

## Annual Turnover - All Participants

Number and % of organizations that track/compile turnover data:            68            75.6%

<b>Voluntary Turnover</b>						
<b>Employee Group</b>	<b>2018</b>		<b>2019</b>		<b>Jan. 1 - June 30, 2020</b>	
	<b># Orgs</b>	<b>Turnover %</b>	<b># Orgs</b>	<b>Turnover %</b>	<b># Orgs</b>	<b>Turnover %</b>
Nonexempt	52	11.9%	47	11.4%	42	7.4%
Exempt Nonmanagement	50	9.9%	46	9.2%	38	5.6%
Management	45	8.7%	41	6.9%	33	5.4%
All Employees	64	10.3%	63	10.2%	62	6.3%

<b>Involuntary Turnover</b>						
<b>Employee Group</b>	<b>2018</b>		<b>2019</b>		<b>Jan. 1 - June 30, 2020</b>	
	<b># Orgs</b>	<b>Turnover %</b>	<b># Orgs</b>	<b>Turnover %</b>	<b># Orgs</b>	<b>Turnover %</b>
Nonexempt	49	4.5%	45	3.9%	41	6.4%
Exempt Nonmanagement	42	3.6%	38	3.6%	33	4.0%
Management	41	4.9%	37	4.1%	30	4.3%
All Employees	61	3.5%	60	3.9%	60	4.3%

<b>Total Turnover</b>						
<b>Employee Group</b>	<b>2018</b>		<b>2019</b>		<b>Jan. 1 - June 30, 2020</b>	
	<b># Orgs</b>	<b>Turnover %</b>	<b># Orgs</b>	<b>Turnover %</b>	<b># Orgs</b>	<b>Turnover %</b>
Nonexempt	52	16.2%	47	15.2%	43	13.3%
Exempt Nonmanagement	50	12.9%	46	12.2%	39	8.9%
Management	48	12.4%	43	10.1%	36	8.5%
All Employees	64	13.6%	63	13.9%	63	10.3%

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