

# COLLABORATION WITH INTERNAL TALENT ACQUISITION TO INCREASE SCALABILITY

A Fast-Growing, Multi-Billion-Dollar Distributor Relies on Source2 for Acquisition-Driven and High-Volume Hiring

## Client

- Over 5,000 employees
- \$7.0+ billion in annual revenue
- 1,000+ hires per year
- Heavy growth both organically and through acquisitions
- Desire to supplement existing talent acquisition function with variable cost recruiting model

## Improvement Opportunities

- Pressure on internal team to meet demands in head count growth
- Explosive growth through an IPO and acquisitions
- Increase functional performance while maintaining internal cost
- Needed partner who could scale more quickly than internal function but work within existing workflows

## Solution

- Work in partnership with internal talent acquisition team
- Scalability to quickly bring new acquisitions on board with efficient recruiting and hiring processes
- Function within client recruiting and hiring workflow
- Deeply understand and represent client's brand
- Launched a text-to-retain program for continuous engagement and feedback from new hires

## Results & Outcomes

- Met rapid hiring demands of new acquisitions
- Shared S2 technologies, analytics and process
- Created a flexible, fully integrated partnership



Client Case Study - High-Volume Solution

*"Source2 provides flexible recruiting services and has exceeded my expectations when supporting our company's continued M&A growth strategy. I've partnered with several other RPO partners during my 20+-year talent acquisition career, and by far, Source2 is the best RPO partner I've leveraged."*

– Director of Talent Acquisition

## Key Takeaways

- **Over 700 hires, supporting high-volume and acquisition-driven growth**
- **20,000+ candidates engaged, building a scalable talent pipeline**
- **90-day retention improved to 15% above client average**

**Let's Talk about Solving Your Toughest Hiring Challenges.**

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