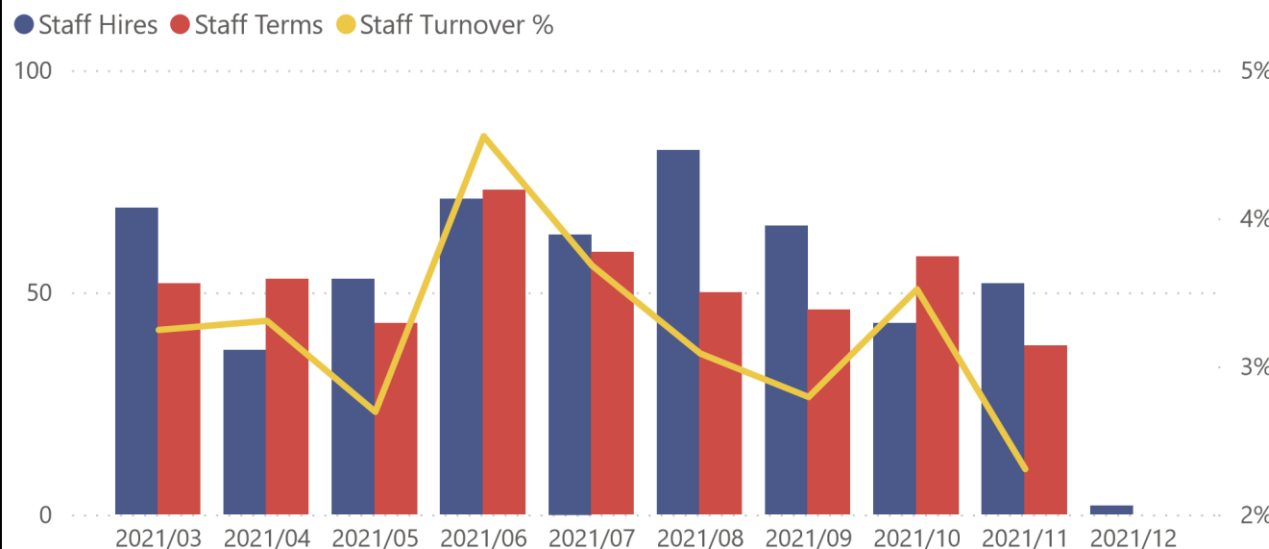
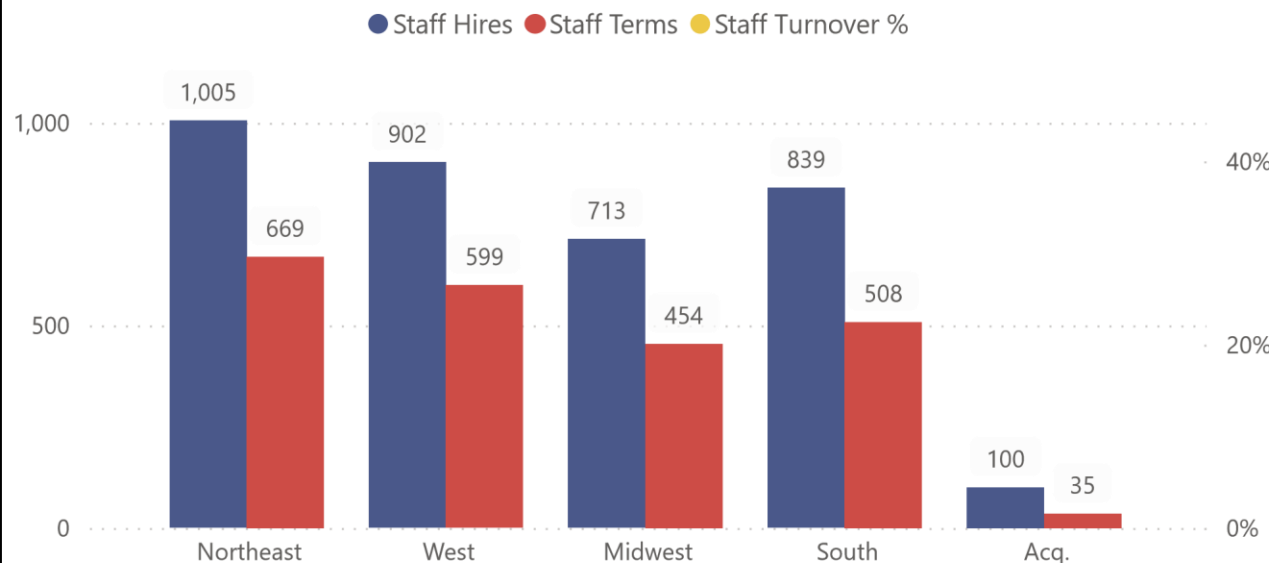


Turnover % by Month



Turnover % by Region (YTD)



Alignment

All

Department

All

Last Month (November)

52

Staff Hires

38

Staff Terms

2.3%

Staff Turnover %

Prior Month (October)

43

Staff Hires

58

Staff Terms

3.5%

Staff Turnover %

YTD

504

Staff Hires

454

Staff Terms

27.8%

Staff Turnover %

YTD 2020

397

Staff Hires

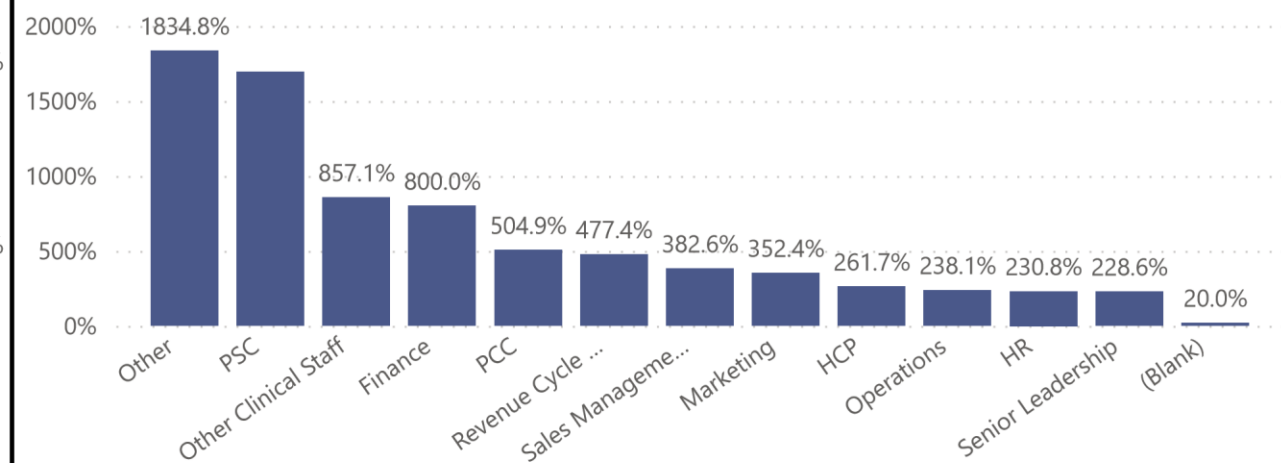
473

Staff Terms

29.8%

Staff Turnover %

Turnover % by Dept. (YTD)



Alignment

All

Department

All

1/1/202111/30/2021

Tenure (mo.)

0299

Staff Turnover % by Role

Role	Turnover %
PSC	57.7%
Other	45.2%
PCC	43.5%
Revenue Cycle Mgmt	36.8%
Other Clinical Staff	27.3%
Marketing	26.7%
Sales Management	22.9%
HCP	22.3%
Senior Leadership	14.3%
Operations	12.5%
Finance	12.5%
HR	8.0%
HR	7.7%

Department Summary

Department	Active	Staff Hires	Staff Terms	Staff Turnover %	Openings
PSC	137	94	73	57.7%	4
Other	19	14	7	45.2%	4
PCC	640	315	268	43.5%	66
Revenue Cycle Mgmt	62	22	23	36.8%	12
Other Clinical Staff	12	5	3	27.3%	1
Marketing	21	3	6	26.7%	1
Sales Management	46	7	11	22.9%	6
HCP	623	139	139	22.3%	84
Senior Leadership	7	1	1	14.3%	
Operations	41	7	5	12.5%	5
Finance	13	2	1	8.0%	
HR	26	2	2	7.7%	1
Total	1,647	611	539	33.5%	184

Department Detail

Department	FullName	JobDescription	HireDate	dateOfTermination	Tenure	Status
PCC		Patient Care Coordinator	9/14/2020	11/30/2021	14	I
HCP		Audiologist Licensed	8/17/2020	11/26/2021	15	I
HCP		Audiologist Licensed	9/26/2021	11/26/2021	2	I
HCP		Audiologist Licensed	9/26/2021	11/26/2021	2	I
PCC		Patient Care Coordinator	4/12/2021	11/23/2021	7	I
PCC		Patient Care Coordinator	7/6/2021	11/22/2021	4	I
			1/11/2021	11/19/2021	10	I
Marketing		Marketing Manager	11/12/2018	11/19/2021	36	I
Operations		Dir, Compliance LP	4/12/2021	11/19/2021	7	I
PCC		Patient Care Coordinator	7/24/2016	11/19/2021	64	I
PCC		Patient Care Coordinator	8/16/2021	11/19/2021	3	I
PCC		Patient Care Coordinator	7/26/2021	11/17/2021	4	I
PCC		Patient Care Coordinator	7/26/2021	11/17/2021	4	I
HCP		Hearing Care Provider LIC	2/5/2017	11/12/2021	57	I
HCP		Hearing Care Provider LIC	10/3/2019	11/12/2021	25	I
Operations		Operations Manager	9/26/2021	11/12/2021	2	I
PCC		Patient Care Coordinator	9/23/2021	11/12/2021	2	I
PCC		Patient Care Coordinator	7/26/2021	11/12/2021	4	I
PSC		Telemarketer	1/4/2021	11/12/2021	10	I
PCC		Patient Care Coordinator	7/6/2021	11/11/2021	4	I
HCP		Hearing Care Provider LIC	7/6/2021	11/10/2021	4	I
HCP		Audiologist Licensed	8/2/2021	11/10/2021	3	I
PCC		Patient Care Coordinator	4/22/2021	11/10/2021	7	I
Revenue Cycle Mgmt		Insurance Coordinator	11/1/2021	11/8/2021	0	I
HCP		Hearing Care Provider LIC	7/8/2019	11/5/2021	28	I
HCP		Audiologist Licensed	1/26/2021	11/5/2021	10	I
HCP		Hearing Care Provider LIC	4/1/2019	11/5/2021	31	I
PCC		Patient Care Coordinator	3/5/2019	11/5/2021	32	I
PCC		Patient Care Coordinator	11/30/2020	11/5/2021	12	I

<div>Total Employee Count</div> <div><div><div></div></div><div>01,6561,840</div></div>		<div>\$21,994,633</div> <div>Revenue Lost from Open Positions</div>		<div>Alignment</div> <div>All</div>		<div>Department</div> <div>All</div>																																																																																																													
<div>Openings</div> <table><tr><th>Department</th><th># of Openings</th><th>Avg Days Open</th></tr><tr><td>HCP</td><td>84</td><td>227.0</td></tr><tr><td>Revenue Cycle Mgmt</td><td>12</td><td>184.3</td></tr><tr><td>PCC</td><td>66</td><td>180.4</td></tr><tr><td>HR</td><td>1</td><td>179.0</td></tr><tr><td>Sales Management</td><td>6</td><td>175.5</td></tr><tr><td>Other</td><td>4</td><td>156.5</td></tr><tr><td>Operations</td><td>5</td><td>147.6</td></tr><tr><td>PSC</td><td>4</td><td>129.5</td></tr><tr><td>Other Clinical Staff</td><td>1</td><td>123.0</td></tr><tr><td>Marketing</td><td>1</td><td>122.0</td></tr><tr><td>Total</td><td>184</td><td>198.6</td></tr></table>				Department	# of Openings	Avg Days Open	HCP	84	227.0	Revenue Cycle Mgmt	12	184.3	PCC	66	180.4	HR	1	179.0	Sales Management	6	175.5	Other	4	156.5	Operations	5	147.6	PSC	4	129.5	Other Clinical Staff	1	123.0	Marketing	1	122.0	Total	184	198.6	<div>Longest Openings</div> <table><tr><td>Hearing Care Prov...</td><td>NY Fishkill</td><td>580</td><td>\$669,126</td></tr><tr><td>Job Posting Title</td><td>ClinicName</td><td>Days Open</td><td>Lost Revenue</td></tr><tr><td>Audiologist</td><td>IL Freeport</td><td>507</td><td>\$584,908</td></tr><tr><td>Job Posting Title</td><td>ClinicName</td><td>Days Open</td><td>Lost Revenue</td></tr><tr><td>Audiologist</td><td>ME Damariscotta</td><td>469</td><td>\$541,069</td></tr><tr><td>Job Posting Title</td><td>ClinicName</td><td>Days Open</td><td>Lost Revenue</td></tr><tr><td>Hearing Care Prov...</td><td>ME Kennebunk</td><td>452</td><td>\$521,457</td></tr><tr><td>Job Posting Title</td><td>ClinicName</td><td>Days Open</td><td>Lost Revenue</td></tr><tr><td>Hearing Care Prov...</td><td>IL Bloomington - ...</td><td>427</td><td>\$492,615</td></tr><tr><td>Job Posting Title</td><td>ClinicName</td><td>Days Open</td><td>Lost Revenue</td></tr><tr><td>Audiologist Part-T...</td><td>ID Hailey</td><td>424</td><td>\$489,154</td></tr><tr><td>Job Posting Title</td><td>ClinicName</td><td>Days Open</td><td>Lost Revenue</td></tr><tr><td>Audiologist</td><td>SC Little River - AQ</td><td>409</td><td>\$471,849</td></tr><tr><td>Job Posting Title</td><td>ClinicName</td><td>Days Open</td><td>Lost Revenue</td></tr><tr><td>Audiologist</td><td>NY Endwell</td><td>396</td><td>\$456,852</td></tr><tr><td>Job Posting Title</td><td>ClinicName</td><td>Days Open</td><td>Lost Revenue</td></tr><tr><td>Audiologist Licens...</td><td>GA Brunswick - AQ</td><td>385</td><td>\$444,161</td></tr><tr><td>Job Posting Title</td><td>ClinicName</td><td>Days Open</td><td>Lost Revenue</td></tr></table>				Hearing Care Prov...	NY Fishkill	580	\$669,126	Job Posting Title	ClinicName	Days Open	Lost Revenue	Audiologist	IL Freeport	507	\$584,908	Job Posting Title	ClinicName	Days Open	Lost Revenue	Audiologist	ME Damariscotta	469	\$541,069	Job Posting Title	ClinicName	Days Open	Lost Revenue	Hearing Care Prov...	ME Kennebunk	452	\$521,457	Job Posting Title	ClinicName	Days Open	Lost Revenue	Hearing Care Prov...	IL Bloomington - ...	427	\$492,615	Job Posting Title	ClinicName	Days Open	Lost Revenue	Audiologist Part-T...	ID Hailey	424	\$489,154	Job Posting Title	ClinicName	Days Open	Lost Revenue	Audiologist	SC Little River - AQ	409	\$471,849	Job Posting Title	ClinicName	Days Open	Lost Revenue	Audiologist	NY Endwell	396	\$456,852	Job Posting Title	ClinicName	Days Open	Lost Revenue	Audiologist Licens...	GA Brunswick - AQ	385	\$444,161	Job Posting Title	ClinicName	Days Open	Lost Revenue
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