

EMPLOYEE RETENTION SCORECARD

Retaining employees is critical for any business and falling short on retention can be devastating to your bottom line. It costs nearly 20 percent of an annual salary to replace an employee, so implementing proactive retention strategies is key to maintaining your workforce.

Answer the questions below to determine if your organization has a high turnover risk.

INSTRUCTIONS: Begin by answering the questions below. Each response will be given a numerical value depending on the answer. After completing the questions, total your score using the scale at the bottom of the page.

- **YES:** 0 points - **NO:** 2 points - **UNSURE:** 2 points

QUESTION	YES	NO	UNSURE	SCORE
1. Have you reviewed employee pay scales within the last three years?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2. Do you survey employees' career growth desires each year?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3. Have you compared your health insurance against similar companies in your industry?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4. Do you routinely survey employees to ensure they feel comfortable and included in the workplace environment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5. Do you track top employee performers?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6. Do you monitor the market to ensure top performers are appropriately compensated?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7. Have you surveyed employees in the past to gauge their workplace satisfaction?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8. Do you have a retention strategy in place for when a top performer comes to you with another offer?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9. Do you offer incentives beyond health benefits to employees?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10. Have you implemented employee engagement strategies to curb turnover proactively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
TOTAL SCORE:				

Low risk. Contact New Agency Partners to confirm: 0-6

Moderate risk. Contact New Agency Partners today: 7-13

High risk. Contact New Agency Partners today: 14-20

