

Increase the Flow of Qualified Candidates with a Few Simple Steps!

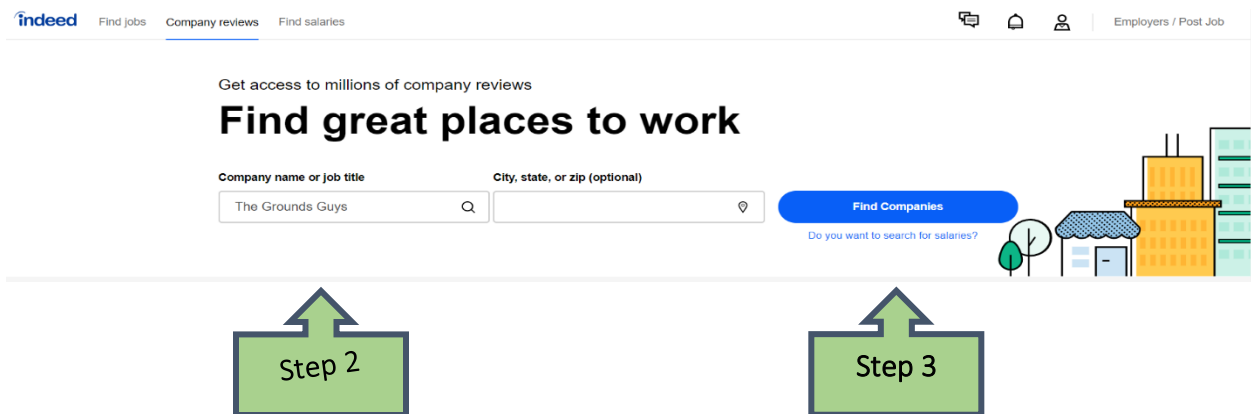
Franchise Owners tell us that recruiting continues to be one of their biggest challenges. To help you get more qualified applicants in your pipeline, we would like you to ask one or two of your Technicians who love working for you to follow a few simple steps and give you 5-star reviews on Indeed and Glassdoor:

Indeed

Step 1: Go onto www.indeed.com and sign into your account or create a free account then write a great review about your experience working for The Grounds Guys.

Step 2: Choose **Company reviews**

Step 3: Type **The Grounds Guys** then click **Find Companies**



The screenshot shows the Indeed website interface. At the top, there are navigation links for 'indeed', 'Find jobs', 'Company reviews', and 'Find salaries'. On the right, there are icons for a chat bubble, a home icon, a user profile icon, and a link to 'Employers / Post Job'. The main heading reads 'Get access to millions of company reviews' followed by 'Find great places to work'. Below this is a search bar with two input fields: 'Company name or job title' (containing 'The Grounds Guys') and 'City, state, or zip (optional)'. A blue 'Find Companies' button is to the right of the search bar. Below the button is a small question: 'Do you want to search for salaries?'. To the right of the search bar is an illustration of a city skyline with trees. Below the search bar, there are two green boxes with arrows pointing up, labeled 'Step 2' and 'Step 3', indicating the search process.


Step 4 – Click Reviews




The screenshot shows a 5.0 star review for 'THE GROUNDS GUYS'. The company logo is on the left, with the text 'THE GROUNDS GUYS' and '5.0 ★★★★★' below it. The review text reads: 'Strong team work. GM (Current Employee) - Canton, OH - May 29, 2020. Well organized and provides all necessary tools to accomplish jobs. A lot of tools that help reduce wear and tear on the body. Crews help each other out at the end of the day so one crew don't have to work late by them self. Good team work fell well supported here.' Below the review text is a question 'Was this review helpful?' with 'Yes' and 'No' buttons. To the right of the review is a 'Report' button and a 'Share' button. A green box with an arrow pointing up, labeled 'Step 4', is positioned below the review.

Step 5 – Click Review this Company

Snapshot Why Join Us **110 Reviews** 57 Salaries 7 Photos 1 Jobs 21 Q&A Interviews

 **The Grounds Guys Employee Reviews** [Review this company](#)

 Step 5

Step 6 – Answer a few basic questions to confirm you work at The Grounds Guys!

Please help answer these questions about **The Grounds Guys**



Overall, I am completely satisfied with my job.

1 2 3 4 5

Strongly disagree

Strongly agree

My work has a clear sense of purpose.

1 2 3 4 5

Strongly disagree

Strongly agree

Step 7 – Give a 5-Star review and answer the applicable questions.

Step 8 – Write a Short Review

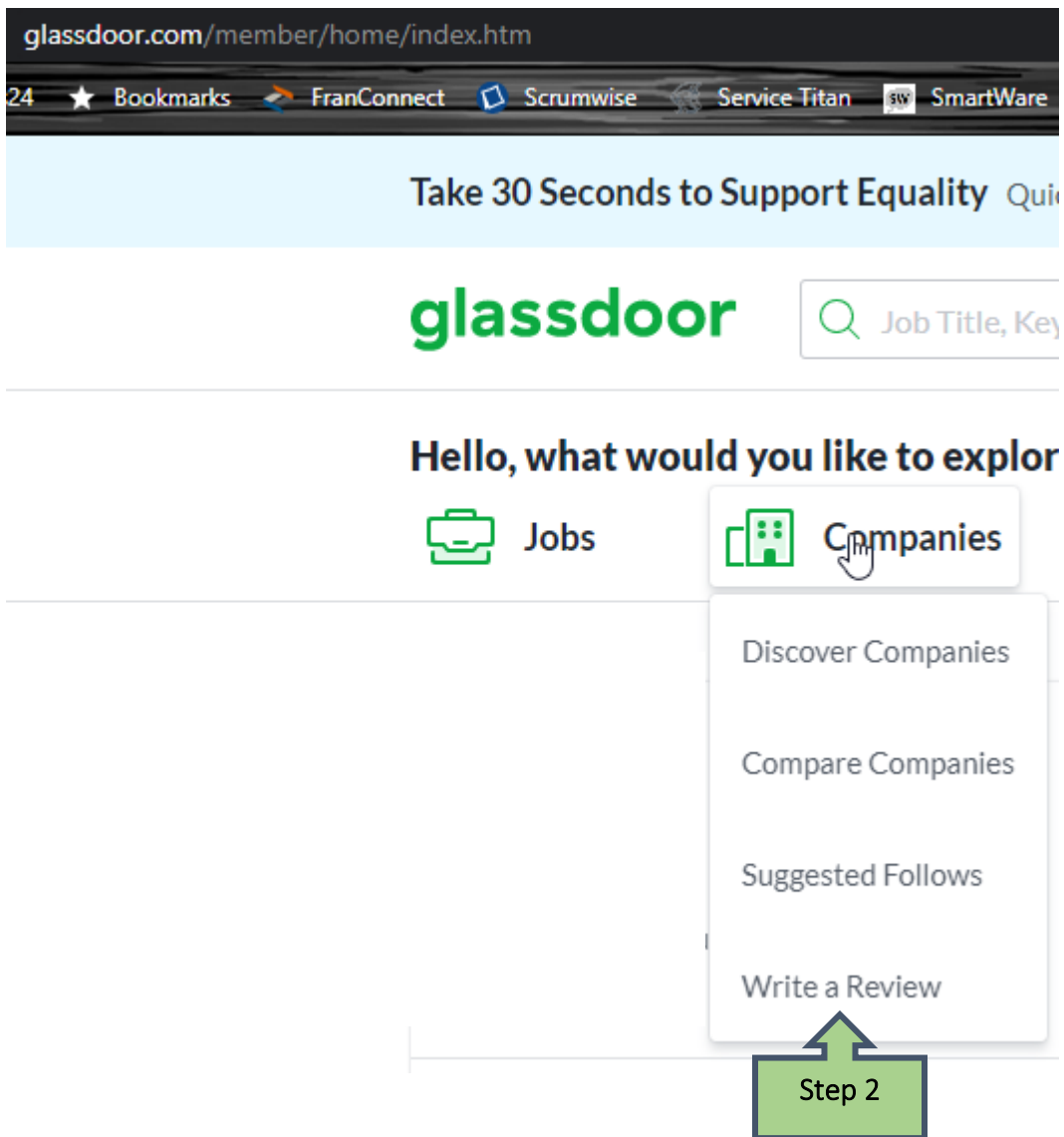
The screenshot shows the 'Take a minute to review The Grounds Guys' form. At the top, the GroundsGuys logo is on the left, and the title 'Take a minute to review The Grounds Guys' is in the center. Below the title, a sub-header reads 'Your anonymous feedback will help fellow jobseekers' with a help icon. Two bullet points follow: 'Company reviews are NEVER attached to your job applications' and 'The reviews ONLY include star ratings, review text, job title, location and review date'. The first question is 'How would you rate this company?' with a green checkmark on the left and a red asterisk 'required' on the right. It lists six categories: Overall rating, Job Work/Life Balance, Compensation/Benefits, Job Security/Advancement, Management, and Job Culture. Each category has five yellow stars. A green arrow labeled 'Step 7' points to the star ratings. The second question is 'The good and the bad. What stands out about working at this company?' with a radio button on the left. It has a 'Review Summary' field with an example: 'Example: Productive and fun workplace with ping pong table'. Below it is a 'Your Review' field with '(150 characters minimum)' and a note: 'Give us your opinion about a typical day at work' and 'what you learned'. A green arrow labeled 'Step 8' points to the 'Your Review' field. At the bottom, a blue rounded button labeled 'Finish' is shown. A green arrow labeled 'Step 9' points to the 'Finish' button.

Step 9 – Click Finish

Glassdoor

Step 1: Go onto www.Glassdoor.com and sign into your account or create a free account then write a great about your experience working for The Grounds Guys.

Step 2: Under **Companies**, click **Write a Review**



- Step 3:** Select **Company Review**
- Step 4:** Enter **THE GROUNDS GUYS**
- Step 5:** Click the button next to **The Grounds Guys** and click **Next**
- Step 6:** Give a **5-Star Review**
- Step 7:** Click **Submit Review**

For Home Service Professionals who may not know what to write, here are some examples that can help them put a sentence or two in the review:

Being Part of a Family

The people I work with have become some of my best friends. We work hard, have fun, and make money.

Being Tough/Making People Happy

Not everybody is cut out for the tough work we do. I love a challenge. If you like working hard and making people happy, the Grounds Guys could be the place for you.

Career not a Job / Training

I like working at the Grounds Guys, because they are always training me and helping me get better at my job. It is great to come to work every day and learning something new. It never gets boring around here.

Culture - be part of something bigger than yourself

The culture here is great. Everybody works hard and gets along. We are also part of a group of service companies at Neighborly that allows us to help more customers.

Please contact your FBC with questions or help taking this simple, but critical steps to improving our brand's online reputation as an Employer of Choice.