

2009 Saratoga Canada Performance Report - Sample 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: Demo Industry
Revenue: 1 billion + to 10 billion

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

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

| | | Your results | | | Benchmark Comparisons | | | | | Guide | |
|---|--|--------------|-----------|-------------|-----------------------|-----------|-----------|-----------|-----------|-----------|--------|
| # | Metric Name | 2006 | 2007 | 2008 | n | 10th | 25th | Median | 75th | 90th | |
| 1 | Human Capital ROI 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 | Revenue per FTE 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 | Rookie Ratio Percent of employees with less than two years of service. | 20.3% | | ● 20.7% | 22 | 7.3% | | | | 36.3% | Median |
| 4 | Promotion Rate Percent of headcount that was promoted. | 0.7% | | ● 0.5% | 22 | 4.7% | | | | 16.9% | Median |
| 5 | HR Headcount Ratio Number of employees each HR employee supports. | 172 | 192 | ■ 180 | 23 | 53 | 69 | 95 | 103 | 131 | Median |
| 6 | Labour Cost Revenue Percent 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 | 90 Day Turnover Rate 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 | External Cost per Hire 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 | Voluntary Separation Rate 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.