

THE COST OF TURNOVER



Considering the high employee “preventable” turnover within the automotive dealers, the demand for hiring qualified personnel is great (see below statistics from NADA and the Work Institute), growing at a rate of 6% per year, with a cost of \$600 billion / year, and demand exceeding supply for the first time in modern history.

Rank	Top 7 Reasons	Total %	Inc / 2013
#1	Career Development	22%	32%
#2	Work-Life Balance	12%	20%
#3	Manager Behavior	11%	0%
#4	Compensation & Benefits	9%	100%
#5	Well-Being	8%	0%
#6	Job Characteristics	8%	615%
#7	Work Environment	5%	53%
	Top 7 Reasons	75%	117%

Studies show preventable turnover makes up 77% of the total reasons for leaving, versus less preventable reasons such as termination, relocation, and retirement. Reducing preventable turnover by Only 10% would save over \$47 billion dollars / year.

HOW WE OPERATE

AutoPersonnel utilizes a network of independent military recruiters from military bases around the country to assist in placing our service veterans transitioning into the civilian workforce. We visit job fairs, colleges, and trade schools around the nation in search of the very best candidates for our client dealers. We utilize persistent progressive interviewing techniques and scientifically developed tests to insure that candidates have the Cognitive Ability, Motivation, and Personality for optimum performance in our clients’ open positions. Research has shown that selected individuals that match job description can increase employee productivity, job satisfaction / retention, and improve customer service that is crucial to an organization’s performance.

AutoPersonnel is so confident of our selection and matching of job alignment that we offer an exclusive optional written “90 Day Guarantee Plan”

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Automotive Staffing & Retention

AutoPersonnelSM offers a Confidential **Cost Effective** Approach to **Expediting** Your Talent Search, Hiring & **Retention** Process!



IN SUMMARY

Automotive Dealership Staffing & Retention Experts, Helping you Find Top Notch Staff for Your Dealership and Retain Them!

ABOUT US

AutoPersonnelSM is the premier veteran owned personnel service for automobile dealers and job seekers since 1994. Our recognition that there is a shortage of top notch employees available, with high turnover within the dealer network, led us to contract with “a few top notch dealers in a given market area. AutoPersonnel provides a much needed service to find the right employees and develop a program to significantly improve employee retention for its employers”.

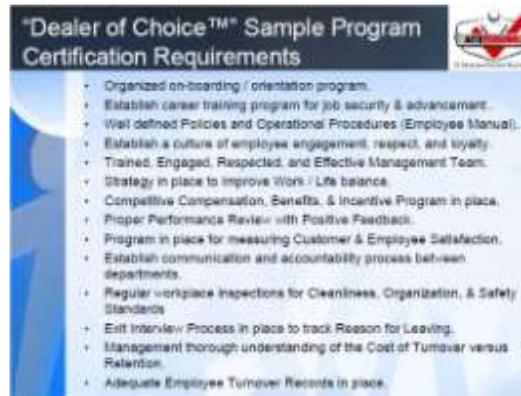
THE TURNOVER CHALLENGE



With a turnover rate of over 27%, the demand for qualified technicians has reached epidemic proportions, far outweighing the supply of qualified candidates.

Certified “Dealer of Choice”

In response to the demand for qualified candidates and the high turnover problem, AutoPersonnel developed a unique training and certification program to assist dealers in becoming a national “Certified Dealer of Choice™.” The certification is renewed annually based on the dealer maintaining a certain set of requirements that are defined during the training program.



THE AUTOPERSONNELSM SOLUTION

The key to reducing employee turnover, which averages over 27% per year, starts with hiring the Right person for the Right job! AutoPersonnel has built a solid reputation for successfully matching the right candidate with the position. Our association with military bases helps coordinate the hiring of qualified military veterans transitioning into the civilian workforce, by contracting with recruiters from within the military community.

AutoPersonnel is uniquely qualified due to our decades of experience in the automotive industry, diverse executive management, and strong military relationships. The following website (<https://www.military.com/hiring-veterans/resources/10-reasons-to-hire-vets.html>) gives ten (10) convincing reasons for hiring military veterans. In addition to these ten, consider that retiring veterans have military health insurance, which helps lower your overall incident based premiums”.



