

DATABASE COST & RISK ASSESSMENT

Recruiting database

One Azure SQL database · Sample Client Co.

The short version

Your recruiting database is healthy enough to keep running as-is, but we found something worth knowing. You are paying about \$380 a month more than you need to, which can be removed without slowing anything down. It is sized for its busiest weekday hours and held that size overnight and on weekends, when your recruiters are offline. Nothing is broken, and nothing needs you to do anything today.



Fair, worth attention

In good shape overall, with one cost item and four routine items.

MONEY YOU COULD SAVE

\$380 / mo

About \$4,560 a year, by right-sizing capacity you are not using.

THINGS TO BE AWARE OF

5

One cost item to fix now, plus four routine items. All straightforward.

URGENT RISKS

0

Nothing urgent. No security or data risks that need action now.

WHAT THIS DATABASE DOES FOR YOU

This is the database behind your recruiting team's records. It stores the recruiter and user information your recruiters rely on to do their work. When it is working well, nobody notices it: record lookups are instant. When it struggles, lookups lag and recruiters wait on screens that should load right away.

WHAT YOU ARE SPENDING, AND WHAT YOU COULD SAVE

Overspend we can remove

\$380 / month

This database is sized for its busiest weekday hours and then kept at that size around the clock, including overnight and on weekends when your recruiters are offline. You are paying for that full capacity every hour of the week. Right-sizing it to match the actual pattern removes the waste without touching daytime speed.

What you pay today

about \$920 / month

What it needs to do the job

about \$540 / month

Overspend we can remove

about \$380 / month

Over a year

about \$4,560

WHAT WE FOUND, AND WHAT IT MEANS FOR YOU

! Sized for peak around the clock● **Straightforward to fix**

This database is sized for its busiest weekday hours and kept that size overnight and on weekends. Recruiters use it during weekday business hours; the rest of the week it sits nearly idle.

What this means for you: you are paying for full capacity every hour of the week, including the roughly two-thirds of the time when almost no one is using it. Right-sizing it to the weekday pattern removes the overspend while keeping record lookups fast during business hours. This is a routine change with a clear, measurable result.



Security and data: no urgent risks. We found no access or configuration risks that need action now. A few minor items are on the routine review list on the following pages.



Backups and recovery: in good shape. Point-in-time restore is active with a seven day window, so this database can be recovered if anything ever goes wrong.

PROPOSED ROADMAP OF FIXES

If you move ahead, here is the order we would tackle what we found. Highest impact and lowest effort first. Nothing here needs work from you; this is the plan we would follow and keep you posted on.

1 Right-size to the weekday pattern

PRIORITY

Scale compute down on nights and weekends, when recruiters are offline, keeping full speed during business hours.

Removes about \$380 / month (~\$4,560 / year)

2 Turn on Microsoft Defender for SQL

ROUTINE

Adds threat alerts and vulnerability scanning on top of the encryption and auditing already in place.

Stronger protection, nothing for you to manage

3 Move toward Entra-only sign-in

ROUTINE

Retire the older SQL logins in favor of Microsoft Entra ID, so access is managed in one place.

Tighter, simpler access control

4 Bring configuration current

ROUTINE

Raise the compatibility level to the current default and set a maintenance window so updates stay out of business hours.

Newer speed improvements, no surprise updates

5 Decide on resilience options

YOUR CHOICE

Zone redundancy and long-term backup retention are both off. Fine as-is, but worth a deliberate decision if you want protection against a zone outage or backups beyond seven days.

A decision for you, not a fix we assume

THE TECHNICAL DETAIL

This section is for whoever on your team wants the numbers behind the summary. If that is not you, you can stop at page two, everything you need is there.

AREA	READING	STATUS
Configuration	72 / 100	Attention
Availability	98 / 100	Healthy
Performance	66 / 100	Attention
Security	91 / 100	Healthy
Cost efficiency	40 / 100	Overspending

Overall score (63) is a weighted composite. Cost efficiency carries the most weight, because it is the most actionable item here.

How we connect: through a secure connection that reads database health signals only, never the data inside your database. Any change is applied only within the standing rule you set, and you can revoke access at any time.

Configuration 72 / 100

Attention

Provisioned correctly for its role, with two housekeeping items that are easy to bring current.

Platform	Azure SQL Database, single database
Service tier	General Purpose, Gen5, 4 vCores , provisioned compute
Storage	250 GB allocated, about 88 GB used (65% headroom)
Compatibility level	140 (SQL Server 2017). Current default is 160
Maintenance window	Not configured (system updates can land during weekday hours)
Backup redundancy	Geo-redundant storage (RA-GRS)

ROUTINE Compatibility level behind current, and no maintenance window set. Raising the compatibility level lets the query optimizer use newer improvements; setting a maintenance window keeps updates out of your weekday business hours. Neither is urgent.

Availability 98 / 100

Healthy

Consistently available across the assessment window, comfortably inside its service level.

Service SLA	99.99% (General Purpose)
Observed availability	99.98% over the assessment window
High-availability model	Remote storage with spare compute; typical failover 30 seconds or less
Zone redundancy	Not enabled (available on this tier)
Point-in-time restore	Enabled, 7 day retention
Long-term retention	Not configured

ROUTINE Zone redundancy and long-term backup retention are both off. Fine for how this database is used today. Worth a deliberate decision if you want to protect against a zone outage or keep backups beyond seven days.

Performance 66 / 100

Attention

Fine day to day, with mild pressure at weekday peaks. No slowdown has reached your recruiters.

Peak CPU (weekday AM)	averaging 71%
Off-peak / weekend CPU	under 12%
Top waits at peak	CPU
Query hotspots	none material; one routine index suggestion noted
Storage note	IO waits are expected on General Purpose remote storage

ROUTINE Mild peak pressure, no user impact yet. Weekday mornings push utilization up, but not into slowdown territory. The scheduled right-sizing that fixes the cost item also gives cleaner peak headroom, so this resolves alongside it.

Security 91 / 100

Healthy

Solid baseline. Encryption and auditing are in place; a couple of hardening items would raise it further.

Encryption at rest	Transparent Data Encryption enabled
Encryption in transit	Enforced, TLS 1.2 minimum
Authentication	Mixed: SQL logins and Microsoft Entra ID
Auditing	Enabled, 90 day retention
Defender for SQL	Not enabled
Data handling	Holds people data; we read health signals only, never the records inside

ROUTINE Two low-risk hardening items: turn on Microsoft Defender for SQL (adds threat alerts and vulnerability scanning), and move toward Entra-only sign-in. Neither is urgent, and nothing here needs action from you today.

Cost efficiency 40 / 100

Overspending

The clearest opportunity. You are paying for full capacity every hour, including nights and weekends when it sits nearly idle.

Current spend	about \$920 / month (4 vCores, provisioned 24/7)
Utilization	about 71% weekday mornings, under 12% nights and weekends, about 30% weekly average
Right-size option A	Serverless autoscaling between a low floor and your weekday ceiling, so you pay for peak only when it happens
Right-size option B	Scheduled scale-down of compute outside weekday business hours
Right-size option C	One-year reserved capacity on the steady baseline (about 30% off that portion)
Estimated reduction	about \$380 / month (~\$4,560 / year), no impact to daytime speed

PRIORITY Right-size to the actual weekday pattern. Because recruiters are offline nights and weekends, the savings come from scaling compute down when the team is away. Full daytime speed is preserved.