



# TRUE COST OF EXECUTIVE TURNOVER



Right now, 2 out of 3 of your executives may be thinking of leaving, or are already preparing to depart.

**What's the impact?**

**How can you prevent it?**

## REPLACEMENT COST

The total cost to replace an executive can be approximately **200-300%** of the executive's salary.<sup>1</sup>

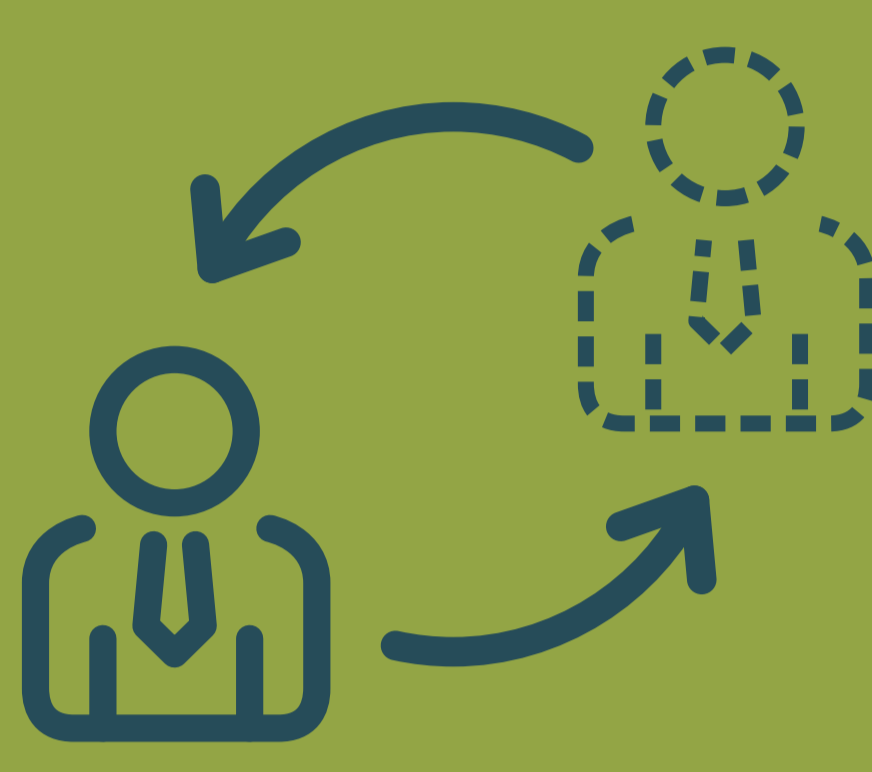
That ranges up to **\$750,000** for one executive making **\$250,000** annually.

**200%**  
to  
**300%**

## HIDDEN COST

**Overall cost of employee turnover in the U.S.<sup>2</sup>**

**\$630**  
BILLION



**Hidden costs can include:**

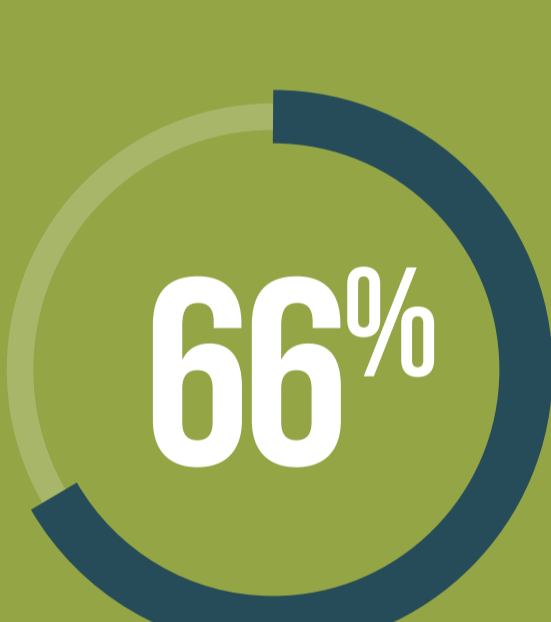
- Disruption
- Lost productivity
- Reduced or lost business
- Presenteeism
- Team members leaving
- Customer dissatisfaction

## HIDDEN ISSUES

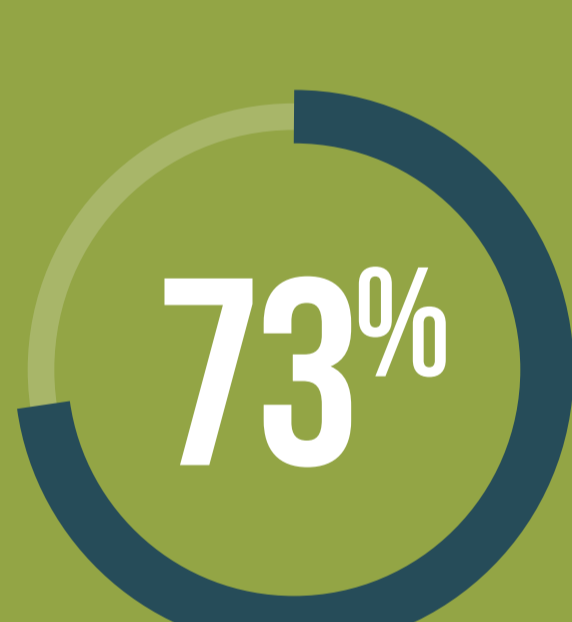
**80%** of companies in a recent report say "lack of appreciation" was the key reason behind an employee leaving.<sup>3</sup>

**64%** of companies felt their organization has experienced loss of knowledge and expertise due to employees leaving the company.<sup>4</sup>

## EMPLOYEES VALUE HEALTH BENEFITS



**66%** of employees say a comprehensive benefits package is a must-have.<sup>5</sup>



**73%** said a wider array of health benefits would make them continue working at their employer for longer.<sup>6</sup>



**90%** of employees ranked wanting quality healthcare benefits over a pay raise.<sup>7</sup>

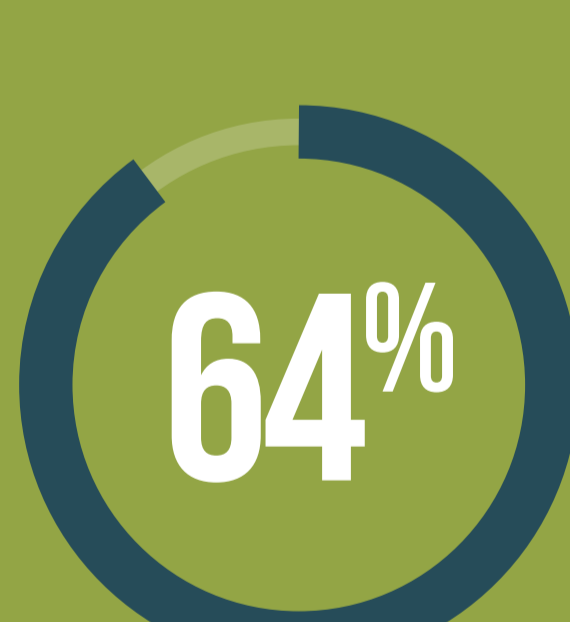
## BENEFITS = KEY TO RETENTION



The **#1** driver of retention is benefits. (34% of executives said benefits are the top reason for retention).<sup>8</sup>



Employees rank **benefits** as the **second** most important reason to start looking for a new job.<sup>9</sup>



**64%** of SMB employees say offering a wider array of non-medical benefits would make them more loyal to their employer.<sup>10</sup>

## SAY HELLO TO **ULTIMATE HEALTH**®

**Ultimate Health** is an employer-sponsored supplemental health insurance plan. It offers the additional health care coverage executives want while providing meaningful compensation impact.

- Enhance benefits selectively for hard-to-retain-and-recruit positions.
- Leverage as a tax-efficient\* compensation tool.
- Provide a way to make executives feel valued and rewarded.

**98%** **98%** of all ArmadaCare members say their ArmadaCare plan is the most important or an important benefit. plan is the most important or an important benefit.<sup>11</sup>

To learn more:  
Call: 1-877-534-6357  
Email: solutions@armadacare.com



\*This is not local, state or federal tax advice as each person and company is unique. It is recommended that you seek the independent counsel of a professional tax advisor.  
The Ultimate Health supplemental health insurance policy is underwritten by Sirius America Insurance Company and Transamerica Life Insurance Company. Insurance plans and coverages vary by state. Please contact us to confirm state availability.

<sup>1</sup> Statista, 2022

<sup>2</sup> Work Institute, 2020

<sup>3</sup> O.C. Tanner, 2021

<sup>4</sup> Sinequa, 2022

<sup>5</sup> MetLife, 2022

<sup>6</sup> MetLife, 2022

<sup>7</sup> SHRM, 2021

<sup>8</sup> Predictive Index, 2022

<sup>9</sup> PWC, 2022

<sup>10</sup> MetLife, 2021

<sup>11</sup> 2022 ArmadaCare Engagement Survey