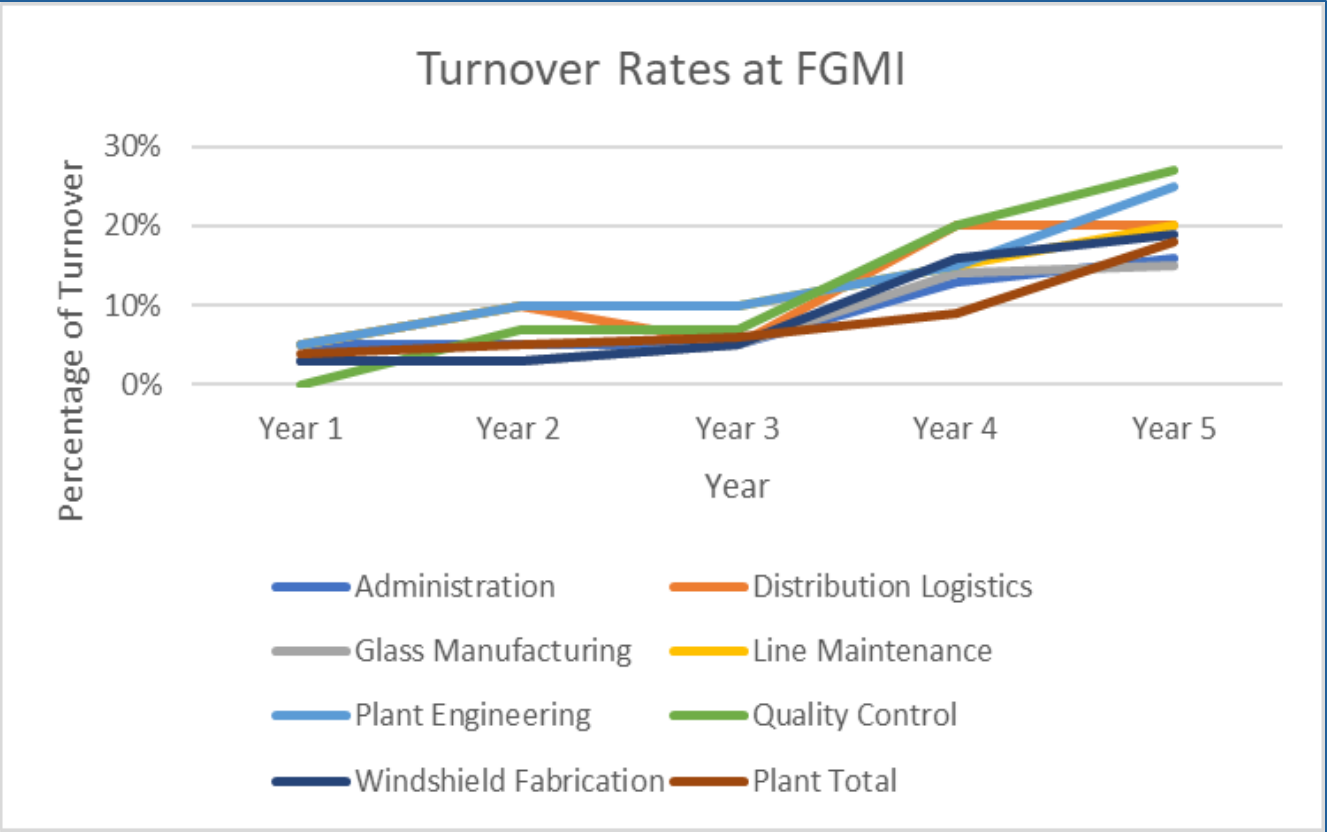


Executive Report: Turnover Analysis at Float Glass Mirror Image, Inc.

Employee turnover significantly impacts performance, and comes at a high cost to the organization. In order for FMGI to sustain its increase in sales, it must address its turnover issues.



55 employees lost annually costing \$1.375 million per year.

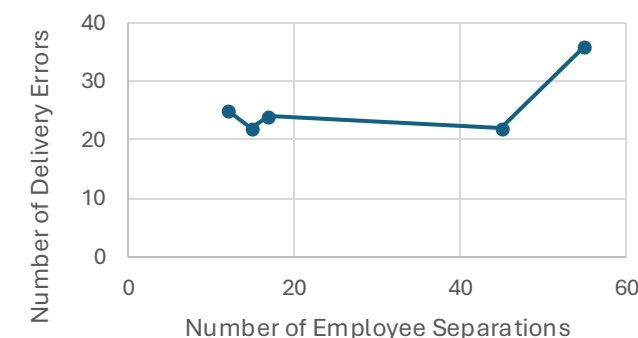
Over the past five years, turnover rates have not only been steadily increasing, but are also significantly higher than industry and regional averages.

Executive Report: Turnover Analysis at Float Glass Mirror Image, Inc.

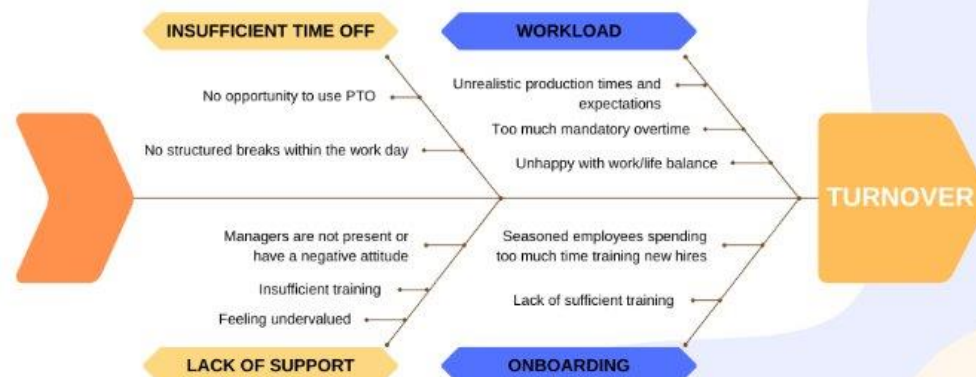
90% of FGMI employees feel undervalued.

In addition to the costs of replacing employees, turnover is and will continue to impact delivery issues at FGMI as shown to the right, and below.

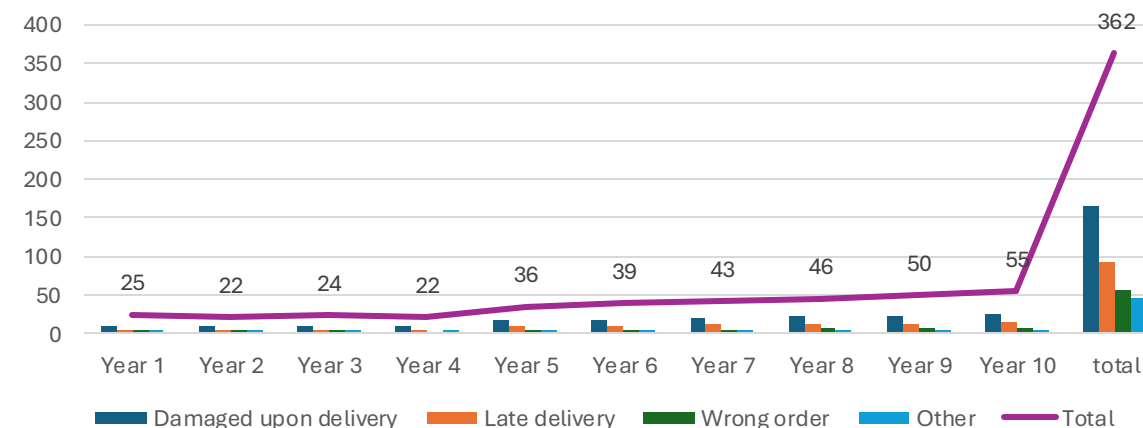
Total Delivery Errors Per Year by Total Employee Separations



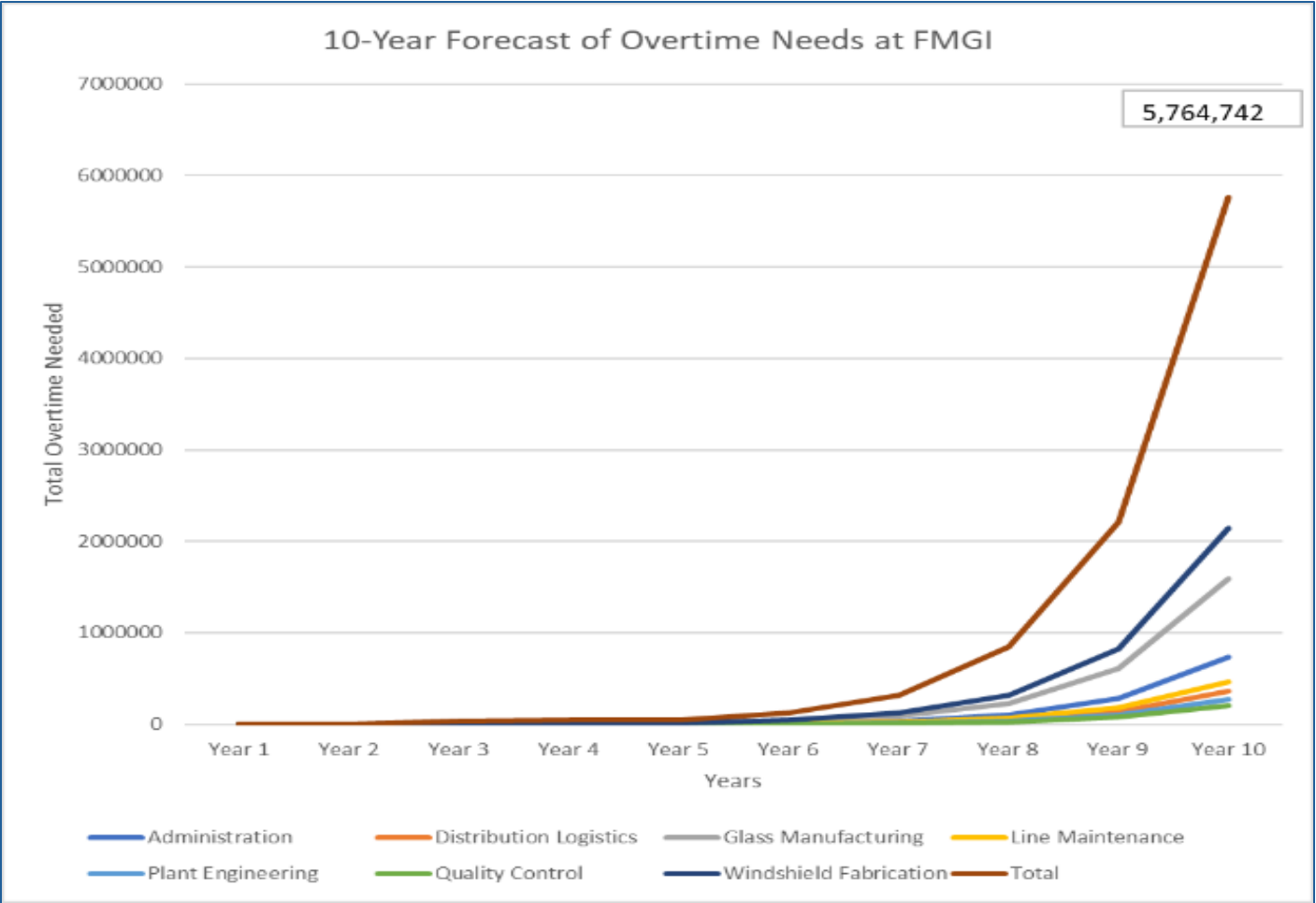
KEY DRIVERS OF TURNOVER



Delivery Issues



Executive Report: Turnover Analysis at Float Glass Mirror Image, Inc.



Recommendation:
Increase staffing by
25% (75 employees)
for an estimated
training utility amount
of \$1,942,950.00.

Forecasting, as shown above, shows an increase to a total of 5.7 million cumulative overtime hours by year 10, if FGMI does not institute a change.

Presented by:
Cara Arena, Deanna Ingle, & Mateo Lawton