



CASE STUDY:

Reducing Turnover by 47%

*Spot Inc., a national logistics leader, **reduced turnover by 47%** and **saw 3x increase in performance** with HighMatch.*

GOALS:



▶ *Reduce turnover in high-volume sales roles*



▶ *Increase overall sales performance*

SOLUTIONS:

▶ *Implementing a personalized, data-driven hiring solution*

▶ *Developed a tailored assessment to identify candidates with key traits for success*

THE CHALLENGE

Spot Inc., a national logistics leader, was experiencing **high turnover** in their customer and carrier sales roles.

These positions require...

- ▶ *Significant investment in training & ramp up time*
- ...MAKING TURNOVER COSTLY**

Many hires are also recent college graduates, which adds to the challenge of assessing their potential based solely on resumes.

THE COMPANY



INDUSTRY: Shipping & Logistics

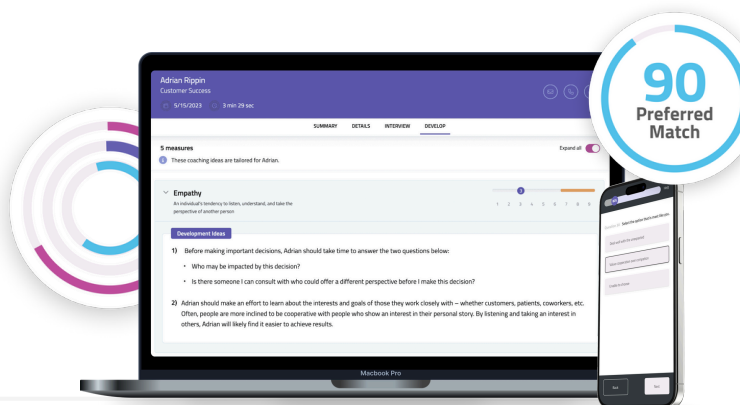
COMPANY SIZE: 500+

ESTABLISHED: 2009



THE SOLUTION

Spot Inc. partnered with HighMatch to implement a **personalized, data-driven hiring solution**. By analyzing role requirements and benchmarking employees, HighMatch developed a **tailored assessment to identify candidates with key traits for success** like quantitative reasoning, resilience, and monetary-orientation, helping the hiring team identify potential top performers.



THE IMPACT

Hires scoring “review” or “preferred” outperformed and outlasted those scoring “caution”, increasing performance and decreasing turnover for Spot Inc.

“Before HighMatch, we struggled with inconsistent hiring decisions and high turnover. The platform has provided us with a more objective and reliable way to assess candidates, significantly reducing these challenges.”



- CHRISTIAN HYMAN,
DIRECTOR OF TALENT ACQUISITION

47%

Turnover reduction
for **carrier sales**

95%

Higher average **margin**
for Review & Preferred

57%

Higher average **revenue**
for Review & Preferred

3x

More Review &
Preferred employees
hit their **load** targets

Ready to learn more?
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TODAY.**



sales@highmatch.com



1-888-220-7611



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