TMS Total Cost of Ownership (TCO) CalculatorTemplate

Purpose:
Estimate the **true cost** of a Talent Management System beyond just the upfront price. This template helps HR and finance teams budget effectively for long-term success.

TMS Cost Breakdown Table

Category	Cost Type	Estimated Cost (Annual/One-time)	Notes
1. Licensing/Subscription Fees	Annual	$_____	Based on number of users/modules
2. Customization & Setup	One-time	$_____	Configuration, workflows, branding
3. Integration Costs	One-time/Annual	$_____	Connecting with HRIS, payroll, Slack, Jira, etc.
4. Training & Onboarding	One-time	$_____	Internal sessions, vendor support, materials
5. Ongoing Maintenance & Support	Annual	$_____	System updates, customer support
6. Additional Users or Modules	Per unit	$_____	Cost per new user/module added
7. Hidden/Unexpected Costs	Variable	$_____	Data migration, compliance needs, consultants

Total Cost Summary

Year	Total Estimated Cost
Year 1	$_____
Year 2	$_____
Year 3	$_____
3-Year Total	**$_____**

Notes & Assumptions

- List vendor-specific pricing assumptions.

- Include any pricing tiers or usage limits.

- Highlight areas of uncertainty or pending estimates.