

Turnover Definitions

These details allow us to better assist our client in improving retention. We appreciate your cooperation in accurately reporting reasons for turnover. Please provide as much context as possible in the comments section.

Client-Initiated Turnover / Employee Terminated	Attendance issues	Employee violated company Attendance Policy. Please include comments with details.
	Not Qualified / Failed Screening	Employee lacks skills or qualifications needed for the job.
	Performance issues	Employee violated company policy or exhibited poor performance. Please include comments with details.
Positive Turnover	Assignment Cancelled / Never Started	Client cancelled the assignment, usually due to lack of work.
	Assignment Ended Successfully	Happy Client, Happy Employee
	Reassigned to Another Position	The employee was assigned to another position with Client.
	Converted to Full-Time	The employee was hired full time by Client.
Employee Resigned	No Show / Walk Off	Employee never showed for the assignment or left and did not return.
	Better Employment Opportunity	Please specify if the better opportunity was closer to home, more favorable hours, etc. (NOT to be used for better compensation)
	Unhappy with Work Environment	Please include details as to why they were unhappy (work conditions, scheduling, lack of transportation, etc).
	Unhappy with Compensation	The employee either accepted a higher-paying position, or left due to pay concerns. If known, comment where they went and for how much more money.
	Personal Reasons	This could include health reasons, childcare or family obligations, lack of transportation, etc. Please specify if known.