



## Reduce Turnover and Hiring Costs with Right-Fit Candidates

This major supermarket chain has redefined what to expect from the standard grocer by creating a distinctive shopping experience. With nearly 100 locations and over 9,000 employees, they are committed to growing community by weaving local into everything they do for their customers and employees.

### The challenge

As one of the biggest supermarkets in its region, this client hires at a high volume, but was struggling with turnover. Their talent acquisition efforts were bearing fruit, but also revealed they were hiring “bad apples” in the process. With the average cost to replace a worker \$2,500 in their industry, that’s a price they couldn’t afford to pay. Reducing turnover became top priority. How could this golden grocer improve their hiring process to produce more “good apples” that better align with their roles and unique culture?

### The solution

Since 2016, this supermarket retailer has turned to Traitify to help with their turnover challenges. Within the first 90 days, Traitify established an “Ideal Candidate Profile” and integrated Traitify Select directly into the hiring process.

The “Ideal Candidate Profile” was customized for each role by blending personality data from current employees, modified job analysis, Big Five ONET, and available research applicable to the industry.

Inline Application  
Experience

Data Integrated  
Into ATS

Fit Scores for  
Prioritization

*"In addition to reducing our turnover, we're seeing a strong response from our customer base regarding the high quality of candidates we're hiring."*

**- Director Talent Acquisition | Retail Supermarket**

## The results

**100K+**

**candidates  
assessed**

**38%**

**reduction in  
annual turnover**

**\$16M+**

**saved in cumulative  
turnover costs**

**98%**

**assessment  
completion rate**

A lot can happen in over three years and 27,000+ hires. Traitify has been a fruitful constant for this leading grocer. With quarterly benchmark updates and turnover trend analysis, we continue to milk our partnership for all it's worth. Quality candidates are ripe for the picking year-round!

Even through COVID-19's hiring surge in early 2020, Traitify's services did not falter. When assessment volume increased over 200% week-over-week, Traitify's platform remained reliable and helped prioritize and hire 186% more "good apples" than the previous month!

**Ready to learn more?**  
**Visit us today at [traitify.com](https://traitify.com)**

PARADOX  TRAITIFY