

# Journeyfront helped 3 different organizations improve their median employee tenure within the 1<sup>st</sup> year.

**Background:** Three different organizations with high employee turnover enlisted Journeyfront’s help to better identify and hire candidates more likely to stay.

**Results:** In a 1 year working together, all three organizations saw significant increases in median employee tenure, resulting in substantial first year cost savings.

Organization	Median Employee Tenure (in Days)		% Change	Estimated 1 <sup>st</sup> Year Savings
	Before Journeyfront	After Journeyfront		
400-person Call Center	138	209	+51%	\$1.6M
150-person Professional Service Division	245	403	+65%	\$560K
300-person Sales Organization	460	616	+25%	\$1.1M

*Note: The above ROI figures focus only on turnover improvements and do not include other improvements associated with increased new hire performance and cultural fit.*

## Journeyfront was especially effective in reducing the 6 month attrition rate for each organization.

**Background:** All 3 organizations were seeing especially high turnover in their employee base's first 6 months (widely considered to be the most expensive turnover).

**Results:** In less than 1 year, each organization saw significant decreases in 6 month employee attrition.

Organization	6 Month Employee Attrition Rate		% Change	Estimated 1 <sup>st</sup> Year Savings
	Before Journeyfront	After Journeyfront		
400-person Call Center	58%	41%	-17%	\$1.6M
150-person Professional Service Division	38%	29%	-9%	\$560K
300-person Sales Organization	26%	13%	-13%	\$1.1M

*Note: All 3 organizations are still Journeyfront customers and have expanded their usage to other Journeyfront products (the interview and screening question modules)*