SLM SMART LABOR MANAGEMENT | LABOR COST VISIBILITY

THE MARGIN SPREAD NOBODY TRACKS

A quick reality check for specialty contractors staffing crews through agencies.

You know what you bill the GC for your crew.
Do you know what it actually costs you to keep that crew staffed?

The pay rate goes to the agency. The bill rate goes into the bid. What happens in between- your real margin, by trade, by job- usually isn't tracked anywhere a person can actually look at it. It drifts quietly, and nobody notices until the job's already closed out.

~3x **The margin spread found between the best- and worst-run labor programs, same trade, same region, same 90-day window. Not a better deal. Better visibility.**

What real visibility catches:

- ☐ **Rate creep:** small pay-rate increases from an agency that quietly erode margin over months, not one bad invoice
- ☐ **Which agency is actually worth keeping:** scored on performance, not just who answers the phone fastest
- ☐ **Compliance gaps before they're a jobsite problem:** expired cards, licenses, and certs flagged weeks ahead, not discovered on-site
- ☐ **Where you're exposed:** trades and regions you're posting jobs for with no supplier reliably covering them

A 60-second self-check:

- ☐ Do you know your average margin by trade this quarter, not your bill rate, your margin?
- ☐ If an agency's pay rate crept up 3% over four months, would anyone catch it before the job closed out?
- ☐ Do you know which of your agencies is actually your best performer, or just your most familiar one?

If you checked even one box, that's the gap SLM was built to close. Ask your SLM contact for a look at your own numbers- no commitment, just the picture you don't have today.

smarterlabor.com | info@smarterlabor.com | 1-888-980-7730