

<b>Onboarding Costs</b>			
<b>Company</b>		<b>Manual Onboarding</b>	<b>Automated Onboarding</b>
	New Hire(s)	1	1
	Number of Employees in the Company	200	200
	Number of Forms Per Hire (I-9, W-4, etc.)	15	15
	Turnover Rate	44%	14%
	Employee Growth	10%	10%
	New Hires Per Year	92	52
<b>Mailing Costs Per New Hire</b>			
	Outbound Mail Costs	\$10.00	\$0.00
	Return Mail Costs	\$10.00	\$0.00
	Paper, Ink, Copying	\$2.00	\$0.00
	Total Mailing Costs	\$22.00	\$0.00
<b>Time &amp; Salary Per New Hire</b>			
	Form Preparation, Processing, Filing, etc. (in hours at 30 minutes per form)	7.5	3.75
	Coordinating Logistics and Set-up (hours per hire)	4	2
	Total Time (hours)	11.5	5.75
	Average Hourly Cost of FTE Onboarding Coordinator (base \$50,000 plus benefits)	\$31.25	\$31.25
	Total Cost per New Hire	\$359.38	\$179.69
<b>New Hire Costs Per New Hire</b>			
	Time to Initial Productivity (in hours)	24	8
	New Hire Hourly Cost (base \$50,000 plus benefits)	\$31.25	\$31.25
	Total New Hire Costs	\$750.00	\$250.00
	Total Costs Per New Hire	\$1,109.38	\$429.69
	Total Costs Per Year	\$102,062.50	\$22,343.75
	<b>ROI for a Strong Automated Onboarding</b>		<b>\$79,718.75</b>