
WHAT IT ACTUALLY COSTS TO LOSE ONE GOOD EMPLOYEE

Most owners are working with a
number that's 10–20× too low.

ESTIMATED COST

\$3K–\$8K

vs.

ACTUAL COST

\$30K–
\$120K+



WHAT MOST OWNERS ESTIMATE

Typical assumptions include:

~\$500

Job posting fees

~\$1,000

Interview time

~\$2,000–\$5,000

Onboarding and training

Most owners estimate:

\$3,000–\$8,000

That's the number they're managing to.



WHAT GALLUP RESEARCH ACTUALLY SHOWS

Replacing one employee costs between
50% and 200% of annual salary.

Frontline employees	40–50% of salary
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Technical and professional roles	~80% of salary
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Managers and leaders	Up to 200% of salary
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\$60K employee =
\$30,000–\$120,000
replacement cost

Source: Gallup



THE COSTS THAT DON'T GET COUNTED

- ✓ Output loss during the gap
- ✓ Extra workload on the remaining team
- ✓ Client relationships that cool
- ✓ Institutional knowledge that walks out the door
- ✓ Six months to full productivity

This is where the **real cash** goes.



THE FIX IS ALMOST ALWAYS CHEAPER THAN THE REPLACEMENT

Most retention issues trace back to three things:

Compensation that hasn't been
benchmarked recently

Benefits that aren't structured
to drive loyalty

No visible path forward
for employees

None of those require a big investment.

They require someone taking a **clear look**.



**IF TURNOVER FEELS LIKE A COST OF
DOING BUSINESS—**

**IT'S WORTH FINDING OUT WHAT IT'S
ACTUALLY COSTING.**

Let's run the number for your team.

Schedule a **15-minute**
conversation

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