Current and Pipeline State

92
MARCH LEADS

24
MARCH JOB ORDERS

16
PLACEMENTS WITH **MARCH** START DATES

58
PAID **MARCH** LEADS

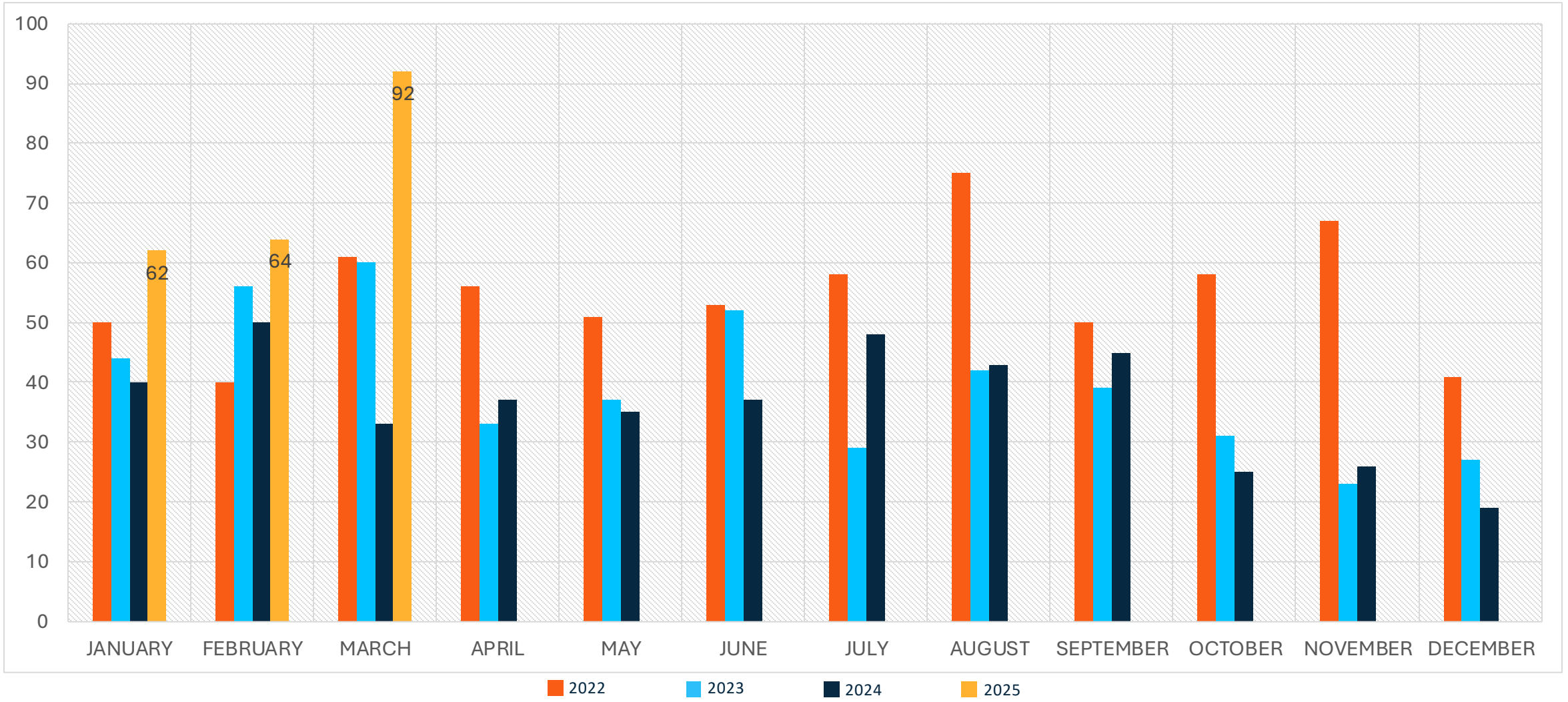
$1,632,627
YTD PIPELINE
GROSS MARGIN

$1,540,632
YTD GROSS MARGIN

*Pipeline Gross Margin is the amount of GM that would result in placing all open job orders generated from 2025 leads. This number does not include job orders that have already resulted in placements.

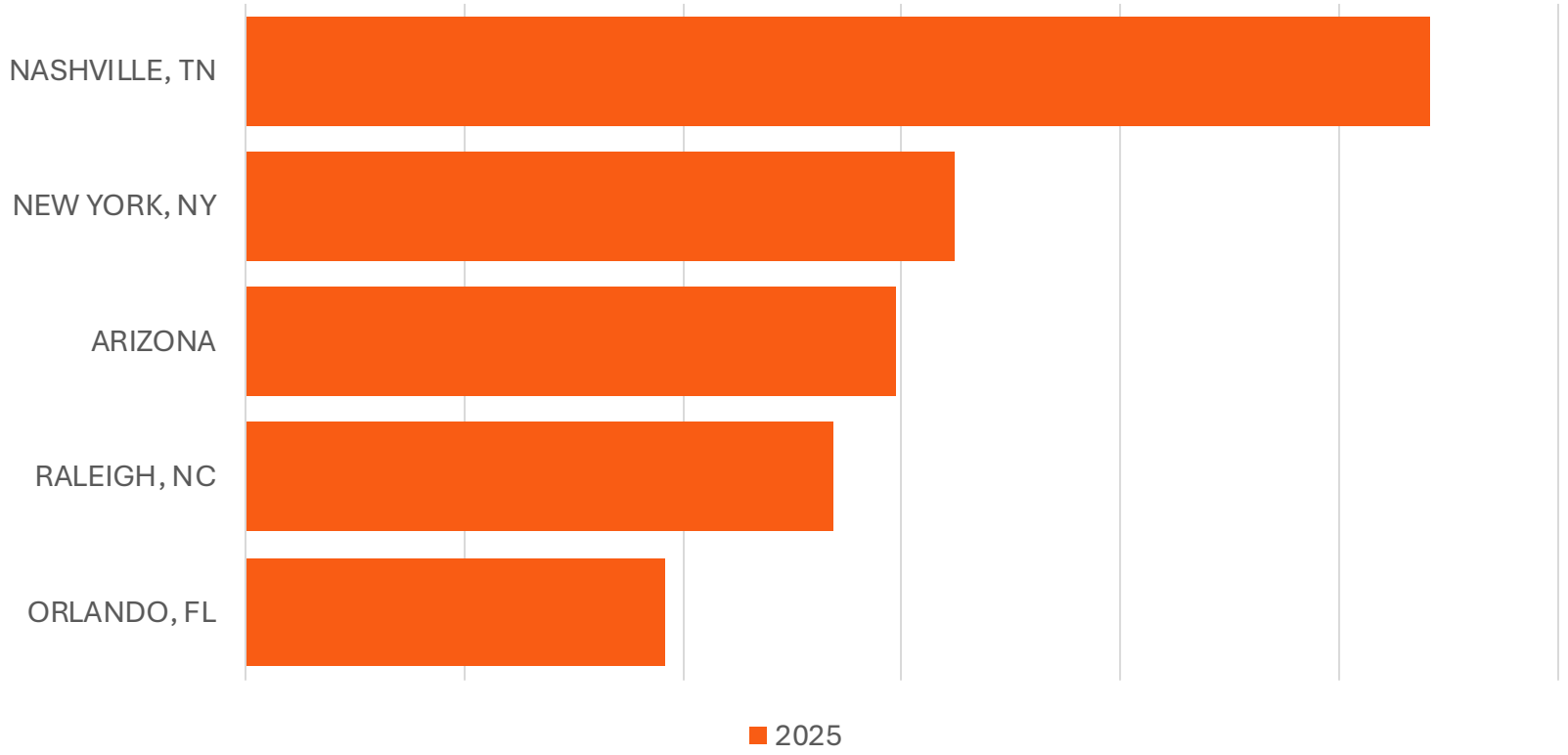
© Vaco – All Rights Reserved

Vaco Monthly Web Lead Volume (2022-2025 YTD)



© Vaco – All Rights Reserved

Top Five Offices by GM



NASHVILLE, TN
$270,942

NEW YORK, NY
$162,076

ARIZONA
$148,926

RALEIGH, NC
$134,602

ORLANDO, FL
$96,180

© Vaco – All Rights Reserved

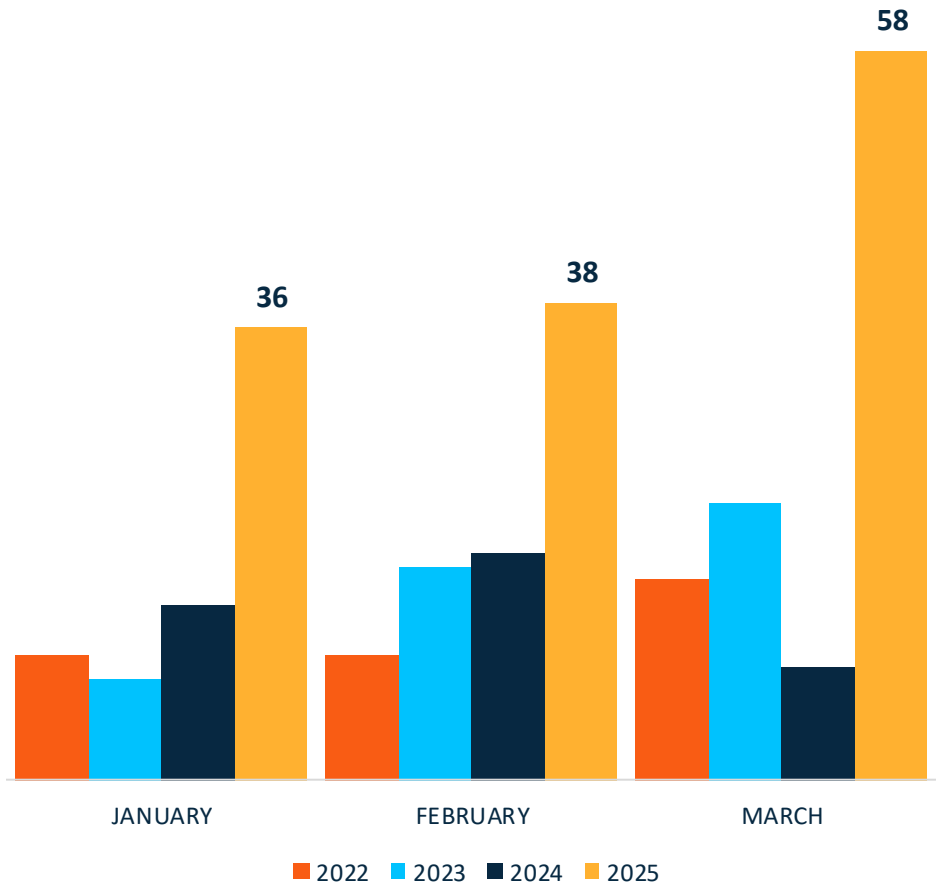
Return on Ad Spend (ROAS)

2025 YTD ROAS: 219.59%

YTD PAID GM: $248,234

58 (63.04%) OF MARCH LEADS WERE PAID

16 (66%) OF MARCH JOB ORDERS WERE PAID



MONTHLY PAID LEAD VOLUME (2022-2025)

© Vaco – All Rights Reserved