Spin

The true cost of a hire

The math your recruiter hopes you never do.

For founders & CFOs who want the whole bill — not just the line they're shown.

spinhire.us

THE LINE YOU'RE SHOWN

Ask most founders what a hire costs and they'll quote the fee. Thirty percent of salary. It stings, you pay it, you move on.

That number is real. It's also the smallest line on the bill — the one part built to be visible, because the rest is easier to swallow when nobody adds it up. Your recruiter isn't hiding the other costs. They just have no reason to point at them. The whole model runs on you doing this math exactly never.

So let's do it once.

THE COST YOU CAN SEE

The part built to be visible

A traditional placement fee runs 20–35% of salary. On a $120K hire at 30%, that's $36,000 to fill one seat. Quoted, invoiced, obvious.

$36K

THE VISIBLE FEE

One $120K hire at 30%. The only number most budgets ever see — and the smallest one on the bill.

Now the four costs nobody quotes.

THE ICEBERG

The fee is the tip. The bill is underwater.

$36K

PLACEMENT FEE

WATERLINE — WHAT GETS QUOTED

EVERYTHING YOU ACTUALLY PAY

1. **The empty seat**
   A version of the salary, paid in work you're not getting.
2. **Your time**
   110+ hours of sourcing, screening and chasing — money and focus.
3. **The hire that doesn't stick**
   Ramp lost, momentum gone, and the whole bill run a second time.
4. **The do-over tax**
   Every search restarts from zero — new fee, new 110 hours.

the real cost of one hire

above the line · the one cost you're quoted

below the line · the four you're not

1

COST 1

The empty seat

Every week the role stays open, the work doesn't. It lands on the people who didn't quit, or it quietly doesn't happen — the deal that slips, the close that runs late, the customer who waits.

A role that takes two months to fill isn't free for those two months. It's costing you a version of that salary in output you're not getting.

> **An open seat is a salary you're paying in missed work instead of wages.**

2

COST 2

Your time

A single hire eats 110+ hours — sourcing, screening, scheduling, reading through hundreds of resumes, running interviews, chasing references. Nobody sends you an invoice for it, which is the only reason it feels free.

Put your own hourly cost against 110 hours and look at the number. Then remember it's time you didn't spend on the actual job you were hired to do.

> **The fee is money. This is money and focus.**

3 COST 3

The hire that doesn't stick

Not every hire works out. When one doesn't, you don't just lose the person — you eat the ramp time, the lost momentum, and the bill to run the whole thing again. Pay the fee a second time. Lose another two months to an open seat. Burn another 110 hours.

It's a probability you're carrying on every search whether you price it in or not.

> **The mis-hire is usually the most expensive line on the page, and it isn't a worst case.**

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4 COST 4

The do-over tax

Transactional placements have no memory. Every role starts from zero: new search, new fee, new 110 hours, same blank page.

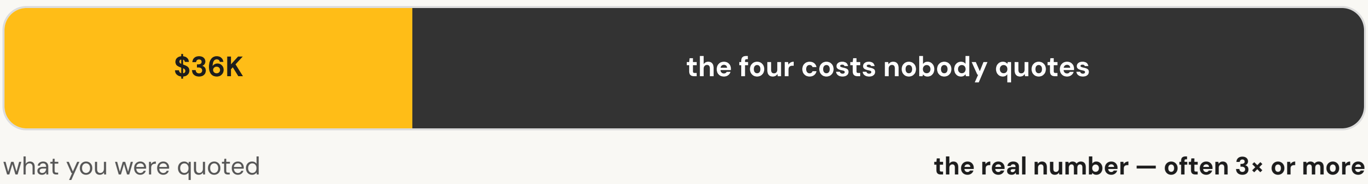
Hire four times a year that way and you're not paying for hires.

> **You're renting a process that resets every time and bills you for the privilege.**

THE TALLY

Now add up the whole bill

Add it up on one $120K role — fee, open seat, your time, mis-hire risk. The visible $36K is often a third or less of the real number. Then multiply by every seat you'll fill this year.



That's the line item that never makes it onto a budget. Not because it isn't real. Because no one's incentivized to total it.

THE MODEL THAT DELETES MOST OF IT

Why Spin isn't priced like a recruiter

Membership, no placement fee, roughly 75% less per hire, a vetted shortlist in about a week, and hires in 2–4 weeks instead of two months — backed by a Happy Hire Guarantee so a miss doesn't cost you the entire bill twice.

The recruiter math

- 20–35% placement fee, every time
- Two months of empty seat
- 110+ hours off your real job
- Mis-hire risk priced at zero
- A do-over tax on every new role

With Spin

- No placement fee — membership pricing
- Roughly 75% less per hire
- Vetted shortlist in about a week
- Hires in 2–4 weeks, not two months
- Happy Hire Guarantee — a miss isn't billed twice

The fee shrinks. The open seat shrinks. The 110 hours come off your plate. And the do-over tax disappears, because it's a system that compounds instead of a one-off that resets.

$250K+

SAVED A YEAR

Companies running it save $250K+ a year — not on the fee, on the math the fee was hiding.

RUN YOUR OWN NUMBER

Do the tally on your last hire

The Cost-of-a-Hire Calculator (attached) does the full tally for you. Plug in one salary and the roles you'll fill this year. It counts the four hidden costs alongside the visible fee and shows you the real figure — then what it looks like without most of it.

INCLUDES

Cost-of-a-Hire Calculator

Run it on your most recent hire. If the number doesn't make you wince, you're not counting all of it.

YOUR NEXT MOVE

Book a 15-minute call.

Bring your real roles; we'll pressure-test the figure against what hiring actually costs you today — no pitch required.

Book a 15-minute call →