

# Solution Comparisons

These are the main options comparing a cost per hire view. NOTE: A lot of employers operate a hybrid model (~70/30) of contingent labor (70%) for flex and regular full-time employees (30%) as foundation.

- **In-House;** 100% Reg FTE employees (Incl. Benefits + TM + Replace)
- **Hybrid;** 70% contingent labor + 30% Reg FTE employees
- **Agencies;** 25% fees (AVER annual base salary of \$165k, \$41.3k ea - 30% ER)
- **ThriveHR AI Talent Solutions;** Outsourced AI technology & Experts

## Graph Data Key:

Based on a ThriveHR full RPO average and an example 3,000 employee client with ~300 openings to fill annually. In-House & Hybrid own technology on client side. ThriveHR provides 80% of technology (Sourcing, CRM & ATS) excluding LinkedIn Recruiter which we have a AI Talent Platform which replaces the need. You supply Career page and posting only, as option.

