

Resignation Impact *Why Manager's Resort to Counteroffers*

| | Impact to Manager | Resigning Employee | Comments |
|--|--------------------------|---------------------------|-----------------|
| Company Manager must initiate replacement search | ✓ | | |
| Amend budget to reflect additional search-related costs | ✓ | | |
| Additional weekly work involving interviewing related tasks | ✓ | | |
| Overflow workload must be taken on by manager, others in team, or both | ✓ | | |
| Longer days, additional stress, for what can be many months or years | ✓ | | |
| 2 new job duties including recruiting + managing overflow work are now part of manager's daily routine | ✓ | | |
| Additional duties may be permanent if H.R. or Senior Management reject re-hiring | ✓ | | |
| 66-76% Chance of being fired in next 6 months(1) | | ✓ | |
| Reputation will be tarnished as untrustworthy and indecisive by industry peers | | ✓ | |
| Unlikely to ever hear from recruiters again - Will be earmarked among circles for exploiting job opportunities | | ✓ | |

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1. Meta studies by various human resource and recruiting associations