



HIRING *by* DESIGN

Finding top talent just got a whole lot easier.

What's the TRUE Cost of Your Next Hire?



Use this tally sheet to help compute the TRUE Cost of Turnover.

Advertising, Recruiting and Interviewing Expenses for Miss-hired Employee	\$ _____
Advertising, Recruiting and Interviewing Expenses for New Employee	\$ _____
Failed Employee's Salary	\$ _____
Failed Employee's Benefits	\$ _____
Failed Employee's training Program and Expenses	\$ _____
Office Equipment and Supplies	\$ _____
Prorated Expense for Office Space	\$ _____
Net Profit on Lost Sales (if applicable)	\$ _____
Wasted Management Time	\$ _____
Wasted Administrative Time	\$ _____
Time Required for Other Employees to Handle Failed Employees Mistakes	\$ _____
Time Other Employees Spent Distracted by the Situation	\$ _____
Customers Failed Employee has Alienated	\$ _____
Prospects Failed Employee has Alienated	\$ _____
Loss of Referrals from Alienated Customers and/or Prospects	\$ _____
Qualified Prospects Not Properly Handled by Employee	\$ _____
Morale and Other Problems failed Employee Generated	\$ _____
Reimbursement for Travel	\$ _____
Reimbursement for Expenses	\$ _____
Wasted Expense Related Consumables: Brochures, Sales aids, Postage	\$ _____
Special Purchases: Cell Phone, Laptop, car, Etc.	\$ _____
Time Spent in Worry, Frustration and Anxiety	\$ _____
Executive and Staff Time Involvement	\$ _____
Time Spent in Meetings Dealing with Problems and Resolution	\$ _____
Legal Fees for Issues Surrounding Termination	\$ _____
TOTAL	\$ _____

Call Hiring by Design today for your No Risk Hiring Solution!

www.hiringbydesign.com or Call Us at 858-755-7701