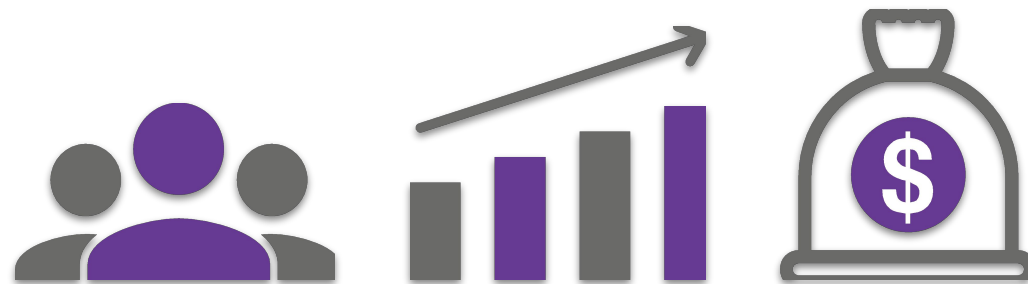




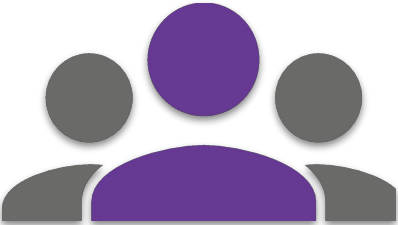
# ReturnOnTalent

**Retain Talent. Drive Growth. Improve Profit.**

[returnontalent.io](https://returnontalent.io)



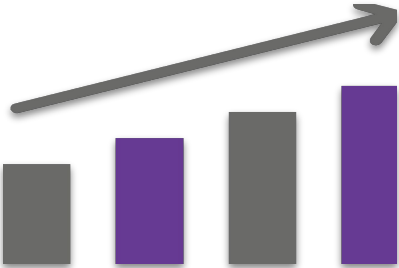
# Add 3 new competitive advantages with tangible results



## TALENTS

Identify New Talents  
Retain Hidden Talents  
AI Leaver Prediction

+50 talents pooled



## GROWTH

Accelerate Key Projects  
Keep Intellectual Property  
Develop Agility

+0.4% in revenue



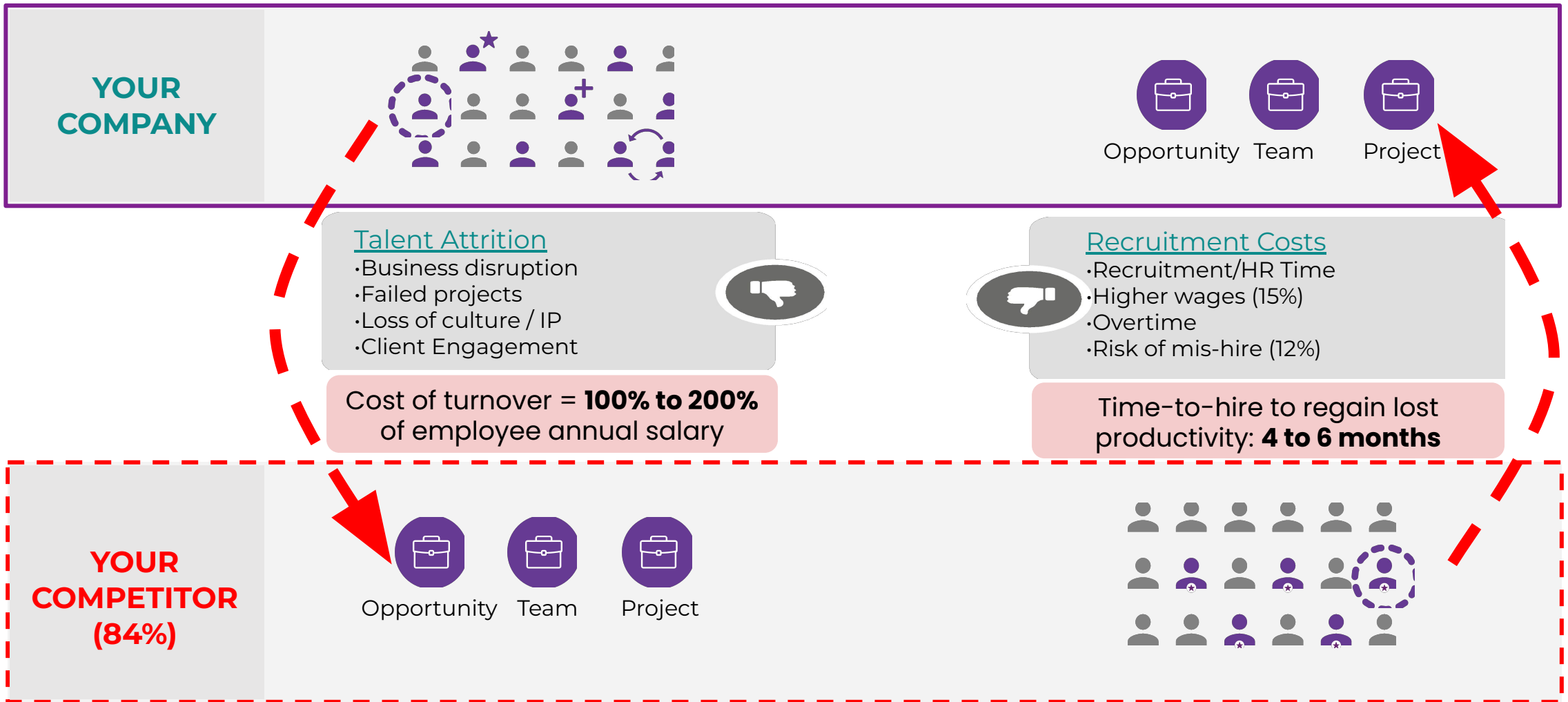
## PROFIT

More Productivity  
Customer Satisfaction  
Lower Cost of Turnover

+40 basis points

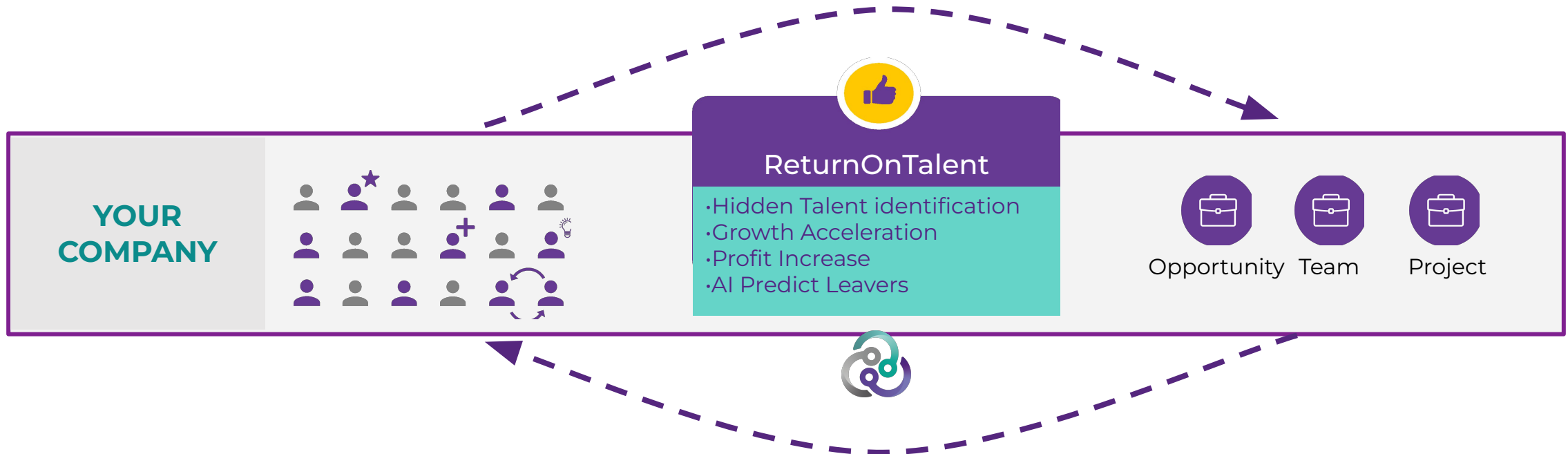
# Retain your Talents & IP, Accelerate your strategic projects

## TODAY: Without ReturnOnTalent



Retain your Talents & IP, Accelerate your strategic projects

## TOMORROW: With ReturnOnTalent



### For 1000 Employee (estimates)

- Retention pool of employee created: **50** (5% of total employee)
- Cost of Turnover Reduction: **4'000'000 USD**
- Turnover of employee reduction: **2%**
- External recruitment dependency reduce by **20%** (Saving of 300'000 USD)
- Cost of Hire reduction: **35%**

# Case Study: Enabling Versatile Opportunities

## High Potential program



Jaguar Program  
Each year 30 HiPo go for 18 months on 3 continents

ROT: Capability to match HiPo with Endorsers to become Hiring Managers for 6 months  
Match: 20/30



## Internal Referral Scheme



Keeping track of employee acting as endorsers for external referee. Enabling a follow up and a first digital contact with incumbent.

ROT: Done for WeLinkTalent



## Creating Changes

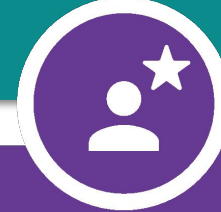


Discussion on a MNC with low turnover (6%) to create internal mobility to upskill and develop internal capabilities

ROT to be use to create transfers between silos



## Expert Retention



For a consultancy with Technical expert on Murex All current project were created on ROT, giving visibility to all consultant. Hence we facilitate internal transfers instead of attrition.



## Executive Women Council



Looking for 8 women to join the newly created council.

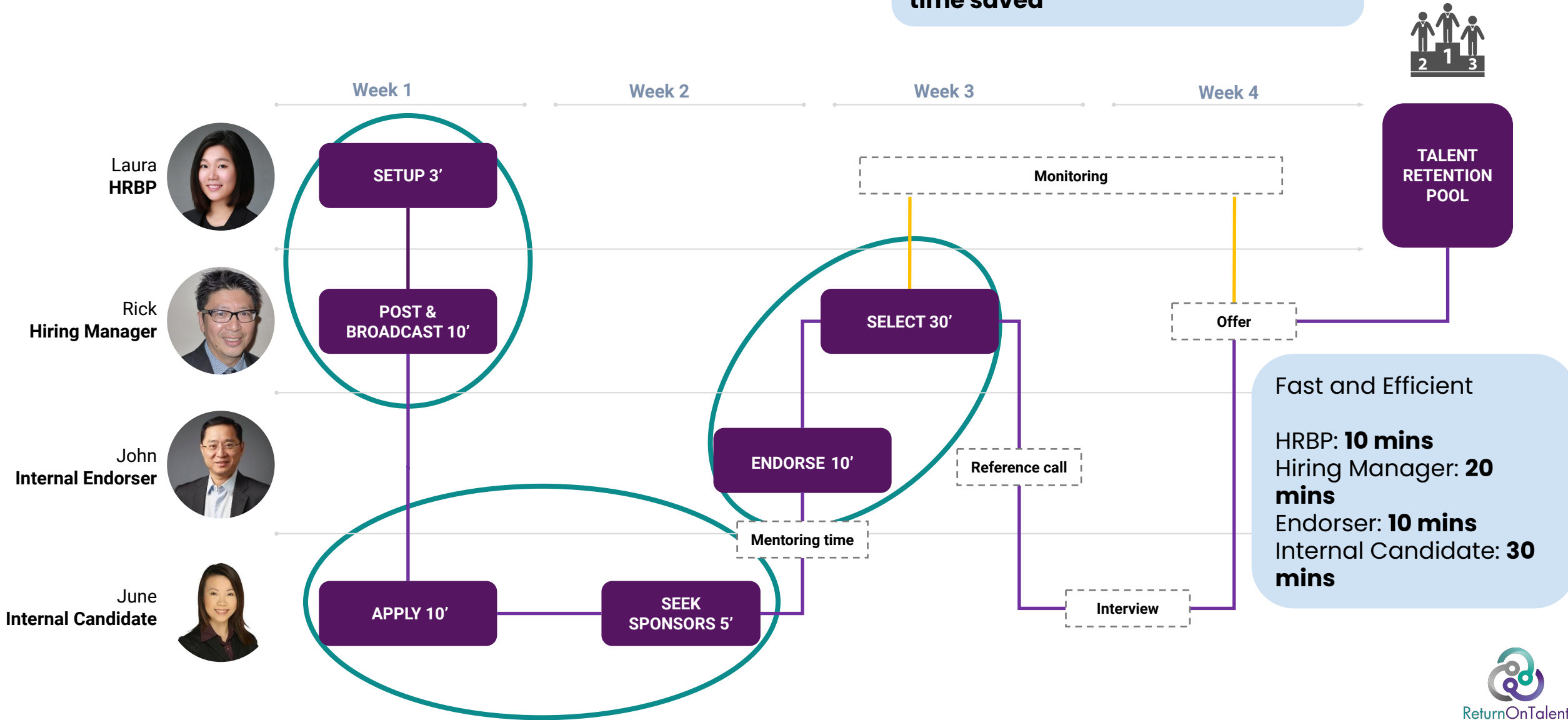
ROT: Creation of the opportunity and broadcasting to Director level

6 Profiles found



# Frictionless Automation Process

Process automation:  
 Time-to-fill internal opportunity: (26 days vs 36 days in average) **30% time saved**



# Without ReturnOnTalent

Cost of turnover: **100% to 200%** of employee annual salary

## Talent Attrition

Business disruption

Failed projects

Loss of culture / IP

Client Disengagement

## Recruitment Costs

Recruitment/HR Time

Higher wages (15%)

Overtime

Risk of mis-hire (12%)



# With ReturnOnTalent

Hidden Talent Identification

Growth Acceleration

Profit Increase

AI Prediction of Leavers

Cost of Turnover Reduction  
**4 Million USD**



# AI Predicted Leavers: Talent Pooling Retention Plan



## Possible action retention plan enabled

- Act as a career advisor
- Meeting with HRBP
- Personal L&D plan
- Career roadmap
- Coffee with CEO
- Special projects
- Advice from Sponsor
- Coaching / Mentoring
- Job Rotation

### 6-12 months headstart vs your competition

#### Engage with your talents to retain them.

Avoid counter-offers and failed discussions and timing.  
Reduce your turnover, achieve more, better.

Each additional talent retained for a year equals over 80K USD in EBITDA (100% of Salary for middle management)

**For 1000 employee: 4'000'000 USD cost of turnover reduction thanks to ReturnOnTalent**



# AI Analytics Dashboard



AI prediction of leavers:

- **Objective:** Forecasting of employees who are likely to leave a company for hiring managers to actively engage employees using retention plans

Risk level Turnover:

- **Objective:** The potential impact on the organization, based on the likelihood of employees leaving

Risk Cost:

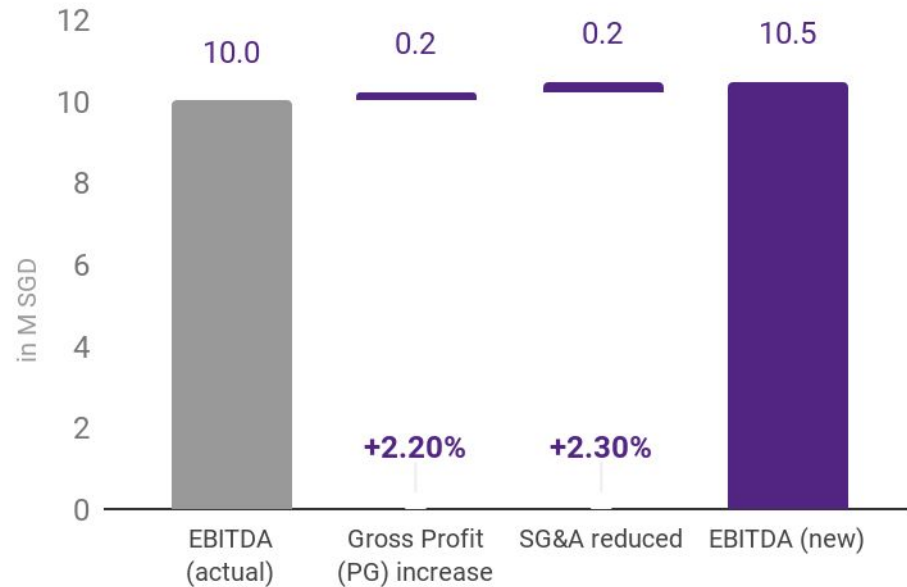
- **Objective:** Financial impact of employee turnover

# Tangible Impact | Turnover Neutral



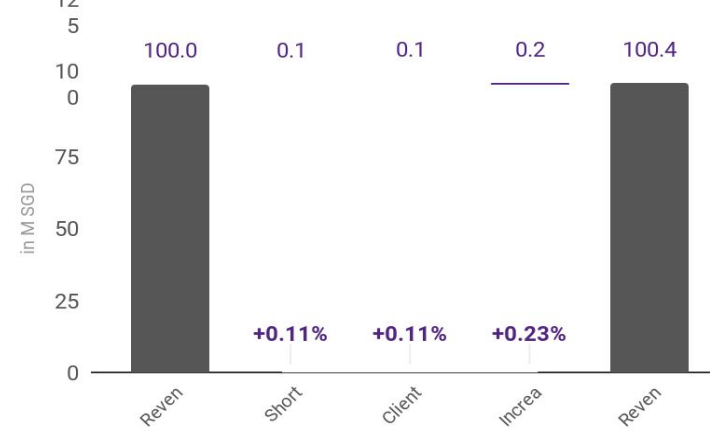
## INCREASE YOUR PROFIT

WLT added value on bottom line



## INCREASE YOUR REVENUE

WLT added value on top line sales



## REDUCE YOUR COST

WLT added value on operating expenses (SG&A)



- ❑ Reduced time-to-hire (internal sourcing) by 1 week
- ❑ Customer loyalty (increasing Turnover \$ 100k )
- ❑ Increased morale (better eNPS), so better productivity
  
- ❑ Cost of Turnover decrease (100% of salaries of retained employee)
- ❑ Lower overtime (cutting coverage required)
- ❑ Recruitment process automation (saving over 24 h per hire)
- ❑ Wage increase containment (external talents are 15% more expensive)
- ❑ Reduced recruitment cost by 35% (hiring more internal and junior)



# Impact on Key Financial Figures

\* all figures in millions of USD

	Actual	with WLT	Value	Variance
<b>Revenue</b>	100.0	100.4	0.44	0.44%
<b>Added value</b>		<b>0.44</b>		
Shorter vacancies		0.11		
Clients more loyal		0.11		
Increased moral		0.23		
<b>Cost to Serve (CTS)</b>	(50.0)	(50.2)	(0.22)	0.44%
<b>Gross Profit (PG)</b>	50.0	50.2	0.22	0.44%
<b>SG&amp;A</b>	(40.0)	(39.8)	0.23	(0.58%)
Staff Cost	(30.00)	(29.77)	0.23	(0.77%)
<b>Added value</b>		0.23		
Lower overtime		0.05		
Lower agency fees		0.09		
Automation		0.01		
Lower wages		0.08		
All other SG&A	(10.00)	(10.00)		
<b>EBITDA</b>	10.0	10.5	0.45	4.51%
<b>Return on sales</b>	10.00%	10.40%		40 bps

+0.4%	Revenue
(0.58%)	SG&A
(0.77%)	Personnel Cost
+4.51%	EBITDA
(35.20%)	Cost per Hire
(88.00)	Agency fees (KUSD)
15X	ROI
('53)	Overtime cost (KUSD)
0.1	HR FTE saved

Simulation for Test 100M 5% EBIT with a yearly revenue of 100000K USD, 1000 employees and 10.0% yearly staff turnover.

# Data source

## FINANCIALS (PROFIT & LOSS / INCOME STATEMENT)

P&L ITEM	% revenue	Actual
Revenue		100,000
Cost to Serve (CTS)	(50.00%)	(50,000)
Gross Profit (PG)	50.00%	50,000
SG&A	(40.00%)	(40,000)
Staff Cost		(30,000)
All other SG&A		(10,000)
EBITDA	10.00%	<b>10,000</b>

## OTHER DATA

	Actual
Net Promoter Score (NPS)	75

## HUMAN RESOURCES

	%	Actual
Salary of internal talent (transfer)		100
Additional salary for external talents	15.0%	
Salary of external hires		110
Line Manager annual salary		120
HR annual salary		120
# External hires per year		100
# External hires via agencies		20
# External hires via HR only (talent acquisition in-house)		80
# Internal hires (transfers) per year		0
# Total hires per year		100
# Total staff headcount		1000
Staff turnover	10%	
Average agency fees on total annual package	20%	440
Additional wages of external vs internal hires		1000
Time to hire		45
Employee Engagement Score		68
Overtime additional cost vs base salary	50%	
Average days of annual leave		22

# SuperUser Flow (Demo)

The screenshot displays the ReturnOnTalent SuperUser interface. At the top, there is a navigation bar with the ReturnOnTalent logo, a 'Manage Users' link, and a 'SuperUser' role indicator. Below this is a green banner with the text 'Welcome welinktalenttest@gmail.com! You are logged in as Super User.' and the ReturnOnTalent SaaS logo. The main content area is titled 'Manage Users' and features two buttons: 'Add New Hiring Manager' and 'Add CVT/HR'. Below these buttons is a search bar with a 'Search' button. The primary element is a table listing users with columns for 'Hiring Manager Name', 'Email', 'Primary Subscription', 'Active Dashboard', 'View', 'Edit', and 'Delete'.

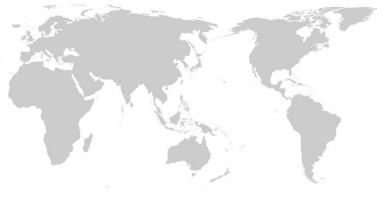
Hiring Manager Name	Email	Primary Subscription	Active Dashboard	View	Edit	Delete
Amy Thomas	welinktalent@ngp.com	HR				
Amy Thomas	welinktalent@ngp.com	COO				
Amy Thomas	welinktalent@ngp.com	CEO				
Amy Thomas	welinktalent@ngp.com	HR				
Amy Thomas	welinktalent@ngp.com	HR				

# Hiring Manager Flow (Demo)

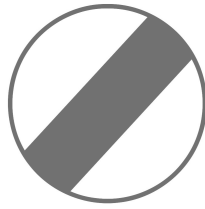
The screenshot displays the ReturnOnTalent Hiring Manager Flow interface. At the top left is the ReturnOnTalent logo. The top right navigation bar includes a purple button labeled "Post a New Opportunity", a "Dashboard" link, a notification bell icon with a "3" badge, a user profile icon, and a "Home" link. The main content area is titled "Functional Experience" and features two purple buttons: "Front-end" and "HTML". Below this is a section for "QUALIFICATION QUESTIONS" with a "+ Add Tag" button. The "Project Team Recruitment Global in Response" section includes a dropdown for "Associate Level" and a "SUBMIT" button. The "QUALIFICATION QUESTIONS" section lists three proficiency questions: "Proficiency in HTML", "Proficiency in CSS", and "Proficiency in AngularJS". Each question has a corresponding star rating system (5 stars) and a "SUBMIT" button. At the bottom of the main content area is a "+ Add Qualification Question" button and a "REQUIRED LANGUAGES" section. The bottom of the interface shows a progress indicator with five circles and a "SUBMIT" button.

# Pilot Pricing

FOR YOUR  
COMPANY



**All talents**  
(all countries,  
brands, levels)



**Unlimited**  
(opportunities, users,  
applications)



**12 months**  
(pilot for ROT and  
bespoke features)

**Base Cost: 10,000 USD**  
(Deployment & Training)

**Usage Cost: 50 USD per  
employee per year**

FOR  
ReturnOnTalent  
SaaS



**Feedback**  
(monthly calls,  
features  
improvement)



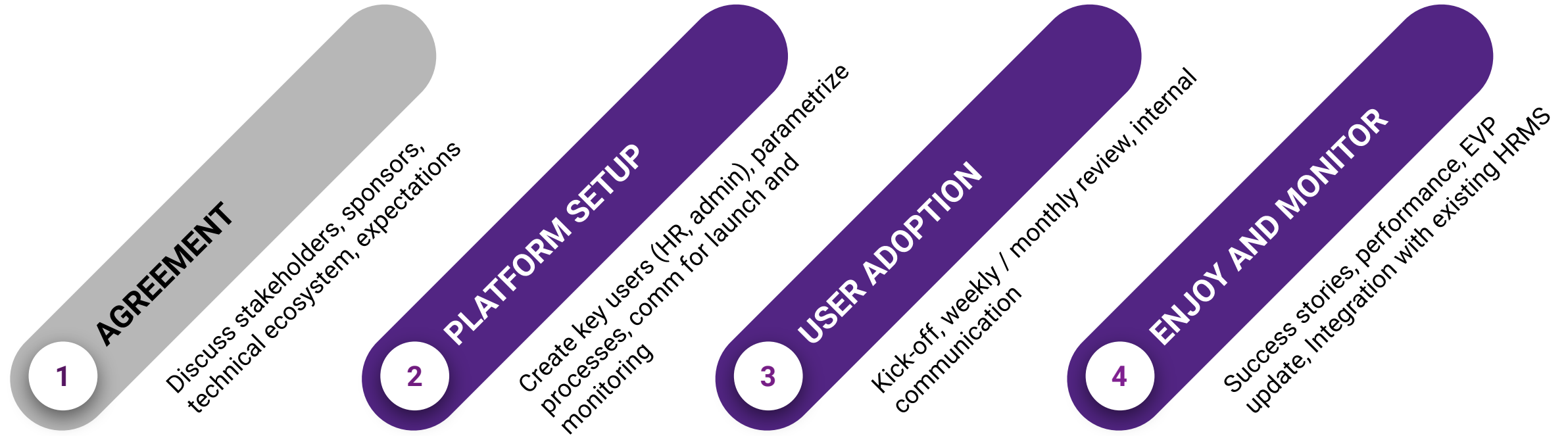
**Testimonials**  
(text, video,  
workshop)



**Advocacy**  
(other regions,  
global)

**Cost of Turnover reduced by  
ReturnOnTalent: +0.45 MUSD**

# Implementation Timeline & Integration



Pilot: 1-3 months  
Single Site

Full rollout: 3 months  
Multiple Sites







Address:



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Singapore (117439)



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# Thank you

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