



THE ACTION GAP FIELD KIT

The Executive One-Pager

The page you leave on a CEO or CFO desk: the cost, the fix, and the ask.

Turnover is a number, not a feeling

Compiled industry research puts the cost of replacing one employee at \$10,000 to \$50,000. For a senior or specialized person, the fully loaded cost climbs well past that floor: take a \$75,000 salary at the commonly cited three to four times multiple, and a single departure can reach roughly \$225,000. These are industry figures, not a promise about your operation. Put your own headcount and turnover rate against them.

Our headcount

Fill in for your operation.

Our annual voluntary turnover

Roughly, in people or percent.

Our estimated annual cost of turnover

Use the Cost-of-Turnover calculator at anchorbyretentio.com/field-kit.

A system, not a slogan

The fix is a simple, repeatable discipline: spot the quiet signal early, read it honestly, plan one real conversation, act on it in time, and close the loop. Run it as a program, with a cadence, named owners, and a light record, so it reaches everyone and not just the people we happen to see.

Fund it, sponsor it, hold the line

- Fund the system that protects the company's most expensive and least understood asset.
- Sponsor it visibly, so managers treat it as real work, not a soft extra.
- Hold managers accountable for the leading behaviors that keep good people, not the turnover number that arrives too late to coach.

Framed this way, retention stops being a cost the company tolerates and becomes a margin protection the company invests in for a return. Prevent one departure and it has paid for itself.

This stays with you.

Free from anchorbyretentio.com/field-kit