Unsung Heroes

Agenda



- Campaign recap
- High level performance
- Meta
- Email
- Paid Search
- Organic Social
- Hulu
- Spotify

>>As we talk about learnings, feel free to voice your ideas!

Let's Recap

- Audience: General trades, SMB
- Messaging: Heroic, skilled trades workers are behind everything we do
- Goal: Brand awareness
- Channels: Paid Social, Email, Organic Social,
 Hulu, Spotify
 - Supported by general Paid Search
- Run Time: June 1 9/15
- Challenges: Reporting







Overall Performance (Direct, General Trades)



Α	В	С	D	E	F	G	Н	ı	J
2023 Qualfieid Demo R	equests								
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept
Goal	94	107	174	100	107	176	105	98	98
Actual	229	241	221	171	206	134	122	156	241
% of Goal	244%	225%	127%	171%	193%	76%	116%	159%	246%

- Looking at high-level performance because of difficulty with tracking
- Unsung heroes served our general trades segments (all direct)
- Ideally we'd look at: Spend, Demos, Deals, Revenue can't do that with this campaign

Overall Performance (General Trades) by Industry



	2023 0	Qualfiled De	emo Requ	uests by In	dustry			
		J	une			J	uly	
	# DRs	% of Total	Spend	% of SUBTotal	# DRs	% of Total	Spend	% of SUBTotal
HVAC	60	45%	\$20,863	47%	60	49%	\$16,989	42%
Electrical	15	11%	\$9,925	22%	7	6%	\$10,603	26%
Plumbing	12	9%	\$7,455	17%	9	7%	\$6,536	16%
MF	6	4%	\$6,474	14%	12	10%	\$6,464	16%

		Au	gust			Septe	mber	
	# DRs	% of Total	Spend	% of SUBTotal	# DRs	% of Total	Spend	% of SUBTotal
HVAC	89	57%	\$21,216	46%	96	40%	\$19,977	46%
Electrical	12	8%	\$9,225	20%	29	19%	\$11,260	26%
Plumbing	10	6%	\$10,431	23%	16	10%	\$8,171	19%
MF	7	4%	\$4,867	11%	13	8%	\$3,610	8%

Does NOT include General spend

Learnings:

We can get more granular in how we cater our spend to our best-performing industries

^{*}Using general trades data because we don't have reliable Unsung data

Meta



~¾ of Spend, Impressions, and Conversions goes to FB, ⅓ to IG

Meta - Overview & Top Performers

`	

Impressions	Frequency	Link clicks	Results	Spend	CTR	CPA	CVR
335,277	1	4,478	155	\$11,015.67	1%	\$71.07	3%

	Total DQed	18
	Total Results Meta	155
Ī	% DQed	12%

Best CTR



Best CVR



interplaylearning.com
Request a Demo Today!

Learn more

Best CPA



interplaylearning.com
Request a Demo Today!

Learn more

Meta - Top Performers - What does it mean??

- People seemed to like this man
 - Use more AI images (more on this soon)
 - Flush out the best performing faces
- Videos that led with faces performed the best
- Mention of "VR" and "3D Simulations" perform the best
 - We've seen this in caption analyses, as well

Action Items:

- Continue to test the faces that boost performance
- Utilize "VR" and "3D Simulations" more in our marketing copy



A/B Tests - Stock vs Al

Stock







Al vs Stock

	Impressions	Link Click	Results	Spend	CTR	CVR	CPA
Al	50,026	1,388	45	3,411	2.8%	3.2%	\$75.80
Stock	80,253	880	27	3,433	1.1%	3.1%	\$127.14
	-37.7%	57.7%	66.7%	-0.6%	153.0%	5.7%	-40.4%

A/B Tests - Stock vs AI - What does it mean??



Action Items:

- Continue to use AI people in our ad images
- Test the limits of what we can do with AI

Aggregate Learnings - Messaging









Messaging Learnings							
	Impressions	Link Click	Results	Spend	CTR	CVR	CPA
Boost tech productivity	2,907	384	6	\$293.92	13%	2%	\$48.99
Every Moment	2,659	45	0	\$120.48	2%	0%	-
Simple, Safe, Affordable	2,363	66	0	\$106.04	3%	0%	-





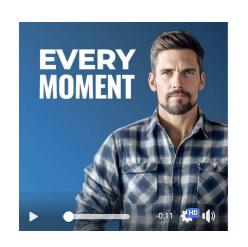
- "Boost tech productivity/3D & VR Sims" messaging outperformed other value prop messaging
 - Note: Simple Safe Affordable is a top-performer in Evergreen campaigns
- Emotional "every moment" messaging performed the worst out of all messaging

Action Items:

- Utilize "boost tech productivity/3D & VR" in more marketing copy
- Do a cleaner A/B test against Simple Safe Affordable to continue to flush out messaging
- Steer away from emotional messaging on Meta UNLESS brand awareness is the ONLY focus

Unsung Heroes Meta - Unsung Heroes vs Evergreen







Comparing Unsung to Evergreen

	Impressions	Link Click	Results	Spend	CTR	CVR	CPA
Unsung	58,406	795	49	\$1,668.97	1.4%	6.2%	\$34.06
Evergreen	683,492	11,594	660	20,741	1.7%	5.7%	\$31.43
% Change	1070.2%	1358.4%	1246.9%	1142.8%	24.6%	-7.6%	-7.7%





- Evergreen messaging and Unsung Hero messaging were pretty neck-and-neck
 - Note: Emotional messaging didn't perform as well, performance went up when value props were adjusted
- Our results here are not *quite* statistically significant (84%)

Action Items:

- Use winning takeaways from Unsung Heroes (as discussed on other slides)
- Continue to evaluate how our Evergreen and thematic campaigns work together

Email



6 emails Total, Focusing on Testing AI vs. Stock Imagery & "Hero" Language to Baselines

Emails #1-#2

Email: 1



Every Trades Hero Needs a Training Sidekick



Skilled trades heroes like you fuel the systems that power everyday lives: each charged phone, cold beer, and warm home. Above that, every tradeworking-hero faces challenges when training and retaining a skillful team.

With Interplay as your training sidekick, empower your team through:

- Beginner advanced courses in HVAC, plumbing, electrical, and more
- Engaging and interactive 3 to 5-minute-long video courses
- 3D simulations to replicate real-world field scenarios
- On-demand training that's accessible from anywhere, on any <u>device</u>

Book a demo to let Interplay Learning ease your heroic duties today!

BOOK A DEMO

Email: 2 (AI)





Email: 2 (Stock)





Boost Your Team's Confidence



Empower your business's growth & profitability opportunities by advancing your team's skill sets! By investing in your team's training programs, you'll boost both confidence and competence during service calls – meaning more satisfied (and returning) customers.

With Interplay's dynamic and hands-on training, you can grow a team of highly competent and revenue-generating techs to tackle any customerfacing challenge that flies their way. Equip your team with tools like:

- Virtual reality simulations to mimic real-life scenarios
- Expert-sourced content, led by skilled trades industry experts
- Proven, effective learning methodology to increase knowledge retention

Book a demo to build a more skillful and profitable workforce today!

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Emails #3-#4



Email: 3 (AI)



Revealing The Unsung Heroes of Today



Step aside, superheroes, this is for the unsung individuals who <u>literally keep</u> the <u>lights on</u>: our skilled trades heroes!

From keeping faucets running to tuning A/Cs to survive the summer heat this is no small mission for any trades team. While Interplay can't fulfill your service calls, we can help enhance your training program:

- Attract the industry's best technicians
- Build a more confident workforce
- Upskill your seasoned team members
- Retain your more profitable workforce

Book a demo to build a better workforce today!

BOOK A DEMO

Email: 3 (Stock)



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Book a demo to build a better workforce today!

BOOK A DEMO

Email: 4



Attract & Retain Your Best Team of Heroes



You & your team fuel the systems that power our daily lives and often go unnoticed. To express our gratitude, Interplay Learning wants to help you attract and retain your best team of heroes!

Our interactive training program is designed to draw in top talent with engaging 3D simulations and custom learning paths – leading to higher retention rates in-house.

Check out how Safe Electric, a residential electrical company in Ohio, achieved a 100% employee retention rate post-apprenticeship with Interplay's Digital Learning Paths.

Book a demo to attract and retain your best workforce today!

BOOK A DEMO

Emails #5-#6



Email: 5





Recruit, Ramp & Retain Your Best Team



You and your team are the unsung heroes of today – fueling society's lifesaving systems and working tirelessly, yet often unnoticed by most.

To "thank you!" for your invaluable contributions, interplay wants to lend a hand in your quest to recruit, train, and retain your best team of heroes! Our interactive, skilled trades training program is designed to help you:

- · Recruit: Attract the brightest techs in the industry
- · Ramp: Train green techs to be job-ready, quickly & easily
- · Retain: Keep your techs longer through upskilling and cross training

Check out how Mid-Florida Heating & Air Turns Green Techs Profitable in 90

Days and retained 88% of new hires through internal promotions.

Book a demo to recruit, ramp and retain your best workforce today!

BOOK A DEMO

Email: 6 ("Sidekick" Language, Split Test)



Hey Hero - Let Us Be Your Sidekick



"The actual impact that training in general has on your culture—you can't put a price tag on that—because it creates a culture where people feel like they're being invested in. When they feel like they're being invested in, people tend to bring a better version of themselves to work every day."

TOM SPALL CEO, T.E. Spall and Son



Heroes like you in the skilled trades power the systems that fuel everyday lives; every cold beer, charged phone, and warm home.

On top of that, every skilled-trades-hero must overcome obstacles when managing their skilled team. Not to fear, Interplay is here to help you attract, train and maintain your team of unsung heroes!

Our skilled trades training is aimed to empower you to:

- · Relieve the pressure of fully training green technicians
- Build more confident, skilled, and profitable technicians
- · Attract and retain the best talent in the industry
- . Cut Callback Rates and Increase Profits, like T.E. Spall & Son

Book a demo to allow Interplay to ease your heroic training duties today!

BOOK A DEMO

Email: 6 ("Supplement" Language, Split Test)



Hey Hero - Let Us Supplement Your Training



"The actual impact that training in general has on your culture —you can't put a price tag on that — because it creates a culture where people feel like they're being invested in. When they feel like they're being invested in, people tend to bring a better version of themselves to work every dav."

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Email - All-In Campaign Data



Subject Line	Sent	Delivered	Opened	Clicked	Deals	Bounced	Spam Reports	Unsubscribed	Delivery Rate	Open Rate	Click Rate	CVR	Bounce Rate	Unsubscribe Rate
Baseline Email Campaign Metrics across Row 2 to Compare the Below Metrics to:	183,464	182,321	32,887	2,040		1,143	8	8,146	99.4%	18.0%	1.1%		0.62%	4.47%
Subject Line														
Introducing: Your New Sidekick Training Partner	2,630	2,574	406	16	1	56	0	10	98%	16%	4%	6%	2%	0%
Advancing Heroic Skill Sets 😁	1,272	1,260	236	5	1	12	0	1	99%	19%	2%	20%	1%	0%
So, You Think You're a Hero?	1,225	1,213	200	4	0	12	0	4	99%	16%	2%	0%	1%	0%
Engaging Training for Your Hands-On Team	1,918	1,884	434	10	1	34	0	11	98%	23%	2%	10%	2%	1%
Supplement Your Skilled Trades Training	1,866	1,830	403	11	1	36	0	3	98%	22%	3%	9%	2%	0%
Cut Callbacks & Supplement Your Training	1,930	1,898	422	11	0	32	0	6	98%	22%	3%	0%	2%	0%
	10,841	10,659	2101	57	4	182	0	35	98.32%	19.71%	2.71%	7.02%	1.68%	0.33%

Learnings and Next Steps:

- From an aggregate of AI images vs. Stock images, neither Stock or AI outperformed the other in terms of clicks (default to social learnings).
- Email #2 resulted in the highest CVR rate from a singular, email view continue testing in various email campaigns against evergreen messaging.
- Emails #4 & #5 resulted in similar CVR rates compare "engaging" and "supplemental" message tests from other channels to decide on best performance.
 - Email #4 & #5 both include case study resources towards the bottom of the body copy & contained hero gifs with rotating text overlay.
- The highest performing subject line in terms of open rates was "Engaging Training for Your Hands-On Team" (Email #4).

Email - A/B & Split Tests



Subject Line	Sent	Delivered	Opened	Clicked	Deals	Bounced	Spam Reports	Unsubscribed	Delivery Rate	Open Rate	Click Rate	CVR	Bounce Rate	Unsubscribe Rate
Baseline Email Campaign Metrics across Row 2 to Compare the Below Metrics to:	183,464	182,321	32,887	2,040		1,143	8	8,146	99.4%	18.0%	1.1%		0.62%	4.47%
Email Name (A/B Test Unsung Emails)). - :	-	-	-	-	-	-	-	-		-	-	-	-
Introducing: Your New Sidekick Training Partner	518	507	89	6	1	39	0	7	98%	18%	7%	17%	8%	1%
Introducing: Your New Supplemental Training Partner	530	513	75	4	0	17	0	3	97%	15%	5%	0%	3%	1%
Engaging Training for Your Hands-On Team	354	347	88	1	1	22	0	8	98%	25%	1%	100%	6%	2%
Heroic Training for Your Hands-On Team	378	366	95	5	0	12	0	3	97%	26%	5%	0%	3%	1%
Supplement Your Skilled Trades Training	368	359	95	4	1	26	0	3	98%	26%	4%	25%	7%	1%
Your Sidekick for Skilled Trades Training	371	361	89	2	0	10	0	0	97%	25%	2%	0%	3%	0%
Email Name (Split Test Unsung Emails)	-	-	2	-	-	_	-	-	-	-	-	-	-	-
Advancing Heroic Skill Sets 😎	1,272	1,260	236	5	1	12	0	1	99%	19%	2%	20%	1%	0%
Advancing Heroic Skill Sets 😎	1,326	1,300	216	3	0	26	0	2	98%	17%	1%	0%	2%	0%
So, You Think You're a Hero?	1,225	1,213	200	4	0	12	0	4	99%	16%	2%	0%	1%	0%
So, You Think You're a Hero?	1,271	1,245	192	4	0	26	0	2	98%	15%	2%	0%	2%	0%
Cut Callbacks & Supplement Your Training	983	960	205	7	0	23	0	2	98%	21%	3%	0%	2%	0%
Cut Callbacks & Welcome Your Sidekick	947	938	217	4	0	9	0	4	99%	23%	2%	0%	1%	0%

Learnings and Next Steps:

- From an aggregate, of A/B tests containing "Sidekick" vs. "Supplement/al" neither test won in terms of clicks or opens. Validate through other platforms and future tests.
- From an aggregated, "Hero" and "Sidekick" subject lines resulted in 37% CVR while "Engaging" and "Supplement" resulted in a 125% CVR. Validate through other platforms and future tests.
- Our email lists have a higher bounce rate than usual, this can be tackled by validating email addresses (Unknown Users) and removing less-engaged contacts.

Paid Search



Paid Search - All-In by Industry



Overall Search Performance: Total Summer Filtered for only KW with 200+ Impressions

Industry KEY	SUM of Impr.	SUM of Clicks	SUM of Conversions	SUM of Cost	CTR	CVR	CPA
, Dd	20, 200	F F7F	040	#00.400.55	040/	40/	#04.00
Brand	26,388	5,575	246	\$20,183.55	21%	4%	\$81.96
Electrical	225,825	10,975	463	\$24,699.18	5%	4%	\$53.32
General	34,299	2,689	131	\$5,946.93	8%	5%	\$45.43
HVAC	475,689	13,803	971	\$48,436.54	3%	7%	\$49.90
MultiFamily	26,954	1,393	46	\$11,418.12	5%	3%	\$250.51
Plumbing	23,277	1,677	57	\$13,468.64	7%	3%	\$238.26
Solar	9,764	1,079	24	\$4,156.10	11%	2%	\$172.74
Grand Total	822,233	37,191	1,937	\$128,309.06	5%	5%	\$66.23

Paid Search - All-In Performance



CTR	Imp	CVR	СРА
June	 heating cooling and ventilation hvac fundamentals hvac training 	 hvac degree air conditioning license electrician software 	 hvac degree (\$3.87) air conditioning license (\$5.05) hvac maintenance training (\$9.27)
July	 heating cooling and ventilation electrician certification hvac training 	 heating and air conditioning maintenance virtual hvac training electrician software 	 heating and air conditioning maintenance (\$13.57) air conditioning training courses (\$13.14) electrician trade school (\$9.58)
August	 heating cooling and ventilation electrician certification hvac training 	 hvac degree hvac training software plumbing curriculum 	 hvac degree (\$13.77) electrician programs (\$17.55) plumbing curriculum (\$13.17)

Paid Search - All-In Performance - What does it mean??



- HVAC keywords are getting our brand the most visibility during the summer
 - 1 out of 8 was related to Electrical
- Apart from "HVAC", keywords containing "software", "virtual", or "air conditioning" had the highest conversion rates
- Apart from "HVAC", keywords containing "license" and "degree" had our most efficient CPAs

Action Items:

- Incorporate more "virtual" language into marketing collateral
- "Air conditioning" Investigate if we should stray from just saying "HVAC" and include more diverse language
- "Software", "License", and "Degree" investigate whether or not we should be using this more

Organic Social



Social - Unsung Heroes Campaign



Overall Benchmark vs Unsung Heroes					
	Impressions	Engagements	Engagement Rate		
Overall Benchmark	107518	3599	3.35%		
Unsung Heroes	11,547	332	2.88%		
		Overall Performance	-16%		

Social Learnings from a Higher-Level

- Unsung's engagement rate had a -16% difference in comparison to the overall social benchmark with a 100% certainty
 - a. This campaign consisted of a lot of reels on FB and IG, which may have led to an increased amount of impressions



Your test results Test "A" converted 17% better than Test "B". I am 100% certain that the changes in Test "A" will improve your conversion rate. Your A/B test is statistically significant!

Social - Top Posts



Most Impressions/Engagements

Impressions	Engagements	Eng. Rate
2,891	77	2.66%

Whether enjoying a front yard water park or the simple desire for a warm shower, plumbers play a vital role in shaping every water-filled experience. To our unsung heroes, we thank you!

#PlumbingHeroes #UnsungPlumbers #UnsungHeroes



Highest Engagement Rate

Impressions	Engagements	Eng. Rate	
1484	73	4.92%	

Day in & day out, your dedication to the trade stands tall. From your training sidekick to our unsung heroes – we see you & thank you. https://bit.ly/46LXOmy



Social - Top Platform/Top Post Learnings

Platform	Impressions	Engagement	Eng. Rate
FB	6894	63	0.91%
IG	6877	145	2.11%
Linkedin	4,727	270	5.71%

Learnings

 FB and IG produce the highest impressions, while Linkedin produces the most engagement

Action Items:

- Continue testing repurposed Interplay footage with different captions, music, and imagery to see if we can increase the amount of engagements
- Continue utilizing AI generate imagery, while testing to see what wording performs best in the image and caption

New Channels



Hulu



Overview

- Goal = brand awareness
- Creative: Garage Band, Third Date, Backyard Water Park
- Run time:
 - Round 1 = test and learn for audience; 6/27 7/27
 - Round 2 = more specific audience; 9/01 10/01
- Total Spend: \$6,000







Hulu - High Level Performance



Creative Performance

	Impressions	CPM
Third Date	156,805	\$28.74
Water Park	156,947	\$28.76
Garage Band	155,738	\$28.74
	469,490	\$28.75

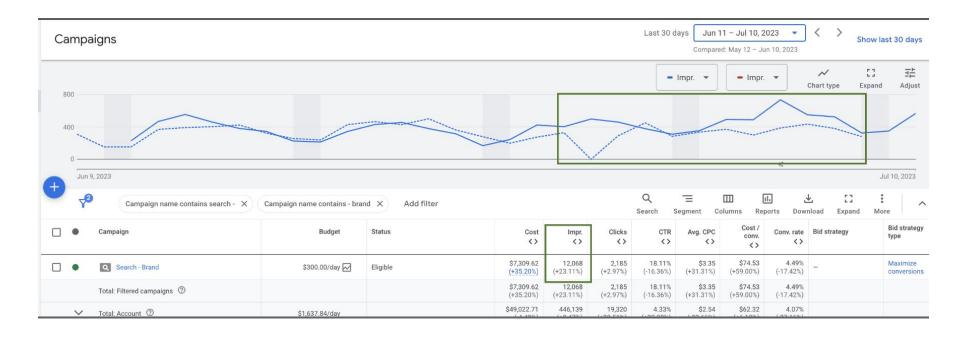
Audience Takeaways

States w/ Lowest CPMs	Audiences w/ Lowest CPMs	
CA	Behavior In-Market Home Improvement	Comedy
FL	Interest Food & Drink Fast Food	Drama
ОН	Interest Food & Drink Quick Service Restaurant	
PA	Interest Food & Drink Casual Fast Dining	
TX		

Hulu Round 1 - Impact



- Saw +23% lift in Search Brand Impressions around launch day
- Slight lift in Clicks, no lift in Conversions
- This did not sustain for the entirety of the campaign



Spotify

-

Overview

- Goal = brand awareness
- Creative: (+ Audio)
- Run time:
 - Round 1 = July 6 August 6
 - Round 2 = August 18 September 18
- Total Spend: \$2,986.19

Impact:

- Slight lift in branded search but not significant
- Slight lift in MQLs but no proof that is from Spotify

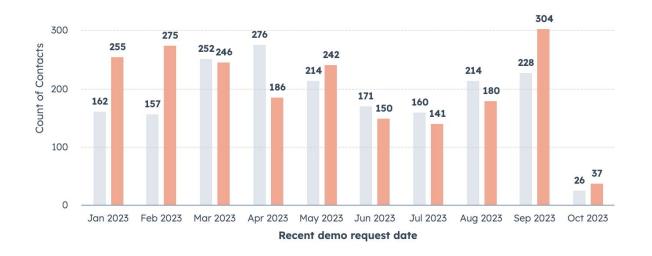
~	Interplay Learnin							
Hand	empowering training for unsung Heroes Hands-on, immersive, effective skilled trades training.							
	GET STARTED TODAY interplaylearning.com/spotify							
Interplay Learning Advertisement								
0:00		-0:30						
СРМ	СРА	▶ △						
¢1 70	\$57.16	>						

Impressions	Reach	Frequency	Clicks	CTR	Spend	СРМ	СРА	▶ △
873,637	356,298	2	207	0.02%	\$1,486.19	\$1.70	\$57.16	>

Spotify & Hulu Round 2 - Impact

-

- There has been a lift across the board in MQLs
- There are definitely other factors contributing to this:
 - Seasonality, Meta optimization, PMax launches for paid
- 15% of this overall spike is coming from "Direct"
- +124% lift MoM in Direct attribution



Hulu & Spotify - What does it mean??



- We still have a lot to learn when it comes to knowing what channels work for us and what don't
- We can keep testing new mediums but we need better tracking to evaluate success