

months	beginning of employee	new hires	separation	
January		420	20	7
february		409	32	8
March		356	19	4
April		287	24	2
may		320	6	1
june		433	5	7
July		521	3	15
august		230	7	12
September		239	9	19
October		376	21	15
November		297	18	17
December		432	15	2

ending of employee

342

387

320

234

366

239

432

210

133

211

137

322

average number of employee turnover

average monthly employment =283.02

total separation =114

employee turnover =20.5%