



Montage[®]
THE BETTER CANDIDATE EXPERIENCE™

A photograph of four business professionals (three women and one man) in an office setting, smiling and engaged in a discussion around a laptop. The image is partially obscured by a large teal graphic on the right side.

Financial Business Case Summary

Prepared for: Client Name

AE Name: SalesRep

DatePrepared

LinktoCalculator

Executive Summary

Utilizing Montage's single solution to engage, interview and hire better candidates, faster, we can provide your organization with a total savings of:

\$1,145,992



ROI Statistics

Estimated Hours Saved	700
Return on Investment	875%
Net Present Value	\$1,877,252
Payback Period	4.6 months
Implementation Period	4.6 months
Estimated Benefit Per Hire	\$790

	Year 1	Year 2	Year 3	Total
Scheduling Savings	\$15,000	\$20,000	\$20,000	\$55,000
Phone Screen Savings	\$75,000	\$100,000	\$100,000	\$275,000
Time to Fill	\$4,218,750	\$5,625,000	\$5,625,000	\$15,468,750
Reduce New Hire Churn	\$150,000	\$200,000	\$200,000	\$550,000
Travel Savings	\$31,500	\$42,000	\$42,000	\$115,500
Cost	(\$40,000)	(\$15,000)	(\$15,000)	(\$70,000)
Total	\$4,450,250	\$5,972,000	\$5,972,000	\$16,394,250

SCHEDULING SAVINGS

Recruiters spend too much time with administrative tasks – reviewing applications, scheduling candidate interviews, and more. Tasks that get in the way of more strategic work, like building relationships with quality talent. When recruiters are too busy to connect on a human level with candidates, it hurts the hiring experience. How do talent acquisition teams find the balance to tackle these hiring challenges?

Scheduling Savings - \$54,259

Phone Screen Scheduling Benefits

Total candidates screened	10,000
Annual hours spent scheduling calls	2,500
Projected hours saved with Montage	1,500

Interview Scheduling Benefits

Total interviews	4,000
Annual hours spent scheduling interviews	2,000
Projected hours saved with Montage	1,000

We estimate that we can save your HR department **2,500 hours (equates to 62.5 weeks)** of time that is currently wasted on scheduling activities.

PHONE SCREEN SAVINGS

Gain more insight into candidates in far less time than a traditional phone interview. Candidates answer your questions on their own time and you review the completed phone interviews at your convenience. As a result, hear from more candidates, easily compare them, and never have to worry about scheduling early-round interviews again.

Screening Time Savings

Estimated annual phone screens	10,000
Annual hours spent screening candidates	5,000
Projected hours saved with Montage	2,000

Phone Screen Savings
\$30,259

By moving to on-demand screening, either by video or phone, the reviewer can save time reviewing the interview if they want to move them forward OR remove from the process if they are not qualified, after just a few minutes.

TIME TO FILL

Top talent is only on the market for 10 days. Candidates, especially those with superior talent and experience, have more job opportunities than ever in today's market. In the intense race for the best talent, organizations need to move faster, reach further, and impress top candidates with the maturity of their process. Every delay is an opportunity for quality talent to look elsewhere.

Time to Fill Savings - \$1,250,000

Revenue Generating Positions

Open revenue generating positions	40
Total expected revenue from new hires (first year)	\$12,000,000
Expected revenue broken down daily (240 days)	\$50,000
Days needed to fill positions	90
Expected reduction of days with platform	9

Non-Revenue Generating Positions

Open salary positions	500
Open hourly positions	1,400
Average daily cost of open positions	\$123
Expected reduction in days to fill salaried positions	6.84
Expected reduction in days to fill hourly positions	3.60

NEW HIRE TURNOVER SAVINGS

Our clients are better able to assess candidates fit for hire, and provide transparency that allows a candidate to get a better idea of what it's like to work at a company in a specific role. These factors help candidates and hiring teams make better decisions about fit, which result in candidates being put in roles that are a better motivational and skill fit. This improved fit leads to improved retention and in many cases faster time to revenue for revenue-generating positions.

New Hire Turnover Savings - \$570,259

Reduce New Hire Turnover

Projected new hires	2,000
New hires lost to turnover	200
Expected reduction with Montage	20
Average cost to fill a first-year turnover position	\$10,000



Wyndham reduced turnover by 16% which resulted in a \$1.2M savings by using Montage. [Read Case Study](#)



TRAVEL SAVINGS

Montage eliminates travel for initial interviews. Only candidates at later stages of the interview process travel. Some of our clients also save travel spend because they're able to include hiring decision makers on interviews without traveling them to the location of other hiring team members.

Travel Savings - \$67,220

Reduce Travel Costs of Candidates

Interviews conducted annually	2,000
Interviews that incur travel costs	400
Average cost for each candidate that travels	\$700
Annual interview travel cost	\$280,000
% Reduction with the use of Montage	10%

HOTEL CHAIN REDUCES TRAVEL EXPENSES 50% WHILE COMPETING WITH TOP COLLEGE TALENT BY PARTNERING WITH MONTAGE. [Read Case Study](#)