

# Saratoga Performance Report DEMO Company

Ability to compare your results against any of Saratoga's comparative groups.

**Report Creation Date:** April 30, 2008  
**Company Size:** 25,001 - 50,000  
**Industry:** Financial Services  
**Revenue:** 1 billion + to 10 billion

**Revenue Growth Rate:** Medium (5%-20%)  
**Profit / Non Profit:** Profit  
**Percent Unionized Workfc** < 5%

Saratoga's Guide reveals the range of results for best performing companies.

		Your results			Benchmark Comparisons					Guide	
#	Metric Name	2005	2006	2007	n	10th	25th	Median	75th	90th	
1	<b>Human Capital ROI</b> Pre-tax profit for each dollar invested in pay and benefits.	1.65	1.41	● 1.67	24	1.03	1.10	1.32	1.86	2.74	≥ 75th
2	<b>Revenue per FTE</b> Revenue generated for each full time equivalent employee.	\$481,524	\$545,013	● \$588,197	23	\$205,858	\$265,033	\$350,223	\$470,984	\$636,968	≥ 75th
3	<b>Rookie Ratio</b> Percent of employees with less than two years of service.	20.3%		● 20.7%	22	7.3%				36.3%	Median
4	<b>Promotion Rate</b> Percent of headcount that was promoted.	0.7%		● 0.5%	22	4.7%				16.9%	Median
5	<b>HR Headcount Ratio</b> Number of employees each HR employee supports.	172	192	■ 180	23	53	69	95	103	131	Median
6	<b>Labour Cost Revenue Percent</b> Compensation and benefit costs as a % of revenue.	12.2%	11.6%	● 19.3%	23	10.9%	18.9%	24.8%	34.3%	53.0%	≤ 25th
7	<b>90 Day Turnover Rate</b> Percent of recruits who separated in the first 3 months of service.	18.6%	19.4%	■ 22.0%	22	0.7%	1.5%	3.4%	16.7%	30.0%	≤ 25th
8	<b>External Cost per Hire</b> Average cost to hire external employees.	\$1,782	\$2,202	◆ \$2,897	24	\$1,221	\$3,551	\$8,827	\$14,876	\$19,115	Median
9	<b>Voluntary Separation Rate</b> Percent of employees who resigned or retired.	14.1%	14.8%	■ 15.1%	21	3.1%	4.5%	7.2%	10.2%	14.5%	≤ 25th

Provides up to 3 years of trended results for your organization.

Benchmark results rank ordered from low (10th) to high (90th) providing you with a range of comparisons.

The Performance Report shows all of the metrics Saratoga was able to calculate based on the data provided by your organization.

Results are colour coded based on how they compare to the Saratoga Guide.