

## Annual Turnover - All Participants

Number and % of organizations that track/compile turnover data:            100            88.5%

<b>Voluntary Turnover</b>								
<b>Employee Group</b>	<b>2009</b>		<b>2010</b>		<b>2011 Annualized</b>		<b>Jan. 1 - June 30, 2011</b>	
	<b># Orgs</b>	<b>Turnover %</b>	<b># Orgs</b>	<b>Turnover %</b>	<b># Orgs</b>	<b>Turnover %</b>	<b># Orgs</b>	<b>Turnover %</b>
Nonexempt	61	7.5%	72	9.5%	65	13.2%	65	6.6%
Exempt Nonmanagement	63	5.2%	72	7.3%	64	11.3%	64	5.6%
Management	51	4.4%	57	6.2%	48	8.4%	48	4.2%
All Employees	92	6.1%	99	8.3%	93	10.7%	93	5.3%

<b>Involuntary Turnover</b>								
<b>Employee Group</b>	<b>2009</b>		<b>2010</b>		<b>2011 Annualized</b>		<b>Jan. 1 - June 30, 2011</b>	
	<b># Orgs</b>	<b>Turnover %</b>	<b># Orgs</b>	<b>Turnover %</b>	<b># Orgs</b>	<b>Turnover %</b>	<b># Orgs</b>	<b>Turnover %</b>
Nonexempt	61	10.0%	70	7.9%	55	8.9%	55	4.5%
Exempt Nonmanagement	57	7.1%	60	4.9%	49	6.1%	49	3.1%
Management	45	6.9%	51	5.7%	34	6.8%	34	3.4%
All Employees	89	7.3%	95	5.7%	88	5.7%	88	2.9%

<b>Total Turnover</b>								
<b>Employee Group</b>	<b>2009</b>		<b>2010</b>		<b>2011 Annualized</b>		<b>Jan. 1 - June 30, 2011</b>	
	<b># Orgs</b>	<b>Turnover %</b>	<b># Orgs</b>	<b>Turnover %</b>	<b># Orgs</b>	<b>Turnover %</b>	<b># Orgs</b>	<b>Turnover %</b>
Nonexempt	65	16.2%	74	16.5%	68	19.8%	68	9.9%
Exempt Nonmanagement	64	11.2%	71	11.4%	66	15.5%	66	7.7%
Management	56	9.4%	62	10.2%	49	13.0%	49	6.5%
All Employees	93	13.0%	99	13.7%	96	15.6%	96	7.8%

Note: Not all organizations were able to report information by each employee group. Annualized data projected based on 6 months of data.