

Sub-category

Category

Select / nonexhaustive

	Category	Sub-category	Typical savings range (1) (% of addressable spend)
	Facilities	IFMs (Integrated Facilities Management companies)	10-15%
	Facilities	Plumbing	3-6%
	Facilities	Electrical	3-6%
	Facilities	HVAC	4-8%
	Facilities	General contractors	10-15%
•	Facilities	Building repair & maintenance	10-15%
_	Facilities	Window washing	15%+
	Facilities	Entrance and closure systems	4-8%
	Facilities	Roofing	10-15%
	Facilities	Flooring	10-15%
	Facilities	Lighting	10-15%
_	Facilities	Fire & life safety	4-8%
•	Facilities	Janitorial / cleaning	15%+
	Facilities	Waste management	4-8%
•	Facilities	Landscaping	15%+
_	Facilities	Fixtures	10-15%
	Facilities	Vertical transport (escalators, elevators)	2-4%
	Facilities	Pest control	10-15%
	Facilities	Food & catering	10-15%
-	Facilities	Signage	10-15%
0	Financial services	Tax and audit services	15%+
	Financial services	Fraud prevention services	4-8%
ш.	Financial services	Insurances	4-8%
	Financial services	Armored trucks	4-8%
200	Financial services	Credit cards	1-3%
9	HR	Call centers	5-10%
	HR	Temporary labor	3-6%
	HR	Benefits	1-3%
	HR	Training & coaching services	15%+
	HR	Recruitment	3-6%
	HR	Payroll management	4-8%

Background screening and testing

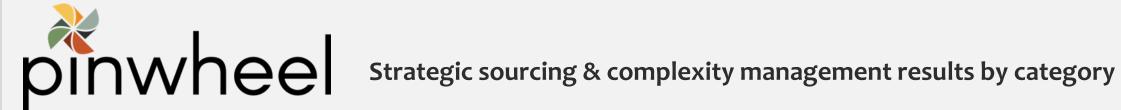
Category	Sub-category	Typical savings range ⁽¹⁾ (%
▼		of addressable spend)
IT	Software - general	3-6%
IT	Software - RPA, visualization, IoT, ML, LP	10-15%
IT	Hardware	4-8%
IT	General staff aug	2-4%
IT	Digital staff aug	3-6%
IT	Telecom	1-3%
Legal services	Legal professionals	15%+
Construction services	Contractors	10-15%
Marketing	SEO	3-6%
Marketing	Paid search	1-3%
Marketing	Website design	15%+
Marketing	Branding	4-8%
Marketing	Creative	4-8%
Marketing	Digital	4-8%
Marketing	Influencer marketing	4-8%
Marketing	Market research	10-15%
Marketing	Print (displays, magazines, flyers)	10-15%
Office management	Office supplies	15%+
Office management	Printers and MFDS (Multi Functional Devices)	4-8%
Other	Equipment rental	10-15%
Postage	Envelopes and packers	5-10%
Professional services	Consultants	15%+
Supplies	Uniforms, lab coats, linens	10-15%
Transportation	FTL (Full Truckload) - dry vans	4-8%
Transportation	LTL (Less Than Truckload)	5-10%
Transportation	Last mile delivery	10-15%
Transportation	3 PLs & warehousing	10-15%
Travel	TMCs (Travel Management Companies)	3-6%
Travel	Air travel	1-3%
Travel	Hotels	15%+
Travel	Car rental	3-6%
Utilities	Natural gas	1-3%
Utilities	Electricity	3-6%

4-8%



Category	Sub-category			
	_	T	addressable spend)	-
Chemicals	Lab chemicals		3-6%	
Packaging	Corrugate		15%+	Т
Packaging	Folding cartons/cardboard		4-8%	_
Packaging	Flexible film		3-6%	_
Packaging	Stretch film		4-8%	_
Packaging	Plastic containers (cups, jars, bottles, etc.)		4-8%	_
Packaging	Glass containers (jars, bottles, etc.)		2-4%	_
Packaging	Blister packaging		4-8%	Т
Packaging	Pharma tubing glass		3-6%	Т
Packaging	Tubes		4-8%	Т
Packaging	Pharma stoppers and seals		3-6%	Т
Packaging	Labels		15%+	Т
Packaging	Plastic sleeves		3-6%	_
Packaging	Inserts and leaflets		15%+	Т
Packaging	Plastic caps and closures		4-8%	Т
Packaging	Plastic bags and pouches		4-8%	
Packaging	Bubble wrap and cushioning supplies		4-8%	
Contract manufacturing	Co-packing		5-10%	
CAPEX	Packaging equipment		10-15%	
CAPEX	Palletization equipment		10-15%	
CAPEX	Height & lift equipment		5-10%	
Facilities	Plumbing		3-6%	
Facilities	Electrical		3-6%	
Facilities	HVAC		4-8%	
Facilities	General contractors		10-15%	
Facilities	Building repair & maintenance		10-15%	
Facilities	Roofing		10-15%	
Facilities	Flooring		10-15%	
Facilities	Lighting		10-15%	
Facilities	Fire & life safety		4-8%	
Facilities	Janitorial / cleaning		15%+	
Facilities	Waste management		4-8%	
Facilities	Landscaping		15%+	
Facilities	Vertical transport (escalators, elevators)		2-4%	
Facilities	Pest control		10-15%	
Facilities	Food & catering		10-15%	
Financial services	Tax and audit services		15%+	
Financial services	Insurances		4-8%	
Financial services	Credit cards		1-3%	

Call centers Temporary labor Benefits Training & coaching services Recruitment Payroll management Background screening and testing Software - general Software - RPA, visualization, IoT, ML, LP Hardware General staff aug Digital staff aug	addressable spend) 5-10% 3-6% 1-3% 15%+ 3-6% 4-8% 4-8% 10-15% 4-8% 2-4%
Temporary labor Benefits Training & coaching services Recruitment Payroll management Background screening and testing Software - general Software - RPA, visualization, IoT, ML, LP Hardware General staff aug	3-6% 1-3% 15%+ 3-6% 4-8% 4-8% 3-6% 10-15% 4-8%
Benefits Training & coaching services Recruitment Payroll management Background screening and testing Software - general Software - RPA, visualization, IoT, ML, LP Hardware General staff aug	1-3% 15%+ 3-6% 4-8% 4-8% 3-6% 10-15% 4-8%
Training & coaching services Recruitment Payroll management Background screening and testing Software - general Software - RPA, visualization, IoT, ML, LP Hardware General staff aug	15%+ 3-6% 4-8% 4-8% 3-6% 10-15% 4-8%
Recruitment Payroll management Background screening and testing Software - general Software - RPA, visualization, IoT, ML, LP Hardware General staff aug	3-6% 4-8% 4-8% 3-6% 10-15% 4-8%
Payroll management Background screening and testing Software - general Software - RPA, visualization, IoT, ML, LP Hardware General staff aug	4-8% 4-8% 3-6% 10-15% 4-8%
Background screening and testing Software - general Software - RPA, visualization, IoT, ML, LP Hardware General staff aug	4-8% 3-6% 10-15% 4-8%
Software - general Software - RPA, visualization, IoT, ML, LP Hardware General staff aug	3-6% 10-15% 4-8%
Software - RPA, visualization, IoT, ML, LP Hardware General staff aug	10-15% 4-8%
Software - RPA, visualization, IoT, ML, LP Hardware General staff aug	4-8%
Hardware General staff aug	4-8%
9	2-4%
9	
0	3-6%
Telecom	1-3%
Legal professionals	15%+
	10-15%
	3-6%
	1-3%
	15%+
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	Legal professionals Contractors SEO Paid search Website design Branding Creative Digital Market research Print (displays, magazines, flyers) Office supplies Printers and MFDS (Multi Functional Devices) Equipment rental Consultants Medical supplies PPE Laboratory supplies Uniforms, lab coats, linens FTL (Full Truckload) - dry vans LTL (Less Than Truckload) Last mile delivery 3 PLs & warehousing Fleet Fuel TMCs (Travel Management Companies) Air travel Hotels Car rental Electricity



İndustrial
MANUFAGTURING

Category	Sub-category	Typical savings range ⁽¹⁾ (% of addressable	
_	•	spend)	
Chemicals	Specialty chemicals	4-8%	
Chemicals	Water treatment chemicals	3-6%	
Chemicals	Paper & board chemicals	5-10%	
Chemicals	Inks	4-8%	
Chemicals	Adhesives	4-8%	
Commodities	Resins (PP, PE, PS)	4-8%	
Commodities	Steel plate (HR and CR)	2-4%	
Commodities	Steel tubing	3-6%	
Commodities	Precious metals	3-6%	
Components	Metal components	5-10%	
Components	Plastic components	5-10%	
Components	Composite components	5-10%	
Packaging	Corrugate	15%+	
Packaging	Folding cartons/cardboard	4-8%	
Packaging	Flexible film	3-6%	
Packaging	Stretch film	4-8%	
Packaging	Plastic containers (cups, jars, bottles, etc.)	4-8%	
Packaging	Glass containers (jars, bottles, etc.)	2-4%	
Packaging	Tubes	4-8%	
Packaging	Labels	15%+	
Packaging	Metal cans and tins	3-6%	
Packaging	IBCs and FIBCs	4-8%	
Packaging	Plastic sleeves	3-6%	
	Metal drums	3-6%	
Packaging			
Packaging Packaging	Plastic caps and closures Plastic trays	4-8% 5-10%	
Packaging	Paper bags	10-15%	
		4-8%	
Packaging	Plastic bags and pouches	4-8%	
Packaging Contract manufacturing	Bubble wrap and cushioning supplies		
Contract manufacturing Contract manufacturing steel components		10-15% 4-8%	
Contract manufacturing	Contract manufacturing plastic components (IM, IBM, extruded, thermoformed)	4-8%	
Contract manufacturing	Co-packing	5-10%	
CAPEX	Industrial machinery	4-8%	
CAPEX	Packaging equipment	10-15%	
CAPEX	Palletization equipment	10-15%	
CAPEX	Height & lift equipment	5-10%	
CAPEX	Food & drink equipment	10-15%	
Facilities	IFMs (Integrated Facilities Management companies)	10-15%	
Facilities	Plumbing	3-6%	
Facilities	Electrical	3-6%	
Facilities	HVAC	4-8%	
Facilities	General contractors	10-15%	
Facilities	Building repair & maintenance	10-15%	
Facilities	Roofing	10-15%	
Facilities	Flooring	10-15%	
Facilities	Lighting	10-15%	
Facilities	Fire & life safety	4-8%	
Facilities	Janitorial / cleaning	15%+	
Facilities	Waste management	4-8%	
Facilities	Pest control	10-15%	
Eacilities	Food & catering	10-15%	

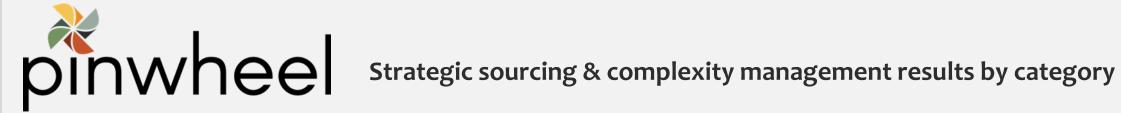
Category	Sub-category v	Typical savings range ⁽¹⁾ (% of addressable spend)
Financial services	Tax and audit services	15%+
Financial services	Insurances	4-8%
Financial services	Credit cards	1-3%
HR	Call centers	5-10%
HR	Temporary labor	3-6%
HR	Benefits	1-3%
HR	Training & coaching services	15%+
HR	Recruitment	3-6%
HR	Payroll management	4-8%
HR	Background screening and testing	4-8%
IT	Software - general	3-6%
П	Software - RPA, visualization, IoT, ML, LP	10-15%
ІТ	Hardware	4-8%
ІТ	General staff aug	2-4%
IT	Digital staff aug	3-6%
IT	Telecom	1-3%
Legal services	Legal professionals	15%+
Construction services	Contractors	10-15%
Marketing	SEO	3-6%
Marketing	Paid search	1-3%
Marketing	Website design	15%+
Marketing	Branding	4-8%
Marketing	Digital	4-8%
Marketing	Market research	10-15%
Marketing	Print (displays, magazines, flyers)	10-15%
MRO	Fasteners	10-15%
MRO	Pumps and pump parts	4-8%
MRO	Lubes & Oils	4-8%
MRO	General industrial supplies	15%+
MRO	Racking & shelving	10-15%
MRO	Safety supplies	10-15%
MRO	Tooling	4-8%
MRO	Hand and power tools	10-15%
MRO	Electrical supplies	10-15%
MRO	Fleet parts and equipment	4-8%
MRO	Industrial gases	4-8%
MRO	Power transmission and bearings	10-15%
Office management	Office supplies	15%+
Office management	Printers and MFDS (Multi Functional Devices)	4-8%
Other	Equipment rental	10-15%
Professional services	Consultants	15%+
Supplies	Uniforms, lab coats, linens	10-15%
Transportation	FTL (Full Truckload) - flatbed	4-8%
Transportation	FTL (Full Truckload) - dry vans	4-8%
Transportation	LTL (Less Than Truckload)	5-10%
Transportation	Last mile delivery	10-15%
Transportation	3 PLs & warehousing	10-15%
-		3-6%
Transportation Transportation	Fleet Fuel	1-3%
Transportation Travel	TMCs (Travel Management Companies)	3-6%
Travel	Air travel	3-6% 1-3%
Travel	Hotels	15%+
Travel	Car rental	3-6%
Utilities	Natural gas	1-3%
Utilities	Electricity	3-6%
Utilities	Renewable energy	2-4%

(1) No commitment can be derived from any savings range percentages listed. Results listed are average ranges. Savings potentials are highly contingent on market dynamics and client-specific requirements / constraints.



Category	Sub-category	Typical savings range ⁽¹⁾ (% of addressable spend)	Category	Sub-category	Typical savings range ⁽¹⁾ (% of addressabl spend)
Commodities	High fructose corn syrup	1-3%	Facilities	Janitorial / cleaning	15%+
Commodities	Starches	2-4%	Facilities	Waste management	4-8%
Commodities	Sugars	1-3%	Facilities	Fixtures	10-15%
Commodities	Cocoa and chocolate	1-3%	Facilities	Pest control	10-15%
Commodities	Flour	2-4%	Facilities	Food & catering	10-15%
Commodities	Vegetable oils & fats	1-3%	Financial services	Tax and audit services	15%+
Ingredients	Milk	1-3%	Financial services	Insurances	4-8%
	Cheese	2-4%	Financial services	Credit cards	1-3%
Ingredients Ingredients	Vegetables	4-8%	HR	Call centers	5-10%
	Additives	4-8%	HR	Temporary labor	3-10%
Ingredients		1-3%	HR	Benefits	1-3%
Ingredients	Artificial sweeteners		HR		
Ingredients	Fruit preparations	3-6%		Training & coaching services	15%+
Ingredients	Emulsifiers Stabilizers	2-4% 3-6%	HR HR	Recruitment	3-6% 4-8%
Ingredients				Payroll management	
Ingredients	Preservatives	3-6%	HR	Background screening and testing	4-8%
Ingredients	Natural colorants	3-6%	IT	Software - general	3-6%
Ingredients	Artificial colorants	2-4%	IT	Software - RPA, visualization, IoT, ML, LP	10-15%
Packaging	Corrugate	15%+	IT	Hardware	4-8%
Packaging	Folding cartons/cardboard	4-8%	IT	General staff aug	2-4%
Packaging	Flexible film	3-6%	IT	Digital staff aug	3-6%
Packaging	Stretch film	4-8%	IT	Telecom	1-3%
Packaging	Plastic containers (cups, jars, bottles, etc.)	4-8%	Legal services	Legal professionals	15%+
Packaging	Glass containers (jars, bottles, etc.)	2-4%	Construction services	Contractors	10-15%
Packaging	Tubes	4-8%	Marketing	SEO	3-6%
Packaging	Labels	15%+	Marketing	Paid search	1-3%
Packaging	Metal cans and tins	3-6%	Marketing	Website design	15%+
Packaging	Plastic sleeves	3-6%	Marketing	Branding	4-8%
Packaging	Plastic caps and closures	4-8%	Marketing	Creative	4-8%
Packaging	Plastic trays	5-10%	Marketing	Digital	4-8%
Packaging	Paper bags	10-15%	Marketing	Influencer marketing	4-8%
Packaging	Plastic bags and pouches	4-8%	Marketing	Market research	10-15%
Packaging	Bubble wrap and cushioning supplies	4-8%	Marketing	Print (displays, magazines, flyers)	10-15%
Packaging	Liquid aseptic packaging/milk cartons	1-3%	Office management	Office supplies	15%+
Contract manufacturing	Contract manufacturing food and beverage	4-8%	Office management	Printers and MFDS (Multi Functional Devices)	4-8%
Contract manufacturing	Co-packing	5-10%	Other	Equipment rental	10-15%
CAPEX	Packaging equipment	10-15%	Professional services	Consultants	15%+
CAPEX	Palletization equipment	10-15%	Supplies	Uniforms, lab coats, linens	10-15%
CAPEX	Height & lift equipment	5-10%	Transportation	FTL (Full Truckload) - dry vans	4-8%
CAPEX	Food & drink equipment	10-15%	Transportation	LTL (Less Than Truckload)	5-10%
Facilities	IFMs (Integrated Facilities Management companies)	10-15%	Transportation	Last mile delivery	10-15%
Facilities	Plumbing	3-6%	Transportation	3 PLs & warehousing	10-15%
Facilities	Electrical	3-6%	Transportation	Fleet	3-6%
Facilities	HVAC	4-8%	Transportation	Fuel	1-3%
Facilities	General contractors	10-15%	Travel	TMCs (Travel Management Companies)	3-6%
Facilities	Building repair & maintenance	10-15%	Travel	Air travel	1-3%
Facilities	Roofing	10-15%	Travel	Hotels	15%+
Facilities	Flooring	10-15%	Travel	Car rental	3-6%
Facilities	Lighting	10-15%	Utilities	Natural gas	1-3%
Facilities	Fire & life safety	4-8%	Utilities	Electricity	3-6%

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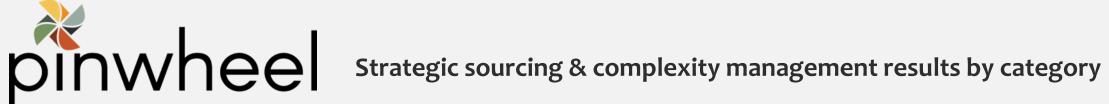


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Category	Sub-category	Typical savings range ⁽¹⁾ (% of addressable spend)
	▼	Y 1 1
Chemicals	Specialty chemicals	4-8%
Chemicals	Water treatment chemicals	3-6%
Chemicals	Inks	4-8%
Chemicals	Adhesives	4-8%
Commodities	Resins (PP, PE, PS)	4-8%
Commodities	Steel plate (HR and CR)	2-4%
Commodities	Steel tubing	3-6%
Commodities	Precious metals	3-6%
Components	Metal components	5-10%
Components	Plastic components	5-10%
Components	Composite components	5-10%
Packaging	Corrugate	15%+
Packaging	Folding cartons/cardboard	4-8%
Packaging	Flexible film	3-6%
Packaging	Stretch film	4-8%
Packaging	Plastic containers (cups, jars, bottles, etc.)	4-8%
Packaging	Glass containers (jars, bottles, etc.)	2-4%
Packaging	Tubes	4-8%
Packaging	Labels	15%+
Packaging	Metal cans and tins	3-6%
Packaging	Plastic sleeves	3-6%
Packaging	Plastic caps and closures	4-8%
Packaging	Plastic trays	5-10%
Packaging	Paper bags	10-15%
Packaging	Plastic bags and pouches	4-8%
Packaging	Bubble wrap and cushioning supplies	4-8%
Packaging	Liquid aseptic packaging/milk cartons	1-3%
Contract manufacturing	Contract manufacturing steel components	10-15%
Contract manufacturing	Contract manufacturing plastic components (IM, IBM, extruded,	4-8%
contract manufacturing	thermoformed)	4 0/0
Contract manufacturing	Co-packing	5-10%
CAPEX	Industrial machinery	4-8%
CAPEX	Packaging equipment	10-15%
CAPEX	Palletization equipment	10-15%
CAPEX	Height & lift equipment	5-10%
CAPEX	Food & drink equipment	10-15%
Facilities	IFMs (Integrated Facilities Management companies)	10-15%
Facilities	Plumbing	3-6%
Facilities	Electrical	3-6%
Facilities	HVAC	4-8%
Facilities	General contractors	10-15%
Facilities	Building repair & maintenance	10-15%
Facilities	Roofing	10-15%
Facilities	Flooring	10-15%
Facilities	Lighting	10-15%
Facilities	Fire & life safety	4-8%
Facilities	Janitorial / cleaning	15%+
Facilities	Waste management	4-8%
Facilities	Pest control	10-15%
Pacilities	Food & catering	

Category	Sub-category	Typical savings range (1)(% of addressable spend)
Financial services	Tax and audit services	15%+
Financial services	Insurances	4-8%
Financial services	Credit cards	1-3%
HR	Call centers	5-10%
HR	Temporary labor	3-6%
HR	Benefits	1-3%
HR	Training & coaching services	15%+
HR	Recruitment	3-6%
HR	Payroll management	4-8%
HR	Background screening and testing	4-8%
IT	Software - general	3-6%
IT	Software - RPA, visualization, IoT, ML, LP	10-15%
IT	Hardware	4-8%
IT	General staff aug	2-4%
IT	Digital staff aug	3-6%
IT	Telecom	1-3%
Legal services	Legal professionals	15%+
Construction services	Contractors	10-15%
Marketing	SEO	3-6%
Marketing	Paid search	1-3%
Marketing	Website design	15%+
Marketing	Branding	4-8%
Marketing	Creative	4-8%
Marketing	Digital	4-8%
Marketing	Influencer marketing	4-8%
Marketing	Market research	10-15%
Marketing	Print (displays, magazines, flyers)	10-15%
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MRO	Fasteners	10-15%
MRO	Pumps and pump parts	4-8%
MRO	Lubes & Oils	4-8%
MRO	General industrial supplies	15%+
MRO	Racking & shelving	10-15%
MRO	Safety supplies	10-15%
MRO	Tooling	4-8%
MRO	Hand and power tools	10-15%
MRO	Electrical supplies	10-15%
MRO	Fleet parts and equipment	4-8%
MRO	Industrial gases	4-8%
MRO	Power transmission and bearings	10-15%
Office management	Office supplies	15%+
Office management	Printers and MFDS (Multi Functional Devices)	4-8%
Other	Equipment rental	10-15%
Professional services	Consultants	15%+
Supplies	Uniforms, lab coats, linens	10-15%
Transportation	FTL (Full Truckload) - flatbed	4-8%
Transportation	FTL (Full Truckload) - dry vans	4-8%
Transportation	LTL (Less Than Truckload)	5-10%
Transportation	Last mile delivery	10-15%
Transportation	3 PLs & warehousing	10-15%
Transportation	Fleet	3-6%
Transportation	Fuel	1-3%
Travel	TMCs (Travel Management Companies)	3-6%
Travel	Air travel	1-3%
Travel	Hotels	15%+
Travel	Car rental	3-6%
Utilities	Natural gas	1-3%
Utilities	Electricity	3-6%
Utilities	Renewable energy	2-4%

(1) No commitment can be derived from any savings range percentages listed. Results listed are average ranges. Savings potentials are highly contingent on market dynamics and client-specific requirements / constraints.



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HR

Category	Sub-category	Typical savings range ⁽¹⁾ (% of addressable spend)	Category	Sub-category	Typical savings range ⁽¹⁾ (% o addressable spend)
Underwriting	Al underwriting services and technology	15%+	IT	Software - general	3-6%
Underwriting	Insurance automation	10-15%	IT	Software - RPA, visualization, IoT, ML, LP	10-15%
Facilities	IFMs (Integrated Facilities Management companies)	10-15%	IT	Hardware	4-8%
Facilities	Plumbing	3-6%	IT	General staff aug	2-4%
Facilities	Electrical	3-6%	IT	Digital staff aug	3-6%
Facilities	HVAC	4-8%	IT	Telecom	1-3%
Facilities	General contractors	10-15%	Legal services	Legal professionals	15%+
Facilities	Building repair & maintenance	10-15%	Construction services	Contractors	10-15%
Facilities	Window washing	15%+	Marketing	SEO	3-6%
Facilities	Entrance and closure systems	4-8%	Marketing	Paid search	1-3%
Facilities	Roofing	10-15%	Marketing	Website design	15%+
Facilities	Flooring	10-15%	Marketing	Branding	4-8%
Facilities	Lighting	10-15%	Marketing	Creative	4-8%
Facilities	Fire & life safety	4-8%	Marketing	Digital	4-8%
Facilities	Janitorial / cleaning	15%+	Marketing	Influencer marketing	4-8%
Facilities	Waste management	4-8%	Marketing	Market research	10-15%
Facilities	Landscaping	15%+	Marketing	Print (displays, magazines, flyers)	10-15%
Facilities	Fixtures	10-15%	Office management	Office supplies	15%+
Facilities	Vertical transport (escalators, elevators)	2-4%	Office management	Printers and MFDS (Multi Functional Devices)	4-8%
Facilities	Pest control	10-15%	Other	Equipment rental	10-15%
Facilities	Food & catering	10-15%	Postage	Envelopes and packers	5-10%
Facilities	Signage	10-15%	Professional services	Consultants	15%+
Financial services	Tax and audit services	15%+	Supplies	Uniforms, lab coats, linens	10-15%
Financial services	Fraud prevention services	4-8%	Transportation	Fleet	3-6%
Financial services	Insurances	4-8%	Transportation	Fuel	1-3%
Financial services	Armored trucks	4-8%	Travel	TMCs (Travel Management Companies)	3-6%
Financial services	Credit cards	1-3%	Travel	Air travel	1-3%
HR	Call centers	5-10%	Travel	Hotels	15%+
HR	Temporary labor	3-6%	Travel	Car rental	3-6%
HR	Benefits	1-3%	Utilities	Electricity	3-6%
HR	Training & coaching services	15%+			
HR	Recruitment	3-6%			
HR	Payroll management	4-8%			

4-8%

Background screening and testing