

Challenges

IN THE FOODSERVICE LABOR MARKET

Annual employee turnover rate is

72%

in the "Restaurants & Accommodations sector"

(opposed to **46%** in Total U.S. Private sector)



The **REAL** cost of turnover is **16%** of annual salary high-turnover, low paying (<\$30,000) jobs

TIPS FOR CUTTING LABOR COSTS

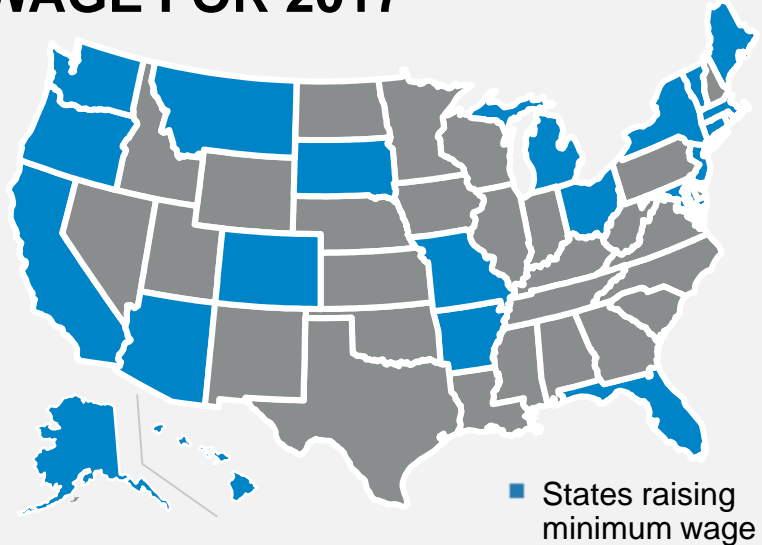
Take time hiring

Plan your schedule

Build roster of part-timers

Cross-train your team

STATES INCREASING MINIMUM WAGE FOR 2017



Operators feel that the following are the **biggest threats** to operator **profitability** in the next 5 years

48% increased labor costs
44% increased food costs

Labor-related concerns are front and center for foodservice operators

27% concerned about retaining employees
24% concerned about recruiting employees
16% concerned about government regulation
14% concerned about employee training