

Turnover by geographic area (Company #23)

State	Voluntary Turnover %	Total Turnover %
Florida	23.3	41.0
Georgia	*.*	43.8
New Jersey	18.3	33.0
New York	*.*	38.8
Pennsylvania	16.7	31.3
South Carolina	*.*	43.0
Virginia	*.*	49.8
All Areas*	22.8	40.4

* Organizations may have reported data in more than one geographic area.

POST-EMPLOYMENT PRACTICES**Organizations offering severance and severance formulas (% reporting)** (Company #24 & #25)

Industry Category	Have Severance Policy	Years of Experience	Fixed # of Weeks	Both Fixed # of Weeks & Years of Service	Employer's Discretion	Other
Casinos	55.6	33.3	0.0	40.0	13.3	13.3
Hotels	52.0	46.2	0.0	23.1	15.4	15.4
Other	47.4	44.4	0.0	33.3	0.0	22.2
Resorts	63.0	41.2	0.0	29.4	11.8	17.6
Restaurants	53.1	41.2	0.0	17.6	23.5	17.6
All Categories	54.6	40.8	0.0	28.2	14.1	16.9

• 0.2% of organizations reported offering outplacement services to their displaced employees. (Company #26)