



# Wise Talent Solutions

**Predictable Recruiting.**  
**Lower Cost. Faster Hiring.**

Most organizations pay 20–25% per hire with unpredictable fees, duplicated vendor spend, and inconsistent pipelines.

## Contingency Search

- \$25k–\$35k per hire
- Budget spikes
- Vendor dependency
- Reactive

## Subscription Partnership (WTS)

- Flat weekly/monthly rate
- Unlimited roles
- Embedded partnership
- Proactive workforce planning

## ROI Snapshot: 8 hires/year

### Contingency

Cost per hire	<b>\$9k–14k</b>
Annual (8 hires)	<b>\$120k–\$240k</b>
Budget predictability	<b>No</b>
Time to fill	60–90 days
Retention	35–50 days

**30–55% LOWER COST**

- 30 years global recruiting leadership
- Built centralized TA for engineering/manufacturing orgs
- 1,000+ hires supported
- \$500K–\$1M+ historical cost savings for clients
- Master's OD/Psychology | Doctoral coursework in Organizational Development



**Ann Marie "Annie"  
McCarthy**

**Offer: 90-day pilot subscription – risk free**