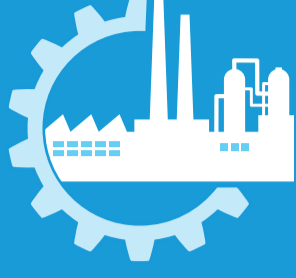# WHAT IS TURNOVER COSTING YOU?

In 2014, turnover in the manufacturing and distribution industries totaled 13.7%

The cost of losing an employee can range from 16% of their salary for hourly employees to 213% for highly trained employees

A new employee can take up to **2 FULL YEARS** to reach the same level of productivity as a current staff member

So let's say... your distribution facility has 1000 hourly employees

And the average salary for these employees is **$18.44 an hour** OR **$38,355.20 a year**

Based on the industry turnover rate, your facility would lose 137 employees over the course of one year

DO THE MATH + × =
(.16 X 38,355.20) X 137 = $840,746

$840,746 | IN ONE YEAR

SPENT

In one year, your company spent a total of $840,746 on turnover costs alone

What is turnover costing you?

! Turnover is inevitable in business. While it can't be avoided, it can be reduced. We encourage you to evaluate what turnover is really costing your company.

Sources

1 http://www.compensationforce.com/2015/03/www.compdatasurveys.com
2 https://www.americanprogress.org/wp-content/uploads/2012/11/CostofTurnover.pdf
3 http://www.huffingtonpost.com/julie-kantor/high-turnover-costs-way-more-than-you-think_b_9197238.html
4 http://www.bls.gov/iag/tgs/iag493.htm