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balancing life at work

Return on Investment (“ROI”) Worksheet
*Healthy, Happy Employees =
 Healthy, Happy Bottom Line™*

GuruToYou, LLC helps clients reduce 3 measurable business expenses:

\$ Health Insurance \$ Workers’ Compensation \$ Turnover

GuruToYou also helps clients **reduce absenteeism, boost morale, improve efficiency and positively impact workplace communication patterns.**

How GuruToYou Can Save Your Company Money

1) Employee Count

Total, Nationwide _____ At this location _____

2) GuruToYou Helps Clients Reduce Health Insurance Costs

\$_____ = Your Company’s Monthly Health Insurance Premium (“MP”)

\$_____ (MP) x 12 months = \$_____ (Annual Premium “AP”)

Savings of 1% = \$_____ (.01 x AP)

Savings of 2% = \$_____ (.02 x AP)

Health Insurance Savings \$_____
 (Assuming an average savings of 1.5%)

3) GuruToYou Helps Clients Prevent Workers’ Compensation (“WC”) Claims

According to the National Council of Compensation Insurance, the average compensation of an employee with CTS costs employers at least **\$33,000**.

Prevention of 1 Carpal Tunnel Syndrome Claim \$_____

Every 5 Years \$_____



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4) **GuruToYou Helps Clients Reduce Unwanted Turnover**

Human resources consultant William M. Mercer, Inc. recently polled 206 U.S. companies about the cost of turnover. 45% reported that turnover costs more than \$10,000 per lost employee, while 20% of respondents peg such costs at more than \$30,000 per employee.

Consider:

- \$ Inefficiency of departing employee
- \$ Exit interviewer's time
- \$ Administration expenses (HR, accounting, payroll)
- \$ Increased unemployment tax
- \$ Loss of company knowledge
- \$ Disruption of customer service, lost sales
- \$ Temporary or contractor costs
- \$ Turnover spiraling into more turnover
- \$ Down time while position is vacant
- \$ Recruiting (job boards, ads, interviewing time)
- \$ Orientation
- \$ Training
- \$ Inefficiency of new employee and of co-workers working with new employee.

\$ _____ = Annual Turnover Rate ("ATR")
(Dept. of Labor national average 15.6%)

\$ 10,000 = Minimal cost of losing one employee ("ACLE")

\$ _____ = (ATR x ACLE x Total Employees) = Annual Cost of Turnover

Turnover reduction of 1% = \$ _____ (.01 x ACT)

OR, IF YOU COULD PREVENT THE LOSS OF JUST 1 EMPLOYEE

Prevention of losing key employee = \$ 10,000

Turnover Savings \$ _____

Grand Total Savings \$ _____