

Recruiting & Engagement Technology

Staffmark
GroupSM

Staffmark Group is committed to utilizing the latest technology to enhance our recruiting efforts. Below is a snapshot of some of the tools we leverage and their benefits.

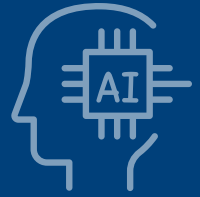


Allyo

Conversational AI to help find more qualified candidates, automate recruiting processes, and receive actionable insights through multi-channel engagement.

Increases pool of available candidates faster

- Accelerates time-to-hire by **4X** and delights candidates **2X** more than the industry average
- **91% increase** in application completions
- **6X larger pool** of interviewable applicants
- **55% of today's candidates** abandon applications that take more than 20 minutes



IBM Talent Assessments

Assess

Assessment platform that provides job evaluation tools to help predict performance and functional behavior to find the best fit for both employers and employees.

Identifies more qualified candidates

- Users of pre-hire assessments are **36% more likely to be satisfied** with their new hires
- Candidates that are poorly matched to a position drive up costs associated with hiring and onboarding new employees – the hiring process takes longer and the recruits don't stay – issues that created a **cost burden of \$19.8 billion** a year in each of the **11 countries** examined for this research (LinkedIn study)



call-em-all

Call-Em-All

Rapid communication technology tool used to communicate with temporary employees via voice and text broadcast.

Puts people to work faster

- **Thousands of texts and calls to candidates in minutes to fill orders faster**
- **Communication tool to immediately update workers of shift or schedule changes to limit loss of productivity on the job**



ClearlyRated NPS

ClearlyRated's Net Promoter® Score survey allows us to easily identify and efficiently address client and talent service issues, gather testimonials and shout outs from satisfied clients/talent, build an online reputation with client and talent ratings on ClearlyRated.com and differentiate from our competition by earning the Best of Staffing award.

- Clients of Best of Staffing winners are **2.2 times more likely** to be completely satisfied with the services provided
- Talent who work with Best of Staffing winners are **1.7 times more likely** to be completely satisfied with the services provided

Across all brands, since 2012 we have received 80 Client and Talent Best of Staffing awards!



HarQen

Cloud-based interviewing solution that uses text questionnaire and audio and video interviewing to reduce the interview time.

Quicker time to hire candidates

- **10x increase in interview speed**
- **49% of candidates respond outside of business hours**
- **70% improvement in time to hire**
- **72% of candidates complete the interview in just one day**



Sense

Talent engagement and communication platform that allows us to connect with our talent, via email and SMS, on a predetermined timeline.

Improves candidate engagement while on assignment

- **Improve redeployment by up to 50%**
- **Reduce attrition by 20%**



TextUs

Business class text messaging services that help us communicate faster and build better relationships with our candidates.

Improves redeployment of candidates with more efficient communication

- Increase communication by **10x** with a **98% read rate** and **up to 40% response rate**
- Increase response rates from candidates by **up to 800%** vs. cold calls, voicemails, and emails



WorkNow

More agile and transparent online staffing solution featuring a digital marketplace of workers to streamline the process of finding qualified workers and filling orders.

Quicker time to fill orders

- **Increase operational efficiency**
- **Recruit more efficiently and target the next generation workforce**
- **Attract new candidates**
- **Improve worker quality**

