  
☐ Sometimes  
☐ Never  
☐ Don't Know

There are opportunities for advancement for me within my firm.

☐ Yes  
☐ No  
☐ Don't Know

**Satisfaction Survey**

If asked, how likely would you be to recommend Clarity Consultants as a good place to work to a friend or family member?

Not at all likely Extremely likely

0 1 2 3 4 5 6 7 8 9 10 Don't Know

What is the primary reason behind the rating that you provided?

I am optimistic about what the next year has in store for me working at Clarity Consultants.

☐ Yes  
☐ No  
☐ Don't Know

I enjoy working with my colleagues at Clarity Consultants.

☐ Always  
☐ Sometimes  
☐ Never  
☐ Don't Know

My compensation package (salary, bonuses and benefits) is fair compared to people who do similar work at other companies.

☐ Yes  
☐ No  
☐ Don't Know

I receive recognition when I do my job well.

☐ Always  
☐ Sometimes  
☐ Never  
☐ Don't Know

There are opportunities for advancement for me within my firm.

☐ Yes  
☐ No  
☐ Don't Know

I receive feedback in a timely manner from my immediate manager on my performance.

☐ Always  
☐ Sometimes  
☐ Never  
☐ Don't Know

I am proud to work for Clarity Consultants.

☐ Always  
☐ Sometimes  
☐ Never  
☐ Don't Know

I feel like I belong at this firm.

☐ Always  
☐ Sometimes  
☐ Never  
☐ Don't Know

The best people get promoted, regardless of gender, race, ethnicity, age, sexual orientation or identity, education or disability.

☐ Always  
☐ Sometimes  
☐ Never  
☐ Don't Know

Management shows that diversity is important through its actions.

☐ Always  
☐ Sometimes  
☐ Never  
☐ Don't Know

What can Clarity Consultants do to improve your experience as an employee?



## Initial Email Invitation Sent to Clients and Candidates

Dear [fname],

Your opinion is important to us. Please help us improve by completing a quick, [question\_count] question survey on your recent experiences with our firm.

**Based on your most recent experience, how likely are you to recommend [Brand] to a friend or colleague?**

0 1 2 3 4 5 6 7 8 9 10 Don't Know

(0 – Not at all likely and 10 – Extremely likely)

(Please note: clicking selection above will direct you to the rest of the survey)

For your time, you will be entered into a drawing for a [x]\* debit card upon submitting the survey. If you are unable to accept a corporate gift, [brand] will make a charitable contribution in your honor. Arrangement for either a donation or delivery of your prize will be made once the winner has been selected and notified. By taking time to share a few thoughts with us on your experience, you are helping us discover ways to improve the service we provide you.

Thank you in advance for your time.

Sincerely,

[email\_signature\_name]

[email\_signature\_title]

Incentives are optional and managed by your company. We suggest adding one if possible, it does increase response rate. The incentive can be anything from a VISA gift card, to a donation to a charity, we've even seen clients give away an iPad.

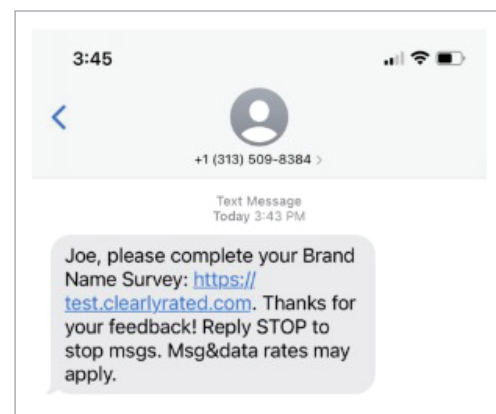
Typically a VISA gift card is between \$100-\$300 and donations are between \$150-\$500.

*This survey was sent to you by ClearlyRated on behalf of [Brand]. If you have any questions or problems with the survey, please contact ClearlyRated at 800-921-2640, or by email at [survey@clearlyrated.com](mailto:survey@clearlyrated.com)*

*Please read our Privacy Policy and Official Drawing Rules. To unsubscribe from all future surveys conducted by ClearlyRated, please click here: [\[unsubscribe\]](#)*

Send surveys by SMS in addition to your email invitation!

(This feature is available at an additional cost.)



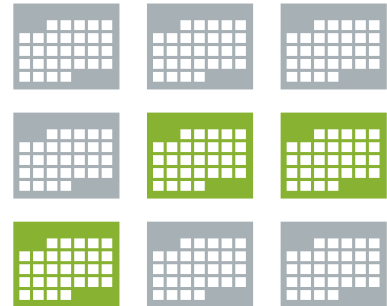
## Who to Survey

Surveying your clients and talent with ClearlyRated grants your firm eligibility to win the annual Best of Staffing® award for service excellence. Each participating staffing firm must pass the eligibility standards before they can move forward to earn the award.

### Preparing Your Contact List

To be eligible for the award, each participating agency must provide ClearlyRated a list of **100% of their clients** who were billed for services and/or **100% of talent** who were placed on assignment, at least once, during a three month (minimum) to twelve month (maximum) consecutive period. The consecutive period must fall within the trailing twelve months from the survey launch date.

**EXAMPLE:** You request a list from your accounts receivable department of clients who were billed in June, July and August. These are three consecutive months, so your list meets the requirement.



You must choose billed clients from 3 consecutive months.

### Response Rate Requirements

Participating staffing firms must receive at least a 10% response rate AND at least 15 responses, or a minimum of 100 responses.

**EXAMPLE 1:** You provide a list of 35 clients. 17 of those clients complete the survey; that's a 49% response rate. You meet the award eligibility requirement of at least a 10% response rate and at least 15 total responses.

**EXAMPLE 2:** You provide a list of 172 clients. 15 of those clients complete the survey; that's a 9% response rate. This firm does NOT meet the response rate requirements of at least a 10% response rate nor the 100 response minimum.

**EXAMPLE 3:** You provide a list of 1500 clients. 135 clients complete the survey; that's a 9% response rate. This firm meets the award eligibility requirements because they have at least 100 responses despite not having a 10% response rate.



You must have at least 15 responses and a 10% response rate.

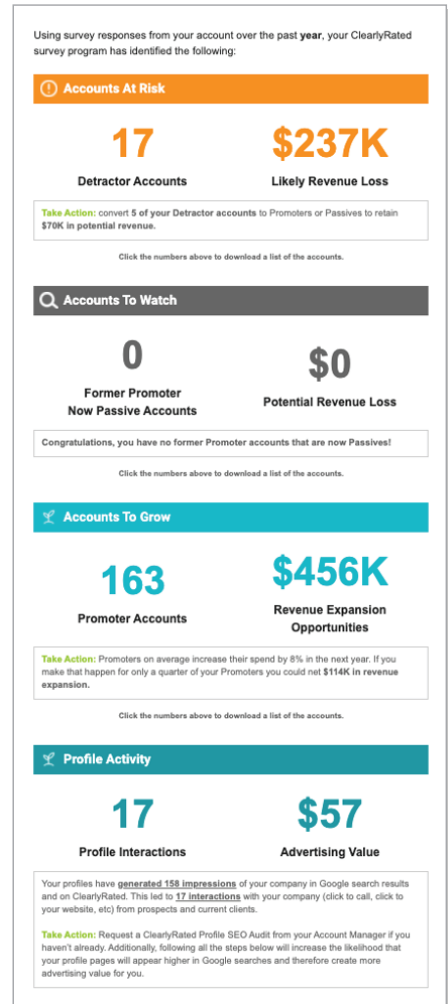
## How to Use Survey Results to Improve ROI

### Leverage Your Survey Results into Business Growth with ClearlyRated's Financial Impact Report

In a single—automatically generated!—email, you have all the information you need to compare the current and future impact of your survey program with the investment you've made into gaining insight into the satisfaction of your clients and talent.

With this information you'll be able to easily identify at-risk accounts and the estimated revenue you could be losing. You'll also be able to quickly identify accounts that LOVE you, from whom you should be requesting referrals. All of that information, and more, in a downloadable report, sent right to your inbox.

### Customized web traffic analytics at your fingertips in your ClearlyRated Dashboard.



# Profile Analytics

Your profile pages on ClearlyRated create activity from prospects, current clients, and employees looking to find out more information on what it is like to work with your company. Use the filter settings below to see the results.

BRAND

All Brands

LOCATION

All Locations

TIME PERIOD

Last Week

Last 4 Weeks

Last 52 Weeks

✓ Prior Year

4/4/2020 to 4/11/2020

## Google Search Visibility

<b>Google Search Result Impressions</b> <i>Total number of times your profiles appeared in a Google search result</i>	920,000	<b>\$9,490</b> <i>in generated advertising value ⓘ</i>
<b>Google Search Result Clicks</b> <i>Total number of times your profiles were visited from a Google search result page</i>	2,850	

## ClearlyRated Visibility

<b>ClearlyRated Search Result Impressions</b> <i>Total number of times your profiles appeared in a search result on ClearlyRated</i>	0	<b>\$10,342</b> <i>in generated advertising value ⓘ</i>
<b>ClearlyRated Unclaimed Profile Impressions</b> <i>Total number of times your profiles were advertised on unclaimed profiles from your industry</i>	40	
<b>ClearlyRated Best Of Award Winner Impressions</b> <i>Total number of times your profiles were advertised at the top of geography and area of expertise targeted pages as Best Of award winners</i>	40	
<b>ClearlyRated Profile Clicks</b> <i>Total number of times your profiles were visited from a ClearlyRated search result and targeted pages</i>	4,529	

## How to Use Responses in Your Business

The ClearlyRated client and talent experience program is powered by a survey platform and reporting dashboard designed to help staffing firms maximize the ROI of their survey initiative.

### CLEARLYRATED DASHBOARD

Your online dashboard of survey responses.

### PINPOINT SERVICE ISSUES

Why is Phoenix's satisfaction score so low? What's happening here?

### REWARD TOP PERFORMERS

Dwight is doing a really great job! Recognize in next staff meeting.

### GET REFERRAL PROSPECTS

These guys are happy customers. Ask for referrals.

### GET FRESH TESTIMONIALS

Great testimonial. Post this on your website ASAP!

https://dashboard.clearlyrated.com

clearlyrated®

Surveys Contacts Manage My Issues

Overview / Best of Staffing

Benchmarks Reports Preview

## Q2 Survey

### Branches

Branch	NPS	Response Rate	Flagged
Austin	100%	28.6%	--
Phoenix	16.7%	66.7%	1
Mobile	57%	58.3%	1
San Francisco	60%	33.3%	1
St. Louis	75%	57.1%	--

10 per page Prev 1 - 5 of 5 Next Page 1 of 1

### Account Managers

Account Manager	NPS	Promoters	Passives	Detractors	Average	NPS Impact
Andy Bernard (Southeast)	66.7%	66.7%	33.3%	0%	8.7	+2
Dwight Schrute (Northwest)	100%	100%	0%	0%	9.7	+19

### Responses

NPS	Respondent	Response	Date	Flagged	Trend
10	James Bush Studebaker	"Great team to work with - highly professional."	Sep 9, 2013		
10	George Kennedy Pan Am	"Outstanding service and value." "Professional, expert, great customer service."	Sep 9, 2013		

### Testimonials

Respondent	Response	Date
George Lincoln Pan Am	Professional, expert, great customer service.	Sep 12, 2013
Eliza Clinton Tower Records	Everybody is always helpful and truthful in their efforts and information. I always walk away or actually get off the phone feeling like the things have been resolved.	

Plus/Enterprise reporting package shown.

## How to Use Feedback in Your Marketing

Your online reporting dashboard provides much more than diagnostic information; you'll also glean valuable testimonials and recognize potential business development opportunities when you review candid and timely responses.

**CLEARLYRATED DASHBOARD**  
Your online dashboard of survey responses.

**GET REFERRAL PROSPECTS**  
These guys are happy customers. Ask for referrals.

**GET FRESH TESTIMONIALS**  
Great testimonial. Post this on your website ASAP!

The screenshot shows the ClearlyRated dashboard at <https://dashboard.clearlyrated.com>. The dashboard includes a navigation bar with links for Surveys, Contacts, Manage, and My Issues. The main section is titled 'Client Q2 Survey Responses' and features a table of responses. Two responses are highlighted with orange circles: one from James Bush (NPS 10) and one from George Kennedy (NPS 10). Below the responses table is a 'Testimonials' section. A testimonial from George Lincoln is highlighted with an orange circle. A callout box points to the testimonial text: 'Everybody is always helpful and truthful in their efforts and information. I always walk away or actually get off the phone feeling like the things have been resolved.'

NPS	Respondent	Response	Date	Flagged	Trend
10	James Bush <i>Builder</i>	"Great team to work with - highly professional."	Sep 9, 2016		
10	George Kennedy <i>Post-Op</i>	"Outstanding service and value." "Professional, expert, great customer service."	Sep 10, 2016		

Respondent	Response	Date
George Lincoln <i>Post-Op</i>	Professional, expert, great customer service.	Sep 12, 2016
Eliza Clinton <i>Tower Records</i>		

Plus/Enterprise reporting package shown.

Sharing your testimonials on social media is easy! Just use the sharing links on your testimonial page.

The screenshot shows the 'Testimonials' section of the dashboard. A testimonial from Dwight Schrute is displayed. Below the testimonial, there are links to share the testimonial on Facebook and LinkedIn. A callout box points to the 'Share On: facebook LinkedIn' link. Below the screenshot, a 'Share On LinkedIn' dialog box is shown, containing the testimonial text and a link to the ClearlyRated profile.

Respondent	Response	Date
Dwight Schrute <i>Dunder Mifflin, Inc</i>	My account manager has been great! They email me back right away and even helped me put together my emergency preparedness plan!	Apr 22, 2020

Share On: [facebook](#) [LinkedIn](#)

Share On LinkedIn

**LINKEDIN POST**

Dunder Mifflin client Dwight Schrute shared this great testimonial on April 22, 2020:

"My account manager has been great! They email me back right away and even helped me put together my emergency preparedness plan!"

To read all our testimonials, check out our ClearlyRated profile here:  
<https://www.clearlyrated.com/b2b-software/or-usa/portland-or/clearlyrated-portland-or/>

Cancel Post to LinkedIn

## Star Ratings and Testimonials on ClearlyRated.com

When you survey clients, talent, and internal employees with ClearlyRated, your firm earns star ratings and testimonials on ClearlyRated.com — making it easier to credibly prove your service quality to prospective clients, job seekers, and employees. The features on your firm's profile page will depend on the number of locations you have.

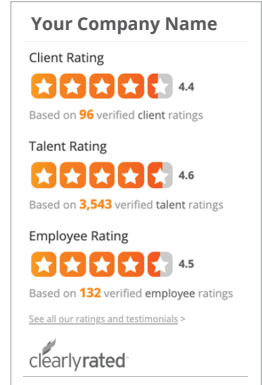
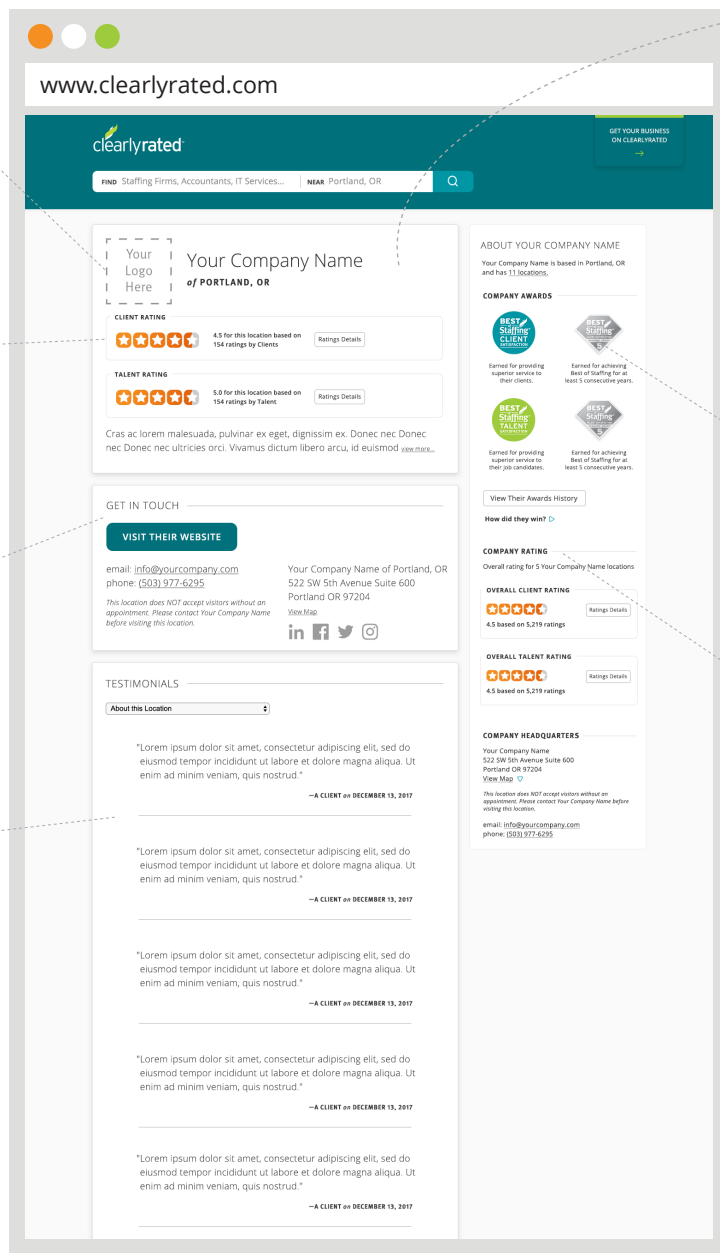
Easily add this widget to your website or email signature. A simple click takes prospective clients, job seekers, and employees to your ClearlyRated profile page.

BRAND LOGOS

LOCATION

CONTACT INFO

TESTIMONIALS



AWARD BADGE

RATINGS



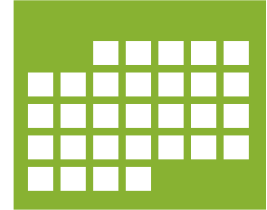
## Engagement + Retention

Set yourself up for success by engaging with your clients and talent at different points on their journey. By measuring satisfaction throughout the year, you'll identify issues earlier — allowing you to resolve them quicker and celebrate wins faster. All with the goal of retaining and growing client partnerships, and keeping talent placed on assignment or quickly reassigned when their contract ends.

### Customized Frequency Options

Pick the frequency that works best for you — we'll provide best practices, and more, along the way! We support the following cadences and can customize to your unique needs:

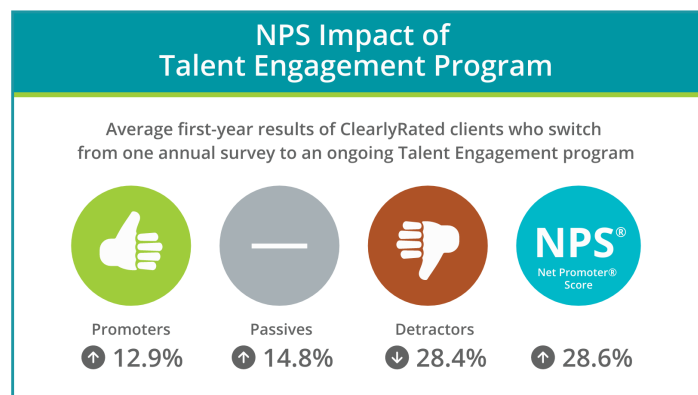
- Monthly
- Weekly
- Daily



### Talent Engagement Program

We survey your talent with a unique question set developed from over a decade of proprietary research. Surveys are delivered to your talent at key touchpoints, including:

- Onboarding
- Mid-Assignment
- End of Assignment



### Client Engagement Program

With built in suppression rules, you can be explicit about how often your clients receive a survey request. Simply pull all the clients you billed the previous week or month, and we'll do the rest!



**Ask Your ClearlyRated Contact for More Information!**

## Don't miss this opportunity to be recognized as a pioneer in our industry!

The engagement and happiness of clients is paramount to your success as an organization. But who is responsible for supporting your clients? Who offers your key contacts exceptional levels of service to keep them coming back, and who inspires them to share their positive experience with their networks? And who ensures that candidates, job seekers, and talent that you place on assignment feel supported and advocated for by your firm?

Your employees, of course. And their happiness and job satisfaction matters too.

Demonstrating a commitment to diversity, equity, and inclusion (DEI) in the workplace is no longer optional. 70% of job seekers say that, when evaluating potential employers, they value a company's commitment to diversity.

That's why ClearlyRated has launched a new addition to our offerings: a survey specifically designed to measure and improve employee satisfaction within your organization!



### Preparing Your Internal Employee Contact List

To be eligible for the award, each firm must send the survey to all current US and Canada based full-time permanent internal employees.

### Response Rate Requirements

Participating firms must receive at least ten (10) completed responses and must receive a minimum response rate of fifty percent (50%) to the Survey. If the Brand received at least 250 responses, the Brand does not have to receive a fifty percent (50%) response rate to be eligible.



You must have at least 10 responses and a 50% response rate.

## ClearlyRated Survey Package Features

When you survey clients, talent, and internal employees with ClearlyRated, your firm earns star ratings and testimonials on ClearlyRated.com — making it easier to credibly prove your service quality to prospective buyers and employees. Pricing for your ClearlyRated survey program will depend on the audience you choose to survey (clients, talent, internal employees, or all three), the number of physical locations your company has, and survey frequency.

<b>NPS® Drivers satisfaction survey (up to 8 questions)</b>	✓
<b>Number of brands able to survey</b>	2*
<b>Real-time access to survey results</b>	✓
<b>View survey responses with Bullhorn ATS, Salesforce, or Microsoft Dynamics</b>	✓
<b>Star ratings on ClearlyRated.com</b> <ul style="list-style-type: none"> <li>• Real-time star ratings can also be displayed on firm website and in corporate email signatures</li> </ul>	✓
<b>Access to ClearlyRated Marketing Toolkit</b> <ul style="list-style-type: none"> <li>• Social media tools</li> <li>• Best of Staffing press release template (winners only)</li> </ul>	✓
<b>Get fresh testimonials</b>	✓
<b>Real-time email alerts</b>	✓
<b>Get internal employee Shout Outs</b>	✓
<b>Best of Staffing award logo (winners only)</b>	✓
<b>Issue resolution tracking</b>	**
<b>Get NPS by account manager, industry, practice area, or client company</b>	**
<b>Additional survey questions (up to 10 total)</b>	**
<b>API access</b>	**

\* Additional brands available at incremental cost.

\*\* Available product enhancement.

