



The Employers Council is pleased to announce that our exclusive new National Human Resource Metrics Survey is now available. This report calculates 12 key metrics, from 640 participants, that help you link HR activities more directly to business Return On Investment. Quantifying the impact of HR activities on the bottom line helps you speak the language of business and illustrate the value of HR. Calculating and sharing HR metrics aligned with your organization's key measures can add significant value. The results from this survey will help you benchmark your HR metrics with local, but also national data.

The following HR Metrics are included in the survey:

- Absence Rate
- Benefit Cost as a Percentage of Revenue
- Benefit Cost as a Percentage of Total Compensation
- Cost per Hire
- Human Resource Expense Factor
- Profit per Employee
- Revenue per Employee
- Time to Fill Jobs
- Total Compensation as a Percentage of Revenue
- Turnover/Replacement Cost
- Turnover Rate
- Variable Compensation as a Percentage of Total Compensation

This publication is exclusive to Council Members. *It contains the best available local and national information needed to compare HR Metrics.*

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|--|---|--|--|
| <b>Number Ordered</b>                            | <b>Survey</b>                                     | <b>Member Price</b> <input type="checkbox"/> | <b>Non-Member Price</b> <input type="checkbox"/> |
|  | <b>2008 HR Metrics Survey</b>                     | <b>\$59+4.04 tax = \$63.04</b>               | <b>Not available</b>                             |
| <b>How would you like to receive the survey?</b> | <b>Electronic Format</b> <input type="checkbox"/> |  | <b>Paper Format</b> <input type="checkbox"/>     |
|  | <b>Email address:</b>                             |  |  |

**Participating members receive a free copy of the HR Metrics Survey.  
Data collection for the next survey will begin December 2008.**

Name of Firm: \_\_\_\_\_ Email: \_\_\_\_\_

Name of Recipient: \_\_\_\_\_ Title: \_\_\_\_\_

Mailing Address: \_\_\_\_\_ Phone: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Bill me: \_\_\_\_\_ Payment enclosed \_\_\_\_\_ (please make check payable to: The Employers Council)

Charge credit card Visa \_\_\_\_\_ MasterCard \_\_\_\_\_ Amer. Exp. \_\_\_\_\_ Name as shown on card: \_\_\_\_\_

Credit card number: \_\_\_\_\_ Exp. date: \_\_\_\_\_ Signature: \_\_\_\_\_