

# ABOUT OUR COSTS

Spur constantly seeks to help our partners save money to reinvest into their organizations. We do this in a variety of ways, including the following:

1. **Maintaining Low Rates.** We are constantly looking to improve our processes and pass the savings on to our customers in the form of discounts.
2. **Continual Wage Evaluation.** Part of being a good staffing partner is continually evaluating employee wages to ensure they are in line with market rates, and providing these insights to our customers.
3. **Avoiding Excess Billable Hours.** Avoiding excess billable hours is the biggest way to save money in staffing. We leverage our technology to eliminate fraudulent punching and provide transparency into hours worked. By making it harder for workers to log extra hours outside the scheduled parameters of their jobs, and by using real-time GPS-authenticated punching, we save our partners several minutes on every completed shift. Those extra minutes add up into significant savings when dealing with hundreds of shifts per day.
4. **No Hidden Fees—Ever.** By partnering with Spur, you only pay for the staffing services you utilize. We take complete responsibility for all costs associated with management of our workforce, including ACA compliance and monitoring. **You will never face additional implementation costs, software costs, workers' compensation costs, or any other hidden fees when partnering with Spur.**



Our goal at Spur is to use technology to provide a better user experience for your staff. In addition to a better experience, our technology allows us to streamline our operations so that we can deliver sustainable cost savings for our partners. It's our mission to provide you with a better staffing experience while saving you money that can be reinvested into your organization.

For ESC Region 19, **our base markup on all staffing services is 25%** (25 percent). However, this markup is subject to the volume-based discount pricing detailed on the following page.

## VOLUME-BASED DISCOUNT PRICING

Beginning in January 2019, you will have the opportunity to get **even lower markups** based on Spur's new volume-based discount pricing. All Spur partners will be eligible to take advantage of these existing opportunities for reduced markups.

Completed Hours per Month	Est. Number of Shifts per Day	Markup Rate
<1,000	1+	Base Markup (X%)
1,001-2,500	7+	X - 1%
2,501-7,500	16+	X - 2%
7,501-15,000	50+	X - 3%
15,001-45,000	100+	X - 4%
45,001-90,000	250+	X - 5%
90,001-225,000	500+	X - 6%
225,001+	1,500+	X - 7%

## Transitioned Workers Special Offer

**16%**  
*markup*

We staff all hours completed by workers who are transitioned to Spur from another staffing company or from direct employment **at cost** for as long as they remain in that position.

There are no catches or hidden fees. Our pricing strategy is designed so that organizations such as yours will put more jobs on the Spur platform, making our platform more valuable to an even greater number of workers in your area. The fact that it saves you more money the more you utilize Spur is an extra perk.

## TEMP TO HIRE

Spur charges a \$1,000 fee if the client decides to hire a Spur worker directly. This fee can be waived if the worker has completed 500+ billable hours with the workplace partner.