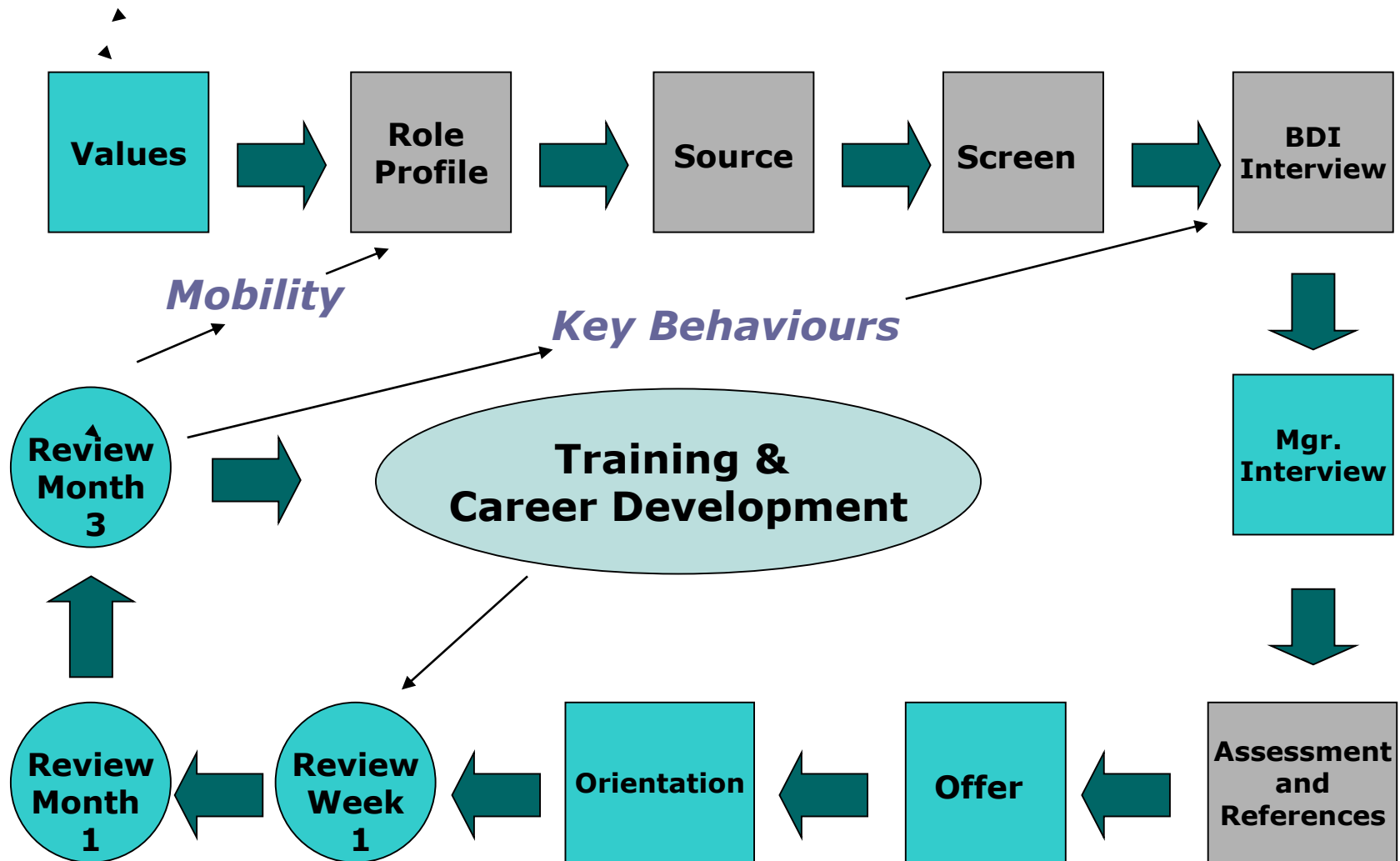




"POWER-HIRE!"™ Recruiting Process



Costs & Impact of Turnover...



Replacement costs	Bad Hire costs	Impact	\$ P.A.
Recruitment advertising	Poor morale	Advertising \$ skewed	
Hiring agency fees	Training \$	Co-worker motivation ↓	
Screening, interviewing time	Temporary backfill cost	Competition hires your "trained" staff	
Relocation, signing bonuses	Replacement costs	Customer satisfaction declines	
Assessment test costs	Legal costs	Loss of knowledge	
Orientation costs	Severance & vacation pay	Training time and \$	
Lost customers	Manager's time	Lost co-worker productivity	