

Annual Turnover - All Participants

Number and % of organizations that track/compile turnover data: 86 91.5%

Voluntary Turnover								
Employee Group	2013		2014		2015 Annualized		Jan. 1 - June 30, 2015	
	# Orgs	Turnover %	# Orgs	Turnover %	# Orgs	Turnover %	# Orgs	Turnover %
Nonexempt	57	13.2%	57	11.2%	51	20.4%	51	10.2%
Exempt Nonmanagement	59	8.7%	57	9.0%	50	14.8%	50	7.4%
Management	47	6.9%	52	7.8%	48	12.2%	48	6.1%
All Employees	80	8.6%	81	9.2%	77	14.5%	77	7.2%

Involuntary Turnover								
Employee Group	2013		2014		2015 Annualized		Jan. 1 - June 30, 2015	
	# Orgs	Turnover %	# Orgs	Turnover %	# Orgs	Turnover %	# Orgs	Turnover %
Nonexempt	51	8.3%	52	5.7%	45	7.8%	45	3.9%
Exempt Nonmanagement	49	4.8%	54	4.4%	43	5.1%	43	2.6%
Management	38	4.3%	41	6.5%	32	10.4%	32	5.2%
All Employees	73	5.5%	76	4.5%	71	5.9%	71	2.9%

Total Turnover								
Employee Group	2013		2014		2015 Annualized		Jan. 1 - June 30, 2015	
	# Orgs	Turnover %	# Orgs	Turnover %	# Orgs	Turnover %	# Orgs	Turnover %
Nonexempt	58	20.2%	58	16.1%	51	27.3%	51	13.6%
Exempt Nonmanagement	59	12.7%	58	13.0%	50	19.2%	50	9.6%
Management	50	9.7%	55	12.2%	50	18.4%	50	9.2%
All Employees	80	13.6%	81	13.4%	77	19.9%	77	9.9%

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