

TURNOVER RATES

Fourth Quarter - 2009
116 Participants

Monthly Averages

	October-09		November-09		December-09		Jan - Dec-09	
	Avg	Number of Orgs	Avg	Number of Orgs	Avg	Number of Orgs	Avg	Number of Orgs
OVERALL	0.8	116	0.6	116	0.6	115	12.7	77
INDUSTRY CLASSIFICATION								
Manufacturing, Durables	0.8	45	0.6	45	0.5	45	11.8	26
Manufacturing, Non-Durables	0.8	18	0.7	18	0.4	18	11.9	18
Services - Finance, Insurance & Real Estate	0.5	8	0.2	8	0.6	7	17.0	3
Wholesale & Retail	0.2	7	0.5	7	1.9	7	3.0	4
Services - Non-profit, Educational & Social	0.8	22	0.7	22	0.9	22	13.0	16
Other Industry	1.1	16	0.9	16	0.2	16	18.3	10
EMPLOYMENT SIZE								
Less than 100	0.6	67	0.4	67	0.5	67	11.4	35
101 - 250	1.1	31	1.0	31	0.8	31	12.9	26
251 - 500	1.1	11	1.0	11	0.6	10	15.8	11
Over 500	0.9	7	0.8	7	0.5	7	13.1	5

Monthly Averages

	October-09		November-09		December-09	
	Avg	Number of Orgs	Avg	Number of Orgs	Avg	Number of Orgs
Non-Exempt						
INDUSTRY CLASSIFICATION						
Manufacturing, Durables	0.8	43	0.8	43	0.3	43
Manufacturing, Non-Durables	1.0	16	1.1	16	0.4	16
Services - Finance, Insurance & Real Estate	0.8	7	0.3	7	0.7	7
Wholesale & Retail	0.3	7	0.6	7	2.6	7
Services - Non-profit, Educational & Social	1.2	21	0.9	21	0.7	21
Other Industry	1.4	13	1.7	13	0.3	13
EMPLOYMENT SIZE						
Less than 100	0.7	63	0.8	63	0.5	64
101 - 250	1.2	30	1.1	30	0.6	29
251 - 500	1.5	7	1.5	7	0.9	7
Over 500	1.0	7	0.9	7	0.5	7

TURNOVER RATES

Monthly Averages

	October-09		November-09		December-09	
	Avg	Number of Orgs	Avg	Number of Orgs	Avg	Number of Orgs
Exempt						
INDUSTRY CLASSIFICATION						
Manufacturing, Durables	0.5	43	0.4	43	0.6	43
Manufacturing, Non-Durables	0.6	16	0.7	16	0.3	16
Services - Finance, Insurance & Real Estate	0.0	7	0.2	7	0.6	7
Wholesale & Retail	0.0	7	0.1	7	0.7	7
Services - Non-profit, Educational & Social	0.5	21	0.3	21	0.8	21
Other Industry	0.6	13	0.5	13	0.0	13
EMPLOYMENT SIZE						
Less than 100	0.3	63	0.2	63	0.5	64
101 - 250	0.8	30	0.5	30	0.6	29
251 - 500	0.4	7	0.7	7	0.4	7
Over 500	0.6	7	0.8	7	0.4	7

Monthly Turnover Average Rates

Computed as:
$$\frac{\text{Number of separations during month}}{\text{Average number of employees on payroll during month}} \times 100$$

Cumulative Turnover Average

Rates Computed as:
$$\frac{\text{Total number of separations during time period}}{\text{Average number of employees on payroll during time period}} \times 100$$

Please note: Turnover figures cover permanent separations, whether voluntary or involuntary. They do not include job eliminations, reductions-in-force, long-term leaves of absence, layoffs, or departures of temporary staff.