

**TCI hiring rate from the year 2020 to 2023**

	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>
<b>Total number of new employee hires</b>	414	288	466	324
<b>Percentage of open positions filled by internal candidates (internal hires)</b>	15.5	15.7	43	NA
<b>Average hiring cost/FTE</b>	42735	43500	48510	45000

Data source: TCI HR.