



# ROI + NPV Brief

KeHalo recruiting isn't overhead cost. It's a capital multiplier  
— turning hiring into your highest-yield allocation with predictable returns.

## Cost-per-Hire (CPH) vs Return on Hiring Investment (ROI)

Many companies obsess over cost-per-hire — creating one of the most expensive recurring losses in business: hiring the wrong person. On the other hand, hiring the right person — the right way — is one of the highest-yielding investments you can make, often 8× higher than PE, VC, or hedge funds. That's why KeHalo reframes hiring as capital allocation that compounds.

## Why This Matters

- 46% of new hires fail within 18 months
- Mis-hire cost reality: Direct replacement cost is ≈ 7.5 months' salary (midpoint of widely cited 6–9 month range).
- Total replacement often runs ~0.5×–2× annual salary; broader mis-hire drag can reach ~5×–15× annual salary at senior levels (role/market dependent).

“In 5 months, KeHalo helped our once-bankrupt \$35M subsidiary achieve \$7M+ monthly gains — by recruiting 7 A-level hires who transformed culture, eliminated turnover, and made us #1 of 13 sites.”  
— Kevin T., VP HR, U.S. Ops

## ROI (Return on Hiring Investment) of A-Level Talent

Read this, then compare ROI & NPV #s — easy with our [interactive slide graphs](#).

- For every \$1 you invest in hiring A-level talent through KeHalo instead, you gain **\$6.34 back over the next 3 years**
- Equivalent to **534% net return = ~178% per year**
- All measured **after costs** (sourcing, relocation, onboarding, training)
- **Top 20% ≈ ~80% of output** ([Harvard Business Review](#)).
- High-performers may generate **~80% of profits** while representing the **top 3%–20%** of team members ([Harvard Business Review](#)).
- In repetitive, transactional roles, top performers are typically **~2-3x as productive as others** ([Harvard Business Review](#)).
- Across job types, top performers average **~4×** output of peers — and in high-complexity roles can reach **~8×** ([McKinsey & Company](#)).
- Topgrading: an A-player = top 10% of available talent for the role.



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KeHalo ROI: Recruiting that compounds like capital — not cost.  
Hiring isn't a headcount expense — it's your highest-return capital allocation.

## NPV (Net Present Hiring Value)

Example — Instead of hiring 'good enough' at a \$100,000 annual salary, by choosing A-level talent through KeHalo, your decision yields you (in today's dollars) an additional:

- \$590,000 at 6% discount rate ~ "\$590K NPV"
- \$550,000 at 10% discount rate
- \$510,000 at 14% discount rate

*(All figures illustrative; based on conservative estimates observed across KeHalo's 26+ years since 1999.)*

## Why "Good Enough" = \$0 ROI

- Average hires usually only cover cost — sometimes worse
- A-level hires compound: they outperform, stay longer, elevate the team, and create durable value

## The KeHalo Advantage

### 3-Year Retention Guarantee

The strongest in the industry; honored 100% since 1999.

### AlignPay™

Hire now, protect cash flow, stay covered from Day 1 (flexible 6–12 month payment terms).

**26+ years** delivering outcomes for U.S. manufacturers.

## Next Steps

[Book your 15-min ROI Call](#)

Limited new client spots available each month

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Most leaders prefer the interactive calculator

[Explore interactively \(4 minutes\)](#)

"The ability to make good decisions about people represents one of the last reliable sources of competitive advantage — since very few organizations do it well."  
— Peter Drucker, Father of Modern Management

"The team you build is the company you build."  
— Vinod Khosla, Billionaire Investor

### Disclaimer

All ROI and NPV figures are illustrative and based on conservative industry benchmarks (Society for Human Resource Management; Harvard Business Review; McKinsey). Actual results may vary by role, market, and execution. [See full disclaimer.](#)