

**Seniority of resigns** *Unit: Months of Service*

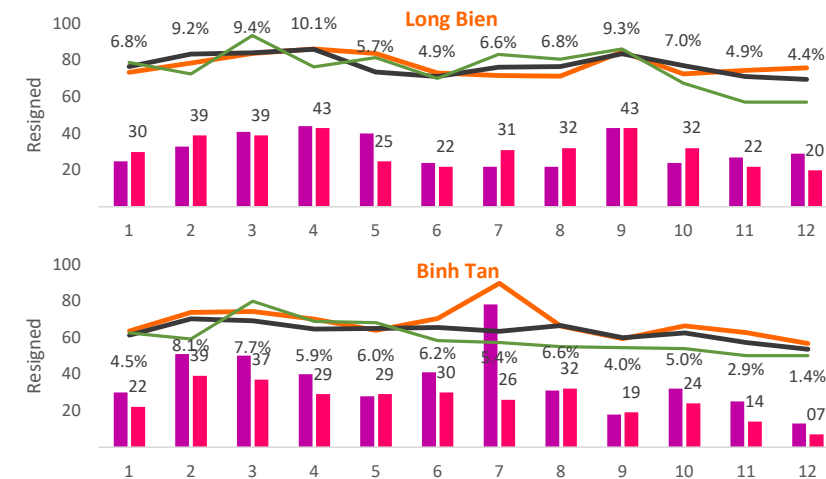
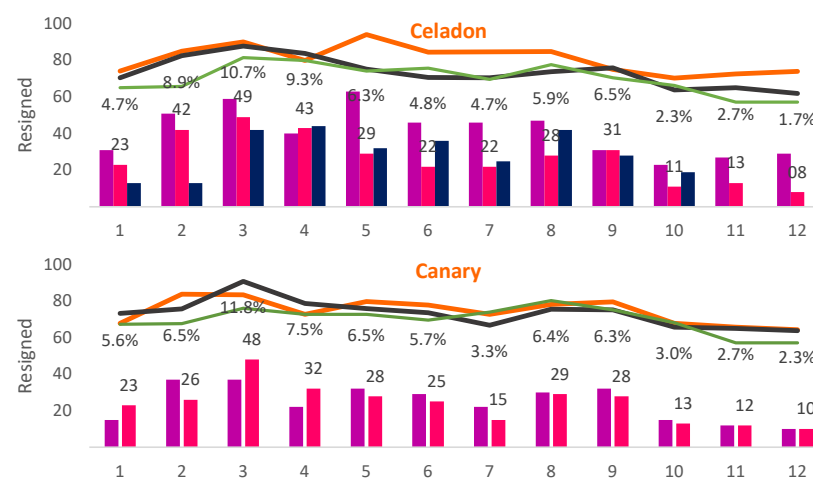
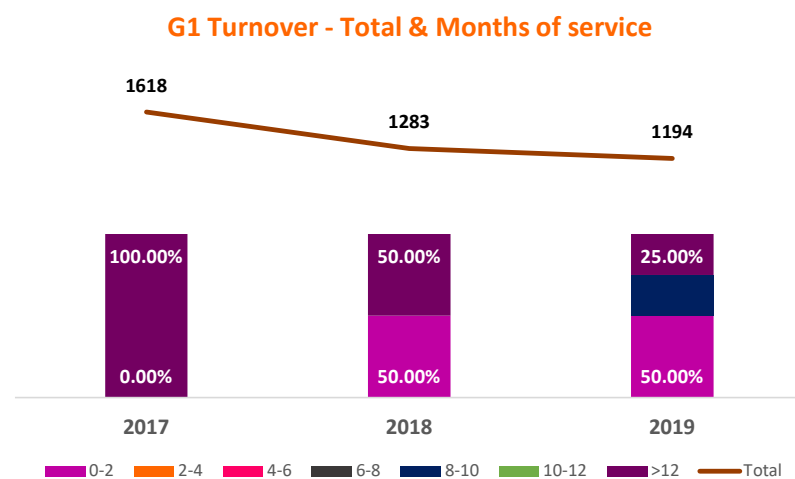
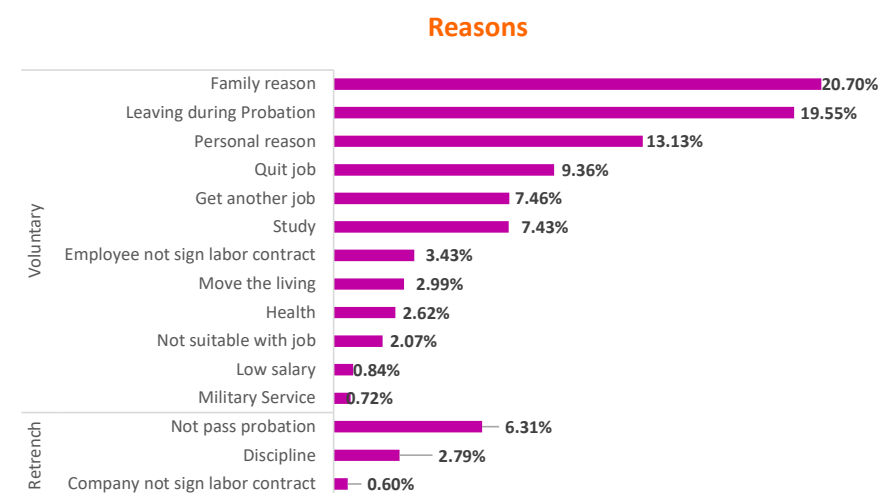
	G1	G2	G3	G4	G5	G6	Average
Celadon	10.2	31.6	23.3	32.7	72.9	-	10.9
Canary	10.4	36.3	40.4	48.0	-	-	11.5
Long Bien	8.9	24.9	25.5	72.2	-	-	9.6
Binh Tan	7.9	25.7	18.7	25.0	-	-	8.8
HQ - HCM	8.5	14.4	24.5	26.6	40.3	88.9	18.5
HQ - HN	2.2	5.7	23.0	32.1	-	-	14.6

**Seniority of current grade** *Unit: Months of Service*

	G1	G2	G3	G4	G5	G6	Average
Celadon	13.2	31.7	34.8	42.6	59.0	-	15.4
Canary	18.7	35.7	39.9	52.4	33.6	-	21.7
Long Bien	15.5	32.2	33.6	22.2	47.1	-	17.9
Binh Tan	16.8	29.0	35.8	45.9	44.8	-	19.2
HQ - HCM	11.9	16.0	22.1	32.4	41.7	16.3	21.9
HQ - HN	3.5	19.8	24.2	22.4	40.7	-	21.9

### Seniority before transfer

### Seniority before Promote



### Highlights

- Overall, for first 5 months, total company turnover rate decreased from 41% in 2017, 36.7% in 2018 to 31% in 2019 but yet able to achieve 30% decrease target.
- Head Quarter is able to enjoy better annual turnover rate of 20% compared to GMS of 70%. However, compared to same size company and nature of work (back office), it is higher than healthy rate of 10%.
- Net headcount is still on the positive side of expanding workforce, due to expansion of Celadon and New Businesses.
- Reasons of resignations should be looked into further as retrench reasons accounted for nearly 10% higher than healthy rate of 5%. Especially employees tend to hide their real reasons of resign.
- General staff still be in the spotlight of turnover statistic, 2019 sees a considerable trend of increasing resignations of mature employee (> 12 months of service), which might cost more than others in term of spent training and productivity
- Southern stores are enjoying decrease in turnover while Long Bien is still struggling with unchanged trend.