**Managing Retention Risk**

**The Cost of Low Employee Retention**

- **For entry-level employees, it costs 16% of their annual salary to replace them.**
- **For mid-level employees, it costs 20% of their annual salary to replace them.**
- **For high-level employees, it costs up to 213% of their annual salary to replace them.**

**Overworked remaining staff**
- Lost productivity
- Lost knowledge

**RETIERTion Risk Solutions**

**Start at the Beginning**
- New hire onboarding and mentoring programs are proven to make entry-level employees more successful; they also boost employee retention in the long run.

**Boost Workplace Communication**
- Manager-employee communication is essential for a thriving workplace. Fluid communication leads to not only a lower retention risk, but a more positive workplace culture as well.

**Develop Retention Strategies**
- Benchmark employee retention rate
- Create unique benefits for employees
- Offer career development pathways
- Conduct exit interviews to learn why employees leave

**Offer Professional Development**
- Increase the collective knowledge of staff
- Enhance the organization’s reputation
- Attract more qualified candidates
- Foster a learning mindset at work

**Professional Development Spotlight: 2016 Risk Summit**

- **Network with nonprofit sector leaders & Risk Champions**
- **Learn to articulate your nonprofit’s mission against risk**
- **Bring risk assessment & risk reporting techniques back to your team**
- **Receive coaching & support from risk thought leaders**

**Be the Risk Champion Your Mission Deserves!**

**Register at 2016risksummit.org**

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*Sources:

1. Nonprofit Risk Management Center*

**I know of no more encouraging fact than the unquestionable ability of man to elevate his life by conscious endeavor.**

- Henry David Thoreau