

We saved our logistics client over \$184,704 in 3 months



ABOUT THE STAFF PAD

The Staff Pad's innovative subscription recruiting model was built from the ground up to eliminate traditional recruiting pain points and deliver unique benefits.

- **No fees based on salaries**
- **A consistent recruiting budget**
- **An ongoing recruiting partnership**

CASE SUMMARY

Allegiance Trucks is a premier truck dealer in the Northeastern United States. All of our affiliated sales, lease, and service locations have highly trained and experienced staff eager to provide best-in-class customer service. To keep up with their ever-growing demand, **Allegiance engaged Staff Pad for 3 main reasons.**

IMPROVE AND STREAMLINE RECRUITING PROCESS

With a looming need for additional resources and a clearly defined hiring process, The Staff Pad deployed a dedicated recruiting team to consult on processes, immediately expand bandwidth, and create a 24-hour feedback loop for hiring managers leading to an expedited efficient screening and interviewing process including same-day offers.

FIND PROFESSIONALS WHO EMBRACED THEIR CORE VALUES

Because technical, assembly/manufacturing, and engineering managers tend to focus on volume rather than a cultural fit, candidates were not aligning with the company's core values. By spending time with leadership and learning about Allegiance's culture, people, and values, The Staff Pad created a candidate profile that emphasized cultural fit in addition to skill set and highlighted candidates that met the criteria.

REDUCE RECRUITING COSTS AND MAINTAIN A CONSISTENT BUDGET

With previous recruiting partners, Allegiance experienced salary-based fees as high as 20% with many peaks in valleys in their recruiting spend. Using The Staff Pad's subscription model not only was Allegiance able to forecast the exact budget for their recruitment spend, but in the initial months of partnership, they received 25 placements resulting in a savings of over \$184,704 compared to prior recruiting efforts.

Placements	Avg Salary	Total Salaries	Avg Industry Fees - 20%	Staff Pad
25 Placements (Diesel/Service Techs)	\$54,000	\$1,313,520	\$262,704	\$78,000
			Total Savings	\$184,704