rain

Turnover Impact Report

How Rain Calculates Your Turnover Savings

Employee turnover is one of the largest hidden costs in any workforce-intensive business. Most HR calculators estimate replacement costs using broad national averages — often citing a single ~$4,000 cost-per-hire figure regardless of industry.

Rain takes a fundamentally different approach. Our Turnover Cost Savings Calculator uses a **"Real Cash" cost model** built on industry-specific benchmarks: actual hard costs incurred per hire, real vacancy premiums your operations pay, and retention data from Rain's own user base.

The result is a credible, defensible savings estimate tailored to your headcount and vertical — not a one-size-fits-all guess.

4

Industry-specific variables drive every calculation

Real Cash

Cost model — not generic $4K national averages

Total Savings = Current Annual Turnover Cost – Projected Annual Turnover Cost with Rain

Your savings are the difference between what turnover costs you today vs. after your workforce adopts Rain.

The Four Variables Behind Every Estimate

A

Real Cash Cost-Per-Hire

Hard Costs: Job ads, background checks, drug screens, non-reusable PPE & uniforms.

Vacancy Premium: Overtime (1.5x) or agency labor to cover the empty seat, scaled by vacancy length & frontline pay rate.

B

Industry Turnover Rate

The average annual percentage of employees who leave — specific to your vertical (e.g., QSR, Healthcare, Manufacturing).

C

Rain Adoption Rate

The percentage of your eligible workforce likely to actively use Rain. Varies by industry based on Rain's historical user data.

D

Retention Improvement

The measured reduction in turnover among employees who use Rain — driven by improved financial stability and engagement.

The Three-Step Calculation

1

Current Annual Turnover Cost

Multiply your headcount by your industry's average turnover rate and the real cost per hire.

```
Headcount × Turnover Rate × Cost-Per-Hire
```

2

Projected Cost with Rain

Split workforce into two groups: **Rain Users** (improved retention) and **Non-Users** (standard turnover rate).

```
Group A: (HC × Adoption) × Improved Rate × CPH
Group B: HC × (1 – Adoption) × Std Rate × CPH
```

3

Your Estimated Savings

Subtract the projected cost from your current cost to see the total annual savings Rain can deliver.

```
Savings = Step 1 – (Group A + Group B)
```

Rain's Model vs. Generic HR Calculators

Generic Calculators	Rain's Calculator
✕ Use broad national averages (~$4K CPH)	✓ Industry-specific "Real Cash" cost model
✕ One-size-fits-all across industries	✓ Tailored to your vertical & headcount
✕ Ignore vacancy premiums & overtime	✓ Includes OT, agency labor & vacancy costs
✕ No adoption or retention data	✓ Built on Rain's actual adoption & retention data
✕ Single-point estimate only	✓ Low & High range for realistic planning

Why We Show a Range

Low Estimate
Assumes the lower end of your industry's average cost-per-hire — less overtime, lower ad spend.

High Estimate
Assumes greater competition for talent, higher advertising spend, and more overtime or agency labor to cover vacancies.