

# FRANKRALLYPOST



**WHAT ARE YOUR HIRING  
PRACTICES REALLY COSTING YOU?**

# Discover the hidden expenses draining your profitability and how to stop them.

Most companies believe they understand their hiring costs. In reality, the hidden price tag is far higher, which impacts productivity, profitability, and even market share. The wrong hire, a slow hire, or a poorly onboarded hire can silently drain thousands from your bottom line.

## The High Price of Inefficient Hiring

The business landscape is shifting faster than ever, and outdated hiring practices can put your company at a serious disadvantage.

## Industry Trends Impacting Costs

- Labor market volatility is pushing up compensation expectations.
- Skills in technical roles are becoming obsolete at record speed.
- Competition for specialized talent is fiercer than ever.
- Remote work is redefining pay scales and expanding candidate pools.
- Regulatory changes are altering contractor classifications.

## Common Pitfalls Inside Organizations

- HR and Finance operate in silos instead of working in tandem to see the big picture.
- “Time-to-fill” metrics ignore lost opportunity costs.
- Weak onboarding programs delay productivity.
- Over-reliance on salary instead of a total value proposition costs you candidates.
- Reactive hiring creates constant talent crises.

## The Competitive Cost of Doing Nothing

- Innovation slows without the right people in place.
- Customer experience suffers during talent gaps.
- Turnover increases the risk of losing intellectual property.
- Poor hiring damages your employer brand and reputation.





## **The True Cost of a Bad Hire**

Replacing a team member is far more expensive than most leaders realize. The costs extend far beyond recruitment fees; they ripple through productivity, customer relationships, and even market positioning.

### **Acquisition Costs**

- Recruiter and hiring manager time diverted from core work
- Applicant tracking and assessment tool expenses
- Interview panel time and productivity loss

### **Integration Costs**

- Onboarding program expenses and mentorship resources
- Productivity ramp-up period that varies by role
- Management attention shifted from strategic priorities

### **Risk Mitigation Costs**

- Compliance and legal review
- EPLI premium allocations
- Documentation and performance tracking systems

## Direct Replacement Costs

These are the tangible, immediate expenses that show up on your balance sheet:

- Separation costs, including exit interviews, administration, and severance.
- Vacancy costs, such as temporary staffing or paying overtime to cover the gap.
- Recruitment costs for advertising, screening, and interviewing candidates.
- Selection costs for assessment tools, reference checks, and background screenings.
- Onboarding costs for training, orientation, and mentoring.

## Indirect Replacement Costs

These hidden costs often outweigh the direct ones, quietly impacting performance and profitability:

- Loss of institutional knowledge and critical relationship equity
- Disruption of customer relationships, leading to loyalty erosion and lower satisfaction scores
- Strain on team cohesion that results in lower morale and reduced collaborative efficiency
- Brand reputation damage reflected in Glassdoor ratings and social media sentiment
- Missed market opportunities from delayed initiatives and slower competitive response





# The Productivity Impact Timeline

Replacing a role is rarely a quick recovery. Productivity typically dips sharply at the point of separation, then rises gradually as a new hire ramps up, a process that can take months depending on the position. Higher-level roles often experience longer recovery curves, especially when strategic knowledge or leadership influence is lost. Modeling the learning curve for each function reveals just how costly even a short vacancy can be.

## Even one bad hire can have a massive ripple effect

- Entry-level mis-hires can cost \$15K–\$40K in lost value.
- Mid-level managers can cost \$75K–\$175K annually.
- Directors and executives can cause losses in the hundreds of thousands.



# **HOW FRANKRALLYPOST PROTECTS YOUR BOTTOM LINE**





## Strategic HR Consulting

We provide executive-level, human resources leadership, tailored to your pace and scale, and ideal for startups as well as growth-stage companies. We embed where needed and build systems that run without constant oversight.

## Talent Acquisition Strategy

We go beyond recruiting. Our talent acquisition services are built around workforce planning, employer branding, and long-term team strength, not just resumes and interviews.

## Talent Development Advisory

We help you stop managing and start developing. Our approach creates systems that retain top talent by offering real growth, not just check-the-box reviews.

## Onboarding Systems

Create scalable, no-fluff onboarding systems that help new hires ramp up faster, feel connected, and stay longer. We'll design it once so you don't have to repeat it every time.

## Hiring Process Optimization

We streamline your hiring process from job post to offer letter with a result of improving candidate experience, reducing drop-offs, and cutting decision fatigue for your team.

## Temporary and Contract Staffing

We provide rapid-access talent solutions to keep your business moving during peak demand, special projects, or unexpected vacancies. Our vetted network of temporary and contract professionals allows you to scale up or down quickly without compromising quality or productivity. This flexible approach reduces downtime, minimizes recruitment lead time, and ensures you maintain momentum while securing the right long-term hire.

## Internal Mobility Strategy

Build a clear path for your current talent. Promote from within, retain institutional knowledge, and reduce hiring costs by supporting your top performers' growth.

## Manager Enablement

Your managers shouldn't have to guess how to lead. We provide the frameworks and support they need to coach, develop, and retain their teams without burning out.

## HR Compliance Policies

We teach your team what to retain, how to file it, interview policies, and job descriptions. Did you know you cannot specify in a job description 3-5 years of experience? It needs to be 3+ years; otherwise, it discriminates against more senior applicants.

## EPLI Expertise

Our multi-point vulnerability analysis identifies liability risks before they become costly claims, and we guide you in optimizing coverage.

## Data-Driven Hiring Frameworks

From evidence-based assessments to streamlined workflows, we shorten time-to-fill while improving quality-of-hire and retention rates.


## Executive Value Optimization

We maximize executive effectiveness in their first 180 days and measure their impact on organizational performance.





# CASE STUDIES




A growing wireless infrastructure company headquartered in California with multiple satellite offices throughout the U.S. with a full-time staff of approximately 700 and an additional 300 contractors had an ongoing human capital fluctuation across all disciplines.



# CASE STUDIES

## CONSULTING

A hand holding a pen points to a blue document titled 'CONSULTING'. The document features a graphic of several white upward-pointing arrows of varying heights, suggesting growth or progress. The scene is set on a wooden desk with a cup of coffee in the background.

A growing management consulting firm specializing in information security, regulatory compliance, privacy, and information risk management needed assistance with HR business management, employee relations and development, partner relations and development, talent acquisition and pipeline development. The result: a third person was brought on board to help the managing partners, create order, and streamline processes.



# CASE STUDIES



A growing lifestyle company faced a pivotal moment in their growth. This placed pressure on the founders to recruit and hire critical talent. In addition to talent needs, they required support to manage human resource functions inside their company. We took over all HR and Talent Acquisition functions for the company to save them \$110,000 in nine months.

# BOOK YOUR COMPLIMENTARY 30-MINUTE HIRING COST ASSESSMENT

Get a clear, data-backed picture of your hiring ROI. In just half an hour, we'll discover:

- Your hidden hiring costs
- Where opportunity losses occur
- Immediate actions to boost ROI

We'll deliver a summary of findings you can put to work immediately with no strings attached. HR talent acquisition services can routinely save up to 40% over traditional hiring practices.

**Schedule now: <https://calendly.com/frankrallypost>**

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**ACT BEFORE THE  
NEXT HIRING CYCLE;  
SPOTS FILL QUICKLY  
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