

Employee Turnover Guide v.0.1

Concerning resignation, retiring, and defection.

Introduction

As you complete contracts and as the years pass, your employees grow older and more experienced. Some of these may decide to depart your ranks, either for another company or retiring to Solaris to drink PPC cocktails.

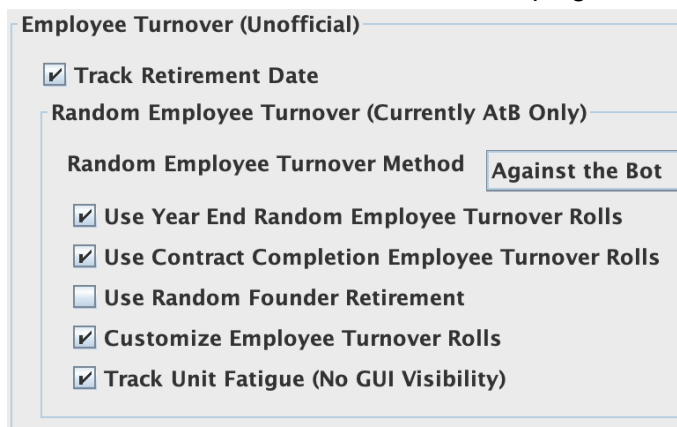
The *Retirement/Defection* system was first introduced by the *Against the Bot* (AtB) ruleset. This system, now called *Employee Turnover* concerns the departure of your employees and completely replaces the original system (outlined in the AtB spreadsheet).

A Note on Retirement

Under its current implementation, the *Employee Turnover* system does not differentiate between retirement, defection, and resignation. In this document the term 'retirement' is used exclusively to reflect this.

Employee Turnover Settings

You can enable *Employee Turnover* from within the Personnel tab of Campaign Settings:



Track Retirement Date: This allows you to see the date an employee retires from within the personnel display.

Random Employee Turnover Method: This either enables or disables *Employee Turnover*.

Use Year End Random Employee Turnover Rolls: If enabled, you will be prompted to make an *Employee Turnover* check at the end of each year.

Use Contract Completion Employee Turnover Rolls: If enabled, you will be prompted to make an *Employee Turnover* check at the end of each contract.

Use Random Founder Retirement: If enabled, employees with the *Founder* flag are still eligible for *Employee Turnover* checks.

Customize Employee Turnover Rolls: If enabled, you can customize the target number for *Employee Turnover* from within the *Employee Turnover* screen.

Track Unit Fatigue: This enables modifiers from *Unit Fatigue*.

A Note on Shares: Enabling *Shares*, through the AtB tab in Campaign Options, has significant effects on *Employee Turnover*. These effects are described in the Calculating Employee Turnover section of this document.

Design Note: When revising the *Retirement/Defection* system I balanced under the assumption that both end of contract and end of year *Turnover* was enabled. Disabling end of year *Turnover* won't have too big an impact on balance. However, *only* using end of year *Turnover* will drastically reduce the impact of the system.

The Employee Turnover Screen

The *Employee Turnover* screen will appear automatically at the end of year and/or contract, if those settings are enabled. Alternatively, the *Employee Turnover* screen is accessible through the toolbar:



Depending on whether you have *Shares* enabled, you will see one of the below screens:

Shares Enabled

A screenshot of a macOS-style dialog box titled 'Complete Contract'. It has a 'Personnel summary' section with the text 'Days since last Employee Turnover check: 30'. Below this is a filter dropdown set to 'All Personnel' and a 'General Modifier' input set to '0'. To the right, it says 'Total Shares: 0'. A table lists personnel with columns: Person, Assignment, Force, Target, Shares, and Misc Modifier. One entry is visible: Roberto López Green MechWarrior, with Force 'None', Target '5', and Shares '0'. At the bottom are 'Cancel' and 'Roll' buttons.

Person	Assignment	Force	Target	Shares	Misc Modifier
Roberto López Green MechWarrior	-	None	5	0	0

Shares Disabled

A screenshot of a macOS-style dialog box titled 'Complete Contract'. It has an 'Instructions' section with the text 'The chance of retaining personnel can be improved by paying bonuses.' and 'Days since last Employee Turnover check: 30'. Below this is a filter dropdown set to 'All Personnel' and a 'General Modifier' input set to '0'. To the right, it says 'Total Bonus Payments: 0'. A table lists personnel with columns: Person, Assignment, Force, Target, Bonus Cost, Pay Bonus, and Misc Modifier. One entry is visible: Roberto López Green MechWarrior, with Force 'None', Target '5', Bonus Cost '21,600 C-Bill', and a checked 'Pay Bonus' checkbox. At the bottom are 'Cancel' and 'Roll' buttons.

Person	Assignment	Force	Target	Bonus Cost	Pay Bonus	Misc Modifier
Roberto López Green MechWarrior	-	None	5	21,600 C-Bill	<input checked="" type="checkbox"/>	0

In the top left-hand corner you can see how many days it has been since the last *Employee Turnover* check. Below that you can filter what kinds of employee you wish to view (based on role).

To the top-right you can see 'General Modifier'. This is only visible if you have **Customize Employee Turnover Rolls** enabled. Here you can adjust the *Turnover* target number by -10 to +10.

If *Shares* are enabled you will see the total Shares owned by the company, to the left of 'General Modifier'. If *Shares* are disabled you will instead see the total value of all Bonuses assigned to employees.

Looking below, you will see a list of all employees eligible for retirement. Their name, role, assignment, force, the target number to retain them, their shares (if enabled) or a box (which if ticked pays them a bonus, see later). Last, you will see any miscellaneous modifiers (added through the 'General Modifier' box, if enabled).

At the bottom of the screen you can opt to make the *Turnover* check, or cancel out of the screen.

Once the check has been made, you will be presented with the following screen:

Complete Contract

Instructions



Combat personnel who brought their units with them must be given a unit upon departure. If no unit of the appropriate weight class and technology is available, the retiree is compensated in C-bills. Any pilots with a final payout value of zero have either been compensated with a unit that meets or exceeds the payout amount, or have fled and stolen the units they were assigned or another unassigned unit from the hangar.

All Personnel

Final Payout: 21,600 C-Bill

All Units

Show All Units

Person	Payout	Recruit	Unit	Unit	Class	Cost
 <div>Palladiy Paisley Green MechWa</div>	21,600...		Wasp LAM WSP...		Wasp WSP-1 Light Undar	2 2,347,865 C-Bill

Cancel

Edit (GM)

OK

Here you can see everyone who failed their *Turnover* check. Their final payout. Whether they have been replaced with any new recruits automatically, and what unit they were assigned to when originally hired.

On the right-hand side of the screen, you can see a list of your units.

When an employee is recruited with an assigned unit, they must be given units of equal or higher value. Any underpay is taken as a direct deduction from your finances.

Final Payout

When an employee fails their *Turnover* check you are required to pay them departure pay. This is equal to 24 months' pay and is based on the employees' actual salary at time of departure. This means it takes into account both Campaign Settings and any custom salary you may have given them.

If Shares are enabled, then instead of departure pay, the employee is entitled to a percentage of the net worth of the company based on the number of shares both in the company and owned by that employee.

Example: The company has a net worth of 100,000,000c-bills. There are 100 Shares spread throughout employees. Mechwarrior Nigel has 1 share. When Mechwarrior Nigel retires they are entitled to a 1,000,000 payout.

Employees Not Eligible for Turnover

The following types of employee are not eligible for *Turnover* and do not make *Turnover* checks:

Employees with the Founder flag (unless Founder Turnover is enabled).
Dependants, Prisoners, and Bondsmen.

Infantry & Vehicle Teams

Employees assigned to infantry units or vehicles do not make individual *Turnover* checks. Instead, the leader of the unit makes one check with the results applying across the entire unit.

The departure pay for infantry units and vehicles is currently fixed at 50,000c-bills.

Death in Service

If the employee has departed as the result of death in service they

Calculating Employee Turnover

Turnover has a base target number (TN) of 3. This number is then adjusted using the following modifiers:

Skill Rating Modifiers

The employee's skill rating influences their willingness to retire, with higher rated employees more likely to seek new employment elsewhere.

Skill Rating

Unskilled: -1

Ultra-Green: +0

Green: +1

Regular: +2

Veteran: +3

Elite: +4

Unit Rating Modifiers

The company's rating influences the happiness of its employees and how willing those employees are to depart.

FM:M

F: +2

D: +1

C-B: +0

A-A*: -1

Campaign Operations

<10: +2

11-19: +1

20-39: +0

40+: -1

Faction Modifiers

If the company is of the Pirate faction, it suffers a +1 penalty to *Turnover* for all employees.

Furthermore, the following employee origins apply additional faction modifiers:

Faction Origin

Pirate Origin: +1 (if not in a Pirate company, otherwise +0)

Mercenary Origin: +1

Clan Origin: -2

Officer Modifiers

If the employee is an officer, they reduce their target number by 1.

If the employee has the 'Tactical Genius' Edge and is *not* an officer, they increase their target number by 1.

Age Modifiers

An employee's age has a factor on their willingness to retire.

Age (years)

<21: -1

21-49: +0

50-64: +1

65-74: +2

75-84: +3

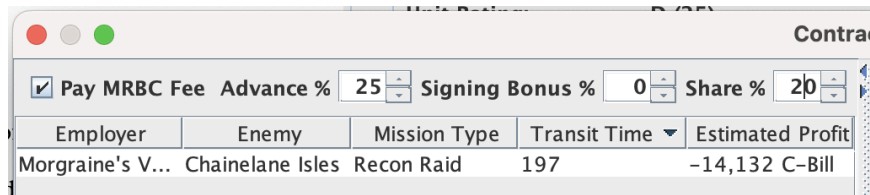
85-94: +4

95-104: +5

105+: +6

Shares Modifiers

If Shares are enabled, the employee will gain a modifier based on the shares percentage negotiated at the beginning of the contract. This percentage defaults to 20% and can be modified through the contract market screen.



Employer	Enemy	Mission Type	Transit Time	Estimated Profit
Morgaine's V...	Chainelane Isles	Recon Raid	197	-14,132 C-Bill

Bonus Modifiers

If you have Shares disabled, you can pay your employees a one-off bonus. This is done by ticking the box in the Pay Bonus column. This must be done on an employee-by-employee basis.

When this box is ticked you are agreeing to pay your employee a 24-month bonus. This is the same value as their departure pay. That means that if the *Turnover* check is failed, you will have effectively doubled their final payout.

In exchange for paying this bonus, the employee enjoys a -2 bonus to their *Turnover* target number

Permanent Injuries

An employee with permanent injuries is more willing to retire. For each permanent injury, the employee has a +1 penalty to their *Turnover* target number

Leadership Modifiers

There is a limit on how easily your commander can hold their company together before the social burden takes a toll on unit happiness.

For each rank of *Leadership* you can have up to 12 combat and 12 support employees. Exceeding this number inflicts a +1 penalty to the *Turnover* target number for that class of employee. Doubling this number inflicts a +2 penalty.

Example: your commander has a *Leadership* of 1. This means they can have 12 combat and 12 support personnel without penalties. If they employed 13 mechwarriors and 11 admin personnel, their mechwarriors would have a +1 penalty to their *Turnover* target numbers, but the admin personnel would not.

Other Modifiers

If the employee has the soldier rank they enjoy a -1 bonus to their *Turnover* target number.

Losing a contract inflicts a +1 penalty to the *Turnover* target number for all employees. Only applies if end of contract *Turnover* checks are enabled.