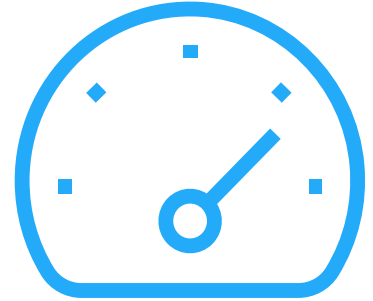# ROI Timeline

93% of surveyed organizations that measured ROI saw payback within their first year using O.C. Tanner.

Source: TechValidate survey of 128 users of O.C. Tanner

O.C. TANNER | **TechValidate** by SurveyMonkey

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