Using the following information to answer the questions. Two years ago, a new Recruitment Manager was hired at Badger Care, a transportation services company specializing in the transportation of disabled individuals. She began to track recruitment and hiring statistics and found that over the last two-year period, Badger Care had the following historical record:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Total Applicants | Meets Minimal Quals. | Phone  Interviewed | Interviewed | Job Offer | Accepted Job | 6 Month Survival |
| 323 | 259 | 115 | 52 | 40 | 37 | 26 |

1. Badger Care, needs to hire 20 new drivers by the end of the year. What number should they target for recruitment (i.e., how many applicants should they try to obtain)?
2. How many phone interviews should they be prepared to hold?
3. How many of those 20 drivers can they expect to remain drivers after 6 months?
4. Badger Care found that running a large newspaper ad for one week costs about $3000 and typically results in 282 applicants and 13 job acceptances. However, paying employees a referral bonus of $150 for each applicant results in about 30 applicants and 28 job acceptances. What are the respective costs per new hire for these sources of recruitment?