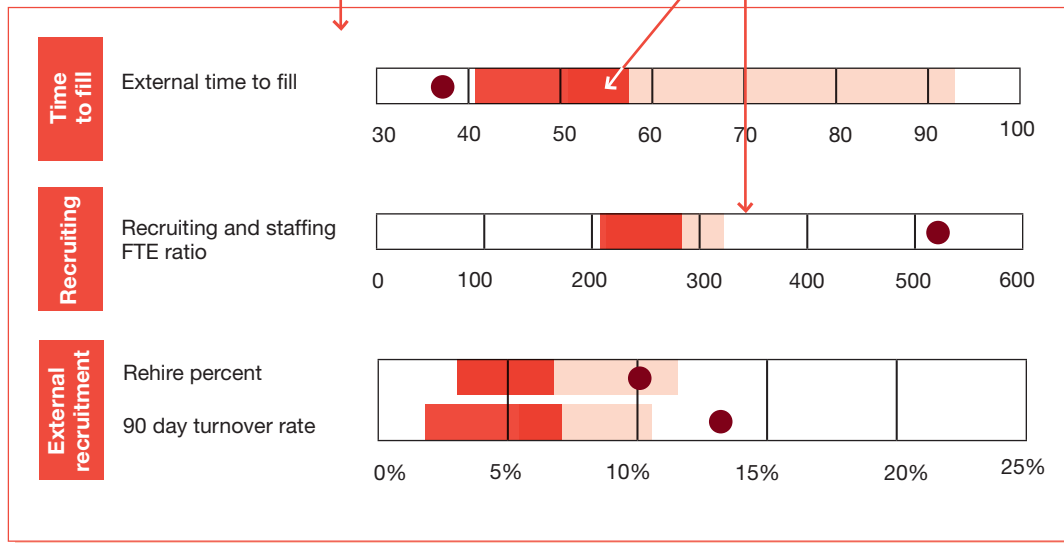


2011 Saratoga Canada performance report analysis

Sample demo company

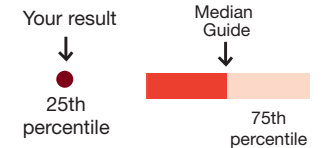
Metrics clustered in themes –
Turnover, workforce composition, HR efficiency, workforce planning, etc.

Your results highlighted against the benchmark results and colour coded based on position in relation to the guide.



How to interpret graphics

Box plot shows your result in relation to the Saratoga guide and the benchmark results at the 25th, median and 75th percentiles.



Written analysis describes outcomes and relationships between metrics and also highlights any instances where further investigation may be warranted.

- Looking at **External time to fill**, it appears this organization is performing very efficiently, finding and hiring recruits quickly relative to the benchmark.
- This performance seems even more impressive in light of the high **Recruiting and staffing FTE** to overall FTE ratio – a very lean, hard working team!
- Looking at the **90 day turnover rate**, however, the high turnover for this organization versus its peers is of significant concern – significant numbers of new hires are quickly exiting, yet high rehire rates provide evidence for this organization having desirable employment opportunities.
- Conclusion** – This organization may wish to lessen its focus on filling positions quickly, and focus more on finding the right people for the right roles, and having a recruiting and staffing team properly equipped to fulfill their mandate.

Results table

Metric name			Benchmark results			Guide
	2009	2010	25th	50th	75th	
External time to fill	56	37	41	58	93	Median
Recruiting and staffing FTE ratio	301.0	507.5	203.5	278.0	309.5	Median
Rehire percent	19.1%	10.1%	3.1%	6.3%	11.4%	Median
90 day turnover rate	3.6%	13.8%	1.9%	16.5%	10.3%	25th

All results in tabular format, including the Saratoga guide.

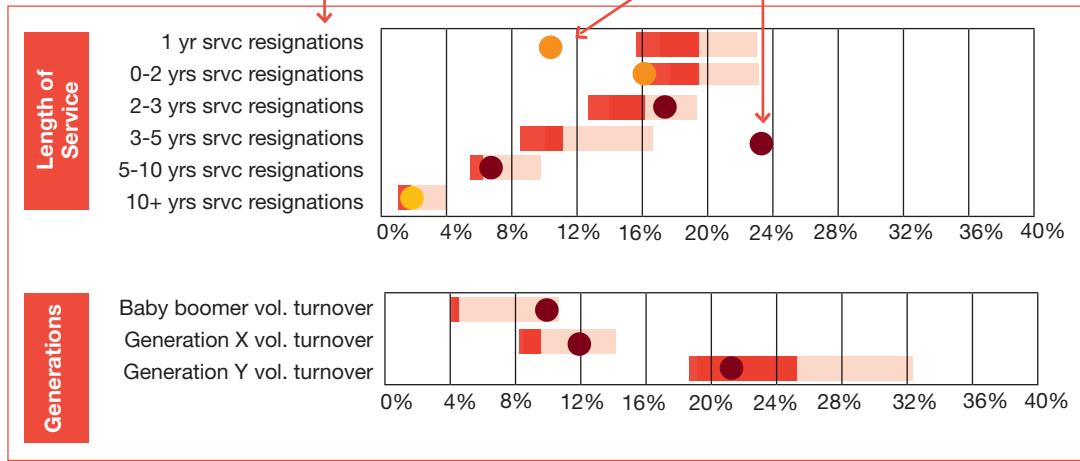


2011 Saratoga Canada performance report analysis

Sample demo company—cont'd

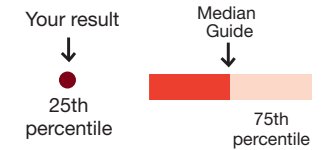
Metrics clustered in themes – turnover, workforce composition, HR efficiency, workforce planning, etc.

Your results highlighted against the benchmark results and colour coded based on position in relation to the guide.



How to interpret graphics

Box plot shows your result in relation to the Saratoga guide and the benchmark results at the 25th, median and 75th percentiles.



Written analysis describes outcomes and relationships between metrics and also highlights any instances where further investigation may be warranted.

- A closer look at turnover by length of service reveals an unusual pattern, with low turnover in the early years of service and a spike at the 3-5 years service band.
- This turnover activity, coupled with a low promotion rate, may indicate that employees are not satisfied with long-term career opportunities.
- Employees in the 3-5 year service band are likely in Generation X, a population segment also experiencing relatively high turnover in comparison to the survey peer group.
- Further investigation into drivers of turnover is warranted, as the organization is particularly strong at retaining employees within the first couple of years of service when the investment in training and on-boarding is most intensive.

Results table

Metric name	co.XYZ	2010 benchmark results			Guide
		25th percentile	Median	75th percentile	
1st year service resignations	10.3%	15.9%	19.7%	22.7%	25th percentile
0-2 years service resignations	15.9%	16.4%	19.6%	22.9%	25th percentile
2-3 years service resignations	17.0%	12.9%	15.7%	19.0%	25th percentile
3-5 years service resignations	23.6%	9.0%	11.1%	16.6%	25th percentile
5-10 years service resignations	6.5%	5.6%	6.5%	9.1%	25th percentile
10+ years service resignations	2.3%	1.2%	2.4%	3.9%	25th percentile
Baby boomer vol. turnover	7.0%	4.0%	4.3%	6.9%	25th percentile
Gen X vol. turnover	11.9%	9.1%	10.2%	14.0%	25th percentile
Gen X vol. turnover	21.0%	18.7%	24.8%	32.2%	25th percentile

All results in tabular format, including the Saratoga guide.

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