

March 2015

## COMPLETED SEARCHES

**Controller**  
Multi-Plant Manufacturer

**Director Human Resources**  
Consumer Products

**Credit Officer**  
Global Bank

**Director of Mfg Engineering**  
Global OEM

**VP Finance**  
Medical Device Manufacturer

**Tax Manager**  
Regional CPA Firm

**General Manager**  
Multi-Plant Manufacturer

**Sales Engineer**  
Global Industrial Manufacturer

**Site Controller**  
Fortune 500 Manufacturer

**Staff Accountant**  
Medical Device Manufacturer

## DID YOU KNOW?

The original Monopoly game sold for \$2. Today, the average price for the classic version of the game is \$18.

Seventy percent of small businesses are owned and operated by a single person.

The most productive day of the workweek is Tuesday.

The "new car smell" is composed of over 50 volatile organic compounds.

Changing the U.S. \$1 bill for a \$1 coin would save the U.S. \$4.4 billion in 30 years.

15 million cards are exchanged on St. Patrick's Day

## Turnover – Good or Bad

Low turnover has long been perceived as indicative of a strong company. The rationale makes sense—a company must be doing something right if employees remain working there.

However, the issue is much more complex. Employees stay at companies for many reasons which may relate very little to the company. Employees may be:

- Under-skilled
- Unmotivated to advance
- Anxious that the economy is too unstable
- Comfortable and complacent in a known environment

Turnover can certainly be disruptive to a business, impacting employee morale and performance. It also has real costs, from job postings to interviewer time to lost productivity to higher salaries and sign-on bonuses. It's no wonder that many employers want to avoid turnover.

But sometimes change is exactly what's needed. Whether employees are let go or leave voluntarily, turnover can be a smart opportunity for employers to select, hire, and develop new talent into the organization. People who are excited about the company and have the capability to perform at a high level can make a significant difference. Some turnover is actually good for the company!