

# SOURCE2™

## RETENTION-BASED PRICING THAT DELIVERS RESULTS

A smarter recruiting model built to reward long-term retention.

### Client

A leading national utility services provider with 10x growth operating across 33 states, hiring thousands of field technicians annually to meet service demand.

### Challenges

- Intense competition for talent
- Inconsistent candidate evaluation across regions
- Limited candidate access outside business hours
- High turnover compared to industry average
- Tight hiring window tied to onboarding cycles
- Need for better candidate engagement during onboarding

### Solution

- Retention-based pricing model aligning cost with employee longevity
- Low unit cost, less than 2% of average annual wage
- Flexible structure supporting high-volume, rapid hiring
- Streamlined screening and onboarding process
- Implementation of best-in-class AI-driven assessment system
- Significant relief for operational leaders through time savings
- Embedded recruiting team scaled seasonally

### Results & Outcomes

- 54% of assessments completed outside of standard business hours
- Candidates reviewed within 30 minutes of application
- Consistent candidate evaluation across all districts
- Improved training class attendance and performance

#### Client Case Study - Utilities



*“Source2 routinely goes the extra mile to ensure their entire team is aligned to our people, culture, processes, and goals. Their ability to quickly ramp up ahead of our busy season is truly remarkable. We view them as an integral part of our team.”*

– Senior Manager of Recruiting

### Key Takeaways

- **\$1.1M added to client's bottom-line through quantifiable cost savings**
- **Projected 19,000 hours saved annually for operations**
- **17% year-over-year retention increase in pilot markets**

**Let's Solve Your Toughest Hiring Challenges.**

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