

Guide

YOUR TURNOVER COST COULD BE **1.5-2X** THEIR SALARY

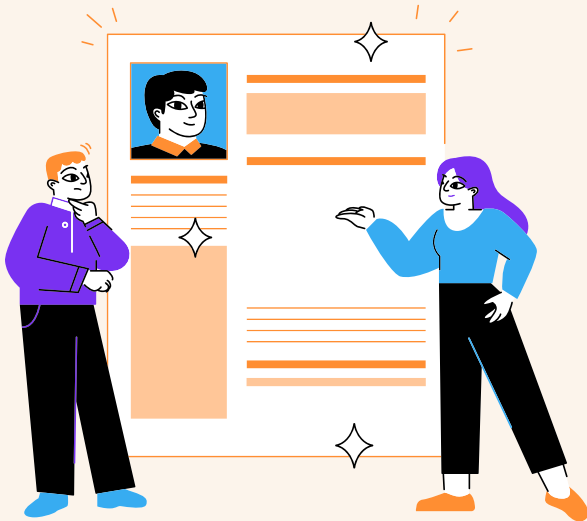
Why employee turnover is bleeding your bottom line — and how to fix it.



The Price Tag of Doing Nothing

The average cost of replacing an employee is **1.5–2x their salary**. Turnover linked to burnout costs U.S. businesses billions annually.

1. Lost productivity during vacancy and ramp-up



2. Recruiting, hiring, and onboarding expenses



3. Knowledge loss and team morale impact

Burnout Isn't Just About Stress — It's About Retention

Burnout is now recognized as one of the top drivers of employee turnover.

- 77% of employees have experienced burnout at their current job.
- Burnout leads to lower engagement, poorer performance, and higher healthcare costs.
- It's not a "personal problem" — it's a business risk.

When employees leave, you lose:

- Institutional knowledge
- Team stability
- Momentum on critical initiatives



Turnover's Ripple Effect Hurts Your Bottom Line

Replacing just one employee can quietly snowball into deeper business losses.

From hiring costs to lost productivity and rising burnout, the impact adds up fast:

- \$4,700 average hiring cost
- \$11,000 in lost productivity
- 43% higher turnover risk among remaining staff
- Engagement ↓ → Performance ↓ → Profit ↓



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73% of Gen Z and 70% of Millennials are considering a job change, with burnout being a significant factor

Movement Changes the Equation

Studies show that regular **physical activity can help reduce the risk of employee burnout.**

That's not just a wellness perk — it's a proven driver of:

- **Higher productivity** – Engaging in regular physical activity enhances cognitive functions such as memory, attention, and decision-making skills. This leads to improved work performance and efficiency.
- **Stronger engagement** – Employees who incorporate moderate exercise into their routines report higher levels of job satisfaction and emotional well-being. This increased engagement fosters a more committed and motivated workforce.
- **Longer tenure** – Organizations that promote physical activity and well-being programs experience lower turnover rates. Employees are more likely to stay with companies that invest in their health and well-being.

Why Leaders Need to Act Now

Preventing burnout requires strategic action. Healthier employees come to work more often, get more done, cost less, and are happier.

FitOn Health delivers measurable results:

- **3.6X ROI** for employers
- Saves **\$359 per engaged employee per year** in healthcare & productivity gains.

By investing in employee health and well-being, organizations can support happier, healthier teams while improving their bottom line.



Retention Is About Purpose, Support & Well-Being — *Not* Perks

Holistic well-being programs deliver proven ROI and keep your teams intact.

- Prevent burnout before it starts
- Offer personalized mental and physical well-being programs
- Implement early warning systems and feedback loops
- Empower employees with real tools for sustainable health

Explore more at FitOnHealth.com or reach out to our team to learn how to bring preventive well-being to your workplace.

