



Methodology and complete explanation of the algorithm

1. Explanation of the ExitIndex™ algorithm

- ExitIndex™ is a temporal employment stability index.
- It answers a simple and universal question:

"How long do people actually stay in their jobs before leaving?"

- The algorithm is not intended to:
 - Evaluate management quality,
 - Judge HR policies,
 - Interpret the reasons for leaving.

Its sole purpose is to reveal the actual length of employment based on observed factual data.

2. Fundamental principle

The ExitIndex™ algorithm is based on a central principle:

The stability of a position is measured by the cumulative length of service of the people who occupy it.

3. Data required for the algorithm calculation

For each functional group analyzed, ExitIndex™ uses only the following information:

- 1. Functional group concerned**
- 2. Number of employees in the Functional Group (FG) as of December 31**
- 3. Number of cumulative months for all employees in the FG**



This data is used to calculate actual attendance times without resorting to sensitive or interpretive information.

3.1 Why are departures during the year not included in the main calculation?

- ExitIndex™ provides an annual snapshot of job stability as of December 31 of the current year.
- Only positions still occupied on that date are included in the calculation of your ExitIndex.

Δ *Departures during the year are not ignored: they feed into the qualitative analysis system (+/- / neutral).*

4. Calculation of the average ExitIndex™ duration

The central indicator of the algorithm is the actual average duration of positions, calculated using the following formula:

$$\text{ExitIndex}^{\text{TM}} (\text{average duration}) = \frac{\text{Sum of cumulative months in the Functional Group}}{\text{Total number of people who have held positions in the Functional Group}}$$

Methodological justification*:

- This formula is based on factual and verifiable data.
- It is universal and understandable in all geographical contexts.
- It is difficult to manipulate, as it depends solely on the time actually spent in the position.
- It provides an objective snapshot of the stability of a job or position.

****The calculation is based exclusively on individuals employed as of December 31. Individuals who left the group during the year are not included in the denominator of the main calculation.***

5. Classification within a stability range



The calculated average duration is then classified within a clear stability range for immediate understanding.

Examples of ranges used:

Letter	Color	Reading	Indicative average duration
A	 Blue	Exceptional stability	8–10+ years
B	 Green	High stability	6–7 years
C	 Yellow	Fair stability	4–5 years
D	 Orange	Short stability	2–3 years
E	 Red	Very short shelf life	< 2 years

This approach allows clear information to be communicated without displaying an excessively precise figure.

6. Assignment of the qualitative sign + / - / 0 Neutral

In addition to the average duration, ExitIndex™ assigns a qualitative directional sign based on the temporal distribution of departures.

Classification of departures:

Each departure is classified solely according to its duration:

1. < 3 years → negative point: (-)
2. 3 to 6 years → neutral point: (0)
3. > 6 years → positive point: (+)

The reason for departure is not taken into account.



**These thresholds correspond to professional perception thresholds observed in European and North American markets, particularly after the age of 40, where a duration of less than 3 years is perceived as unstable, and a duration of more than 6 years as confirmed stability.*

6.1 Determination of the overall sign:

For all departures analyzed:

- the - / 0 / + points are counted,
- the three categories are added together and compared.

6.2 The ExitIndex™ sign corresponds to the dominant category:

- - if early departures are in the majority,
- 0 Neutral if standard departures dominate,
- + if long trajectories are in the majority.

In the absence of clear dominance, the neutral sign is used by default.

The + / - / 0 neutral sign indicates a dominant trend, not a degree of intensity.

7. Public reading: color and letter score

To facilitate understanding, ExitIndex™ associates each analysis with:

1. a duration range
2. a color code
3. a letter
4. and a + / - / 0 neutral sign

This combination allows for quick and intuitive reading, comparable to a Nutri-Score type indicator.

8. What the ExitIndex™ algorithm deliberately does not do

ExitIndex™ is a trademark protected in Switzerland and the European Union.
The methodology, reading structure, and associated content constitute the know-how and intellectual property of ExitIndex™.



ExitIndex™ does not include:

- recruitment (entries),
- detailed reasons for departure,
- individual evaluations,
- internal HR policies or intentions.

8.1 This methodological choice aims to preserve:

1. clarity for candidates,
2. comparability between companies,
3. objectivity and neutrality of results.

9. Official positioning (summary)

ExitIndex™ is a temporal stability algorithm that measures how long people actually remain in a position, based on factual, aggregated, and non-interpretive data.

ExitIndex™ does not measure management quality or company intentions, but only the average length of employment observed over a given period.

ExitIndex™ calculation examples

■ Scenario 1 — Very stable company

Context

⇒ Company with 600 employees — Finance group

Observed data

- Cumulative seniority: 48,000 months



- Employees analyzed: 400
 - Average length of service observed: **10.0 years**

Analysis of departures

- Departures within 1–2 years: 8%
- Departures 3–5 years: 22%
- Departures \geq 6 years: 70%

ExitIndex™ score

- Color: 
- Letter: A
- Adjustment: +

Interpretation:

The majority of departures occur after a long period of service, reflecting excellent stability.

Scenario 2 — Stable but improvable company

Context

⇒ Company with 1,200 employees — Logistics group

Observed data:

- Cumulative seniority: 28,800 months
- Employees analyzed: 300
 - Average length of service observed: **8.0 years**

Analysis of departures

- Departures within 1–2 years: 18%



- Departures 3–5 years: 46%
- Departures \geq 6 years: 36%

ExitIndex™ score

1. Color: 
2. Letter: A
3. Adjustment: neutral or 0

Interpretation:

Stability is real, but intermediate starts limit access to a higher score.

 : Scenario 3 — Area of vigilance

Context

⇒ Company with 900 employees — Field Sales group

Observed data:

- Cumulative seniority: 14,400 months
- Employees analyzed: 200
 - Average length of service observed: **6.0 years**

Analysis of departures

- Departures within 1–2 years: 30%
- Departures 3–5 years: 44%
- Departures \geq 6 years: 26%

ExitIndex™ score

1. Color: 



2. Letter: B
3. Adjustment: neutral or 0

Interpretation:

The balance of departures places this group in an intermediate zone requiring increased vigilance.

C: Scenario 4 — Structural instability

Context

⇒ Company with 450 employees — Marketing group

Observed data

- Cumulative seniority: 6,000 months
- Employees analyzed: 150
- Average length of service observed: **3.3 years**

Analysis of departures

- Departures after 1–2 years: 52%
- Departures 3–5 years: 33%
- Departures ≥ 6 years: 15%

ExitIndex™ Score

1. Color: 
2. Letter: C
3. Adjustment: –

Interpretation:

Early departures dominate, revealing structural instability in the perimeter.

E: Scenario 5 — Critical instability

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⇒ Company with 700 employees — Customer service group

Observed data:

- Cumulative seniority: 3,600 months
- Employees analyzed: 180
 - Average length of service observed: **1.7 years**

Analysis of departures

- Departures after 1–2 years: 74%
- Departures 3–5 years: 21%
- Departures ≥ 6 years: 5%

ExitIndex™ score

1. Color: ■
2. Letter: E
3. Adjustment: –

Interpretation:

Extremely rapid rotation indicates severe and lasting instability.

■ Scenario 6 — Recently created functional group

Context



⇒ Company with 2,000 employees – new Data & AI group

Observed data:

- Cumulative seniority: 600 months
- Employees analyzed: 50
 - Average length of service observed: **1.0 year**

Analysis of departures

- Departures after 1-2 years: 100%
- Departures 3-5 years: 0%
- Departures ≥ 6 years: 0%

ExitIndex™ score

1. Color: ■
2. Letter: E
3. Adjustment: -

Interpretation:

This score reflects the youthfulness of the group. It provides information about the statistical immaturity of the scope, not about the quality of the company.