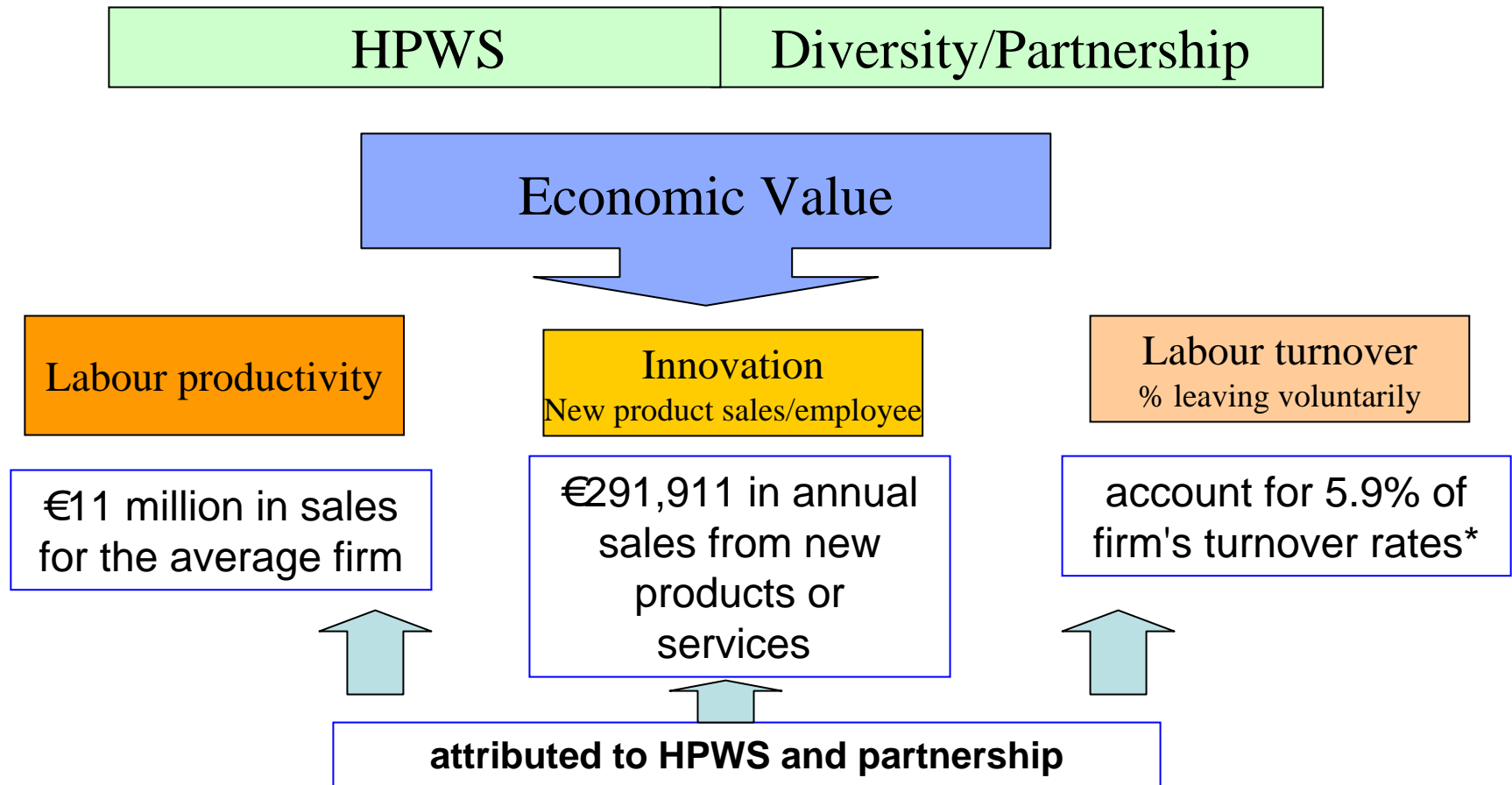


# HPWS/Partnership: The Economic effects



\* The negative impact of voluntary turnover is substantial -- often costing more than 150% of a departing employee's annual salary