

KG Tiger Performance Metrics for Your Company

May 2014

Sourcing Production Results	May '14	
Assignments worked (total)	18	Assignment same as request to so
Assignments w/hire occurred	4	Hire by any source (KG/YourCo/3rd party)
Assignments w/KG hire	4	Where KG sourced candidate was hired
Submits	29	QIA** candidates KG identified, screened and presented
Accepted Submits	27	Submits YourCo recruiting representative agreed were QIA
Interviews	20	Accepted submits YourCo interviewed for an open position
Hires	4	Of KG Submits, number hired for assigned roles

Jan 2012 through May 2014 (29 months)

Sourcing Production Results	29 months	2014*	2013	2012	
Assignments worked (total)	188	38	77	73	Assignment same as request to source for a requisition
Assignments w/hire occurred	73	21	20	32	Hire by any source (KG/YourCo/3rd party)
Assignments w/KG hire	55	16	15	24	Where KG sourced candidate was hired
Submits	900	240	385	275	QIA** candidates KG identified, screened and presented
Accepted Submits	811	211	352	248	Submits YourCo recruiting representative agreed were QIA
Interviews	577	135	266	176	Accepted submits YourCo interviewed for an open position
Hires	55	16	15	24	Of KG Submits, number hired for assigned roles

Averages/Ratios

Quality Submits	90.1%	87.9%	91.4%	90.2%	Accepted submits/Submits
Interview	71.0%	64.0%	75.6%	71.0%	Interviews/Accepted submits
Hire	9.7%	7.6%	4.3%	9.7%	KG hires/Accepted submits
Submits to Hire ratio	11.11	10.05	17.60	7.75	Accepted submits/Assignments w/hire occurring
Submits to Assignments ratio	4.31	5.55	4.57	3.40	Accepted Submits/Assignment total

Average Timings

	In Days***	In Days	In Days	In Days	
Time to source	7.9	10	8	7	Avg time from req start to 1st submit accepted
Time for client to accept	4.7	9	4	4	
Time from accept to interview	14.6	15	13	16	
Time from 1st interview to hire	22.0	28	17	25	Where hire occurred

Pipeline Evaluation

	In Days	In Days	In Days	In Days
Time to source by KG:	7.9	10.0	8.0	7.0
Time from accept to hire:	41.3	52.0	34.0	45.0
Avg hiring timeline:	49.1	62.0	42.0	52.0

Financials				
	29 months	YTD '14	2013	2012
Total fees:	\$848,691	\$162,700	\$366,068	\$319,923
Per accepted submit:	1,046	771	951	1,163
Per interviewed:	1,471	1,205	1,376	1,818
Per hire:	15,431	10,169	24,405	13,330
Equivalent CPH:	11.43%	7.53%	18.08%	9.87%



Copyright © KG Tiger, 2015

* Extrapolated

** Qualified, Interested and Affordable

KG Tiger Performance Metrics for **Your Company**

Jan 2012 - Dec 2014

Sourcing Production Results	36-months*	2014*	2013	2012	
Assignments worked (total)	242	92	77	73	Assignment same as request to source for a requisition
Assignments w/hire occurred	103	51	20	32	Hire by any source (KG/YourCo/3rd party)
Assignments w/KG hire	78	39	15	24	Where KG sourced candidate was hired
Submits	1,236	576	385	275	QIA** candidates KG identified, screened and presented
Accepted Submits	1,107	507	352	248	Submits YourCo recruiting representative agreed were QIA
Interviews	766	324	266	176	Accepted submits YourCo interviewed for an open position
Hires	78	39	15	24	Of KG Submits, number hired for assigned roles

Averages/Ratios

Quality Submits	89.6%	87.9%	91.4%	90.2%	Accepted submits/Submits
Interview	71.0%	64.0%	75.6%	71.0%	Interviews/Accepted submits
Hire	9.7%	7.6%	4.3%	9.7%	KG hires/Accepted submits
Submits to Hire ratio	10.7	10.0	17.6	7.8	Accepted submits/Assignments w/hire occurring
Submits to Assignments ratio	4.6	5.6	4.6	3.4	Accepted Submits/Assignment total

Average Timings

	In Days	In Days***	In Days	In Days	
Time to source by KG:	8.3	10	8	7	Avg time from req start to 1st submit accepted
Time for client to accept	5.7	9	4	4	
Time from accept to interview	14.7	15	13	16	
Time from 1st interview to hire	23.3	28	17	25	Where hire occurred

Pipeline Evaluation

	In Days	In Days	In Days	In Days	
Time to source by KG:	8.3	10	8	7	
Time from accept to hire:	43.7	52	34	45	* Extrapolated
Avg hiring timeline:	52.0	62	42	52	** Qualified, Interested and Affordable



Copyright © KG Tiger, 2015

Data is fictionalized for demonstrative purposes