**Multi-Organizational Study of Employee Turnover in Large Corporations  
June 1, 2004**

You are being invited to participate in a research study about employee turnover. This research project is being conducted by Dr. Justin Time of Michigan Technological University and is funded by the U.S. Department of Labor. The objective of this research project is to attempt to understand why people leave their jobs. It is being conducted in over 20 companies throughout Indiana. The survey is being given to current and former employees of all of these companies.

There are no known risks if you decide to participate in this research study, nor are there any costs for participating in the study. The information you provide will help me understand how best to satisfy the needs of organizations and the needs of employees. The information colleted may not benefit you directly, but what I learn from this study should provide general benefits to employees, companies, and researchers.

This survey is anonymous. If you choose to participate, do not write your name on the questionnaire. No one will be able to identify you, nor will anyone be able to determine which company you work for. No one will know whether you participated in this study. Nothing you say on the questionnaire will in any wayinfluence your present or future employment with your company.

Your participation in this study is voluntary. If you choose to participate, please place your completed questionnaire in the bright orange locked box outside the staff cafeteria. Questionnaires are collected each afternoon by the researcher. No one at your company has a key to this box. If you prefer, you may mail the survey to: Dr. Justin Time, Associate Professor, Department of Philosophy, Michigan Technological University, Houghton, MI 49931.

If you have any questions or concerns about completing the questionnaire or about being in this study, you may contact me at (812) 555-5555 or at [justintime@mtu.edu](mailto:justintime@mtu.edu).

The Michigan Tech Institutional Review Board has reviewed my request to conduct this project.  If you have any concerns about your rights in this study, please contact Joanne Polzien of the Michigan Tech-IRB at 906-487-2902 or email jpolzien@mtu.edu.