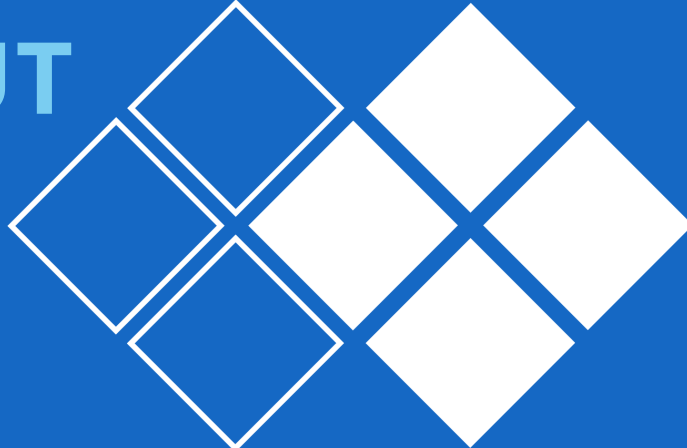
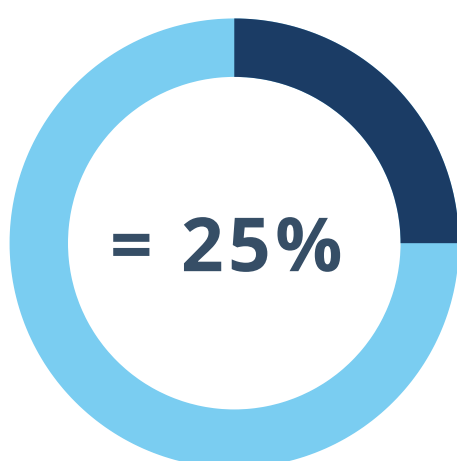


THE TRUTH ABOUT WAREHOUSE TURNOVER.



HIGH EMPLOYEE TURNOVER IN THE WAREHOUSE MAY BE COSTING YOU MORE THAN YOU THINK !

The hard cost of warehouse worker turnover can reach 25% of the total salary. Factor an average salary of \$33,000.



**TURNOVER COST
= \$ 8,250
PER EMPLOYEE !**

Factor in the soft costs such as

- lowered productivity
- decreased engagement
- training costs and
- other indirect impacts



**TURNOVER IS
A MAJOR DRAIN
ON
PROFITABILITY**

COSTS CAN BALLOON TO MORE THAN 150% OF A WAREHOUSE SALARY.

TURNOVER RATE BENCHMARKS

- Many companies are in the **20 - 40%** range
- If you have **200** employees and an annual turnover rate of **40%** you are turning over **80** employees a year = **TOTAL COST \$ 660,000 - \$ 4M**

TOP TURNOVER CAUSES

***NON COMPETITIVE WAGES *OVERTIME *MANAGEMENT ISSUES**

Once you understand what's driving your turnover, you can start to address it.

ASSESS YOUR CAUSES

ARE

- Your wages competitive?
- You scheduling excessive overtime?

DO YOU HAVE

- A formal engagement plan?
- A positive work environment?
- A fair recognition program?
- An effective onboarding process?

If you are experiencing more than 10% turnover, it's time to address the issue.

TURN YOUR TURNOVER PROBLEM AROUND TODAY. YOUR BOTTOM LINE

- Establish competitive wages by implementing an employee incentive program that enables your associates to earn more while reducing your overall cost per unit.
- Reduce overtime by improving your labor planning practices to ensure you have the right number of resources in the right place at the right time.
- Increase manager/employee engagement by monitoring and measuring performance in real-time, coaching regularly, and incorporating production boards and gamification.

Check Out **ProTRACK**, TZA's cloud based Labor Management System (LMS).