

24 hires in 12 months. Zero headhunter fees. Four workweeks handed back to managers.

How a flat-fee recruiting partnership gave a busy mechanical contractor a steady pipeline across office, field, service and skilled-trade roles.

~24 people hired in 12 months*	\$272K saved vs. traditional headhunter fees*	150+ interview hours returned to Walker White managers*	44% of candidates presented were hired*
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THE CHALLENGE

Walker White's managers were busy running the business. Nobody had time to review new resumes every day or sit through every first-round interview. Every hour a manager spent sorting applicants was an hour away from a job site or a crew. They needed a partner they could trust to handle the front end of hiring.

WHAT EDISTO DID

Edisto plugged in as an extension of the Walker White team for one flat monthly fee. We reviewed every resume as it came in, ran the first-round screenings virtually, handled the no-shows and reschedules, and sent only the strongest candidates to the hiring team. Managers spent their time on projects, their crews and final-stage interviews.

Meet the candidate in minutes, not an hour. Every first-round screening is done virtually and shared with the hiring team, so a manager can see how a candidate presents and decide whether to move forward, on their own schedule, without committing to a full hour.

Roles filled: Dispatchers • Accounting • BIM Coordinator • Superintendents • Project Engineers • HVAC Technicians • Welders • Machine Operators • Shop Supervisors • Apprentices • Plumbers • and more

THE HIRING FUNNEL



Only the top 2% reached a manager's desk. Edisto screened out 98% of applicants and absorbed ~226 candidate no-shows, so Walker White never blocked calendar time for someone who didn't show up.

WHY THE FLAT-FEE MODEL WORKS FOR CONTRACTORS

Predictable cost

One monthly fee whether you hire two people or twenty. Budget it like any other line item.

Flexes with the work

Ramp up for a new project, slow down in the off-season. No contracts tied to placements.

Your managers stay on the job

Edisto does the daily screening grind so your people only see candidates worth their time.

WHAT 24 HIRES WOULD HAVE COST

Traditional headhunter (25% fee per hire)	\$312,000
Temp agency (markup on 6-month assignments)	\$175K-\$237K
In-house recruiter (salary + burden, ATS, job ads)	~\$105,000
Edisto (\$3,300/month, flat)	\$39,600

\$272,400

estimated savings vs. headhunter fees over 12 months. Edisto also runs well under half the cost of one in-house recruiter, with no one to manage and no days off.

TIME RETURNED TO THE TEAM

150+ hrs ~300 first-round screenings × 30 minutes each, handled by Edisto instead of a Walker White manager. That's nearly four full workweeks, and managers only booked full interviews with candidates they had already met virtually.

IN THEIR WORDS

"We trust Lori and the Edisto team to handle our hiring the way we would handle it ourselves. They know our business, they know the kind of people who fit here, and when they send us a candidate, we know it is worth our time. We do not have to check their work. That kind of trust is hard to find."

— Bob White, President, Walker White Mechanical

Want this kind of pipeline for your team?

Lori Hardaway, CEO • Edisto Consulting Group
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*Twelve-month activity figures are proportional estimates based on 27-month totals. Hire rate = ~24 hires ÷ ~55 candidates presented. Time saved assumes 30 minutes per completed initial interview and excludes resume review, scheduling and follow-up. Cost estimates assume \$25/hour × 2,080 hours = \$52,000 annualized pay; 24 hires; a 25% headhunter fee (\$13,000 per hire); and Edisto fees of \$3,300/month (\$39,600/year). Temp-agency estimate assumes a 50%-60% markup on 1,040 hours per hire, less Walker White's estimated 22% payroll burden. In-house recruiter estimate uses the 2026 average base salary for a Recruiting Manager in Columbia, SC (~\$74,000, PayScale) plus 22% payroll burden (~\$90,300), a small-business ATS (~\$3,000/year) and sponsored job advertising at a typical midsize-employer rate (~\$1,000/month); excludes recruiting cost, ramp-up time, benefits beyond burden and management time. Actual activity and costs may vary.