

# SmartTenure™ Over Turnover.

It Scores. It Predicts. It Helps You Hire for Stay-Power.



## The Retention Crisis Is Real

**42%**

Hourly hires leave within 90 days

**\$4,129**

Average cost to replace a single frontline employee

**80%**

Recruiters say they lack tools to forecast long-term fit

**30%**

Reduction in churn with predictive retention scoring

## Here's How SmartTenure™ Changes the Game

1.

### Predicts Who'll Stay, Before Day One

SmartTenure™ analyzes pre- and post-hire signals to identify candidates who are likely to succeed and stick around.

2.

### Learns from Your Best Hires

Uses your historical retention data to score new candidates against proven top performers.

3.

### Built-In Retention Intelligence

Combines interview, application, and behavioral data to flag high-potential hires with stay-power.

4.

### Powered by Your Hiring Workflow

SmartTenure™ connects seamlessly with SmartMatch™, SmartScreen™, SmartScore™, and SmartFeedback™ for closed-loop accuracy.

## Why It Wins



### Turns Gut Feel Into Predictive Data

No more gambling on longevity. Every score is rooted in historical patterns and role-specific indicators.



### Helps You Hire the Right People Faster

Less second-guessing, more confidence when it counts most, before the offer goes out.



### Reduces Cost of Churn

Hire once, not twice. SmartTenure™ helps you keep your team intact, and your budget on track.