

# Exit Interviews



## Ask us for more information!

Workforce Solutions  
2098 11th Avenue East  
North Saint Paul, MN 55109  
(651) 748-2566  
[nils.dybvig@co.ramsey.mn.us](mailto:nils.dybvig@co.ramsey.mn.us)

“*Analysis from outside your company can provide a fresh, objective perspective.*”

## Why do Exit Interviews matter?

Exit interviews are critical to reducing turnover, and maintaining a competitive, productive work environment. Experts estimate that replacing a single employee typically costs between 100 and 200 percent of their annual salary in recruitment and hiring costs, lost productivity, and loss of expertise. If you want to know more about employment conditions within your organization and understand why employees leave, exit interviews will provide key information.

## What is the Advantage of Using Workforce Solutions?

- Neutral party ensures candor from departing employees.
- Departing employees can speak without fear of jeopardizing employment references.
- Workforce Solutions can ensure you're getting *all* the information you need by interviewing voluntary and involuntary terminations as well as employees who just fail to show up for work.
- Structured, comprehensive system ensures validity and consistency.
- Our experienced interviewers are skilled in conducting professional, productive interviews.
- We provide in-depth analysis of the trends affecting job contentment and retention within your company.
- Analysis from outside your company can provide a fresh, objective perspective.
- Respectful approach to exit interviews promotes the professional perception of your organization for incumbent employees.



*Building the success of employers and individuals.*