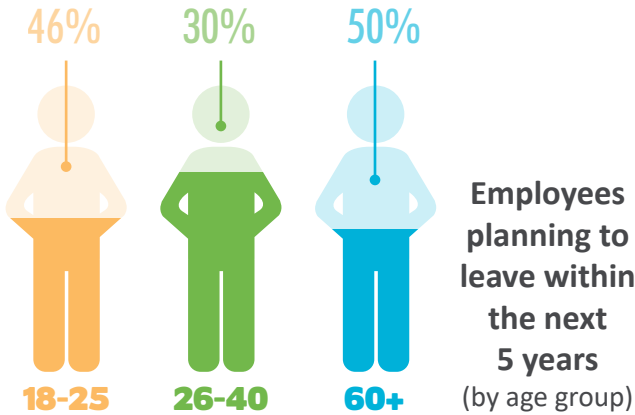


RETENTION

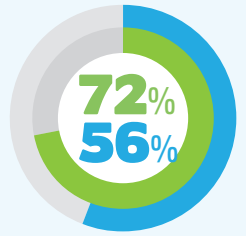
You want to hold on to your talent investments, and who could blame you? Let River help you address retention issues by offering a way for employees to build targeted learning connections and form communities that can impact their desire to stay with your company.



Source: Lumesse Global Workplace Survey, 2011

72% of employers report problems attracting critical-skill employees, and 56% report problems retaining them.

Source: Towers Watson, "Employee Value Proposition: Key to Getting and Keeping the Best," 2012



9% INCREASE

9% increase in retention through the appropriate use of learning technology.

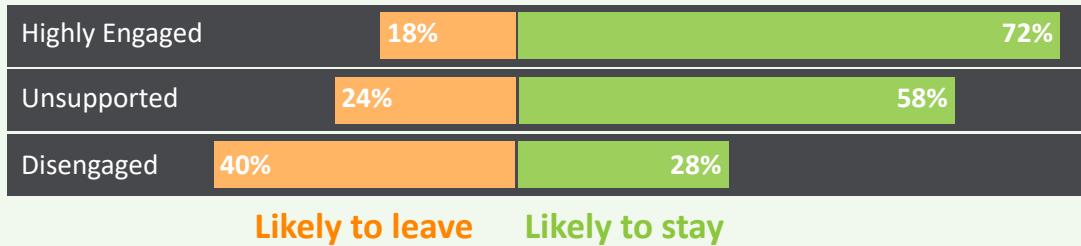
Source: "Towards Maturity Benchmark Study 2012" by Towards Maturity.

7% INCREASE

7% increase in retention factors solely from the use of River.

Source: Fortune 500 Tech Company Case Study by River.

\$112,500 Average cost of replacing one knowledge worker



Highly engaged employees are less likely to leave their employer than disengaged employees.

Source: Towers Watson Global Workforce Study, 2012

ROI OF RIVER FOR RETAINING ONE KNOWLEDGE WORKER

100% + 100%

PURCHASE COST*

ADDITIONAL RETURN*

*Based on typical first year costs.

Retaining employees has more to do with the quality of the work experience overall. While some elements — like pay — affect both attraction and retention, the latter depends far more on the quality of employees' relationship with their managers, their trust in senior leadership and their ability to manage stress on the job.

Source: Towers Watson Global Workforce Study, 2012

TAKE THE RIVER CHALLENGE

Unleash the engaging power of River to help overcome your employee retention challenges. Contact us to get your knowledge flowing.