



Exit Index® - the first citizen-driven index of job stability
An independent index based on actual job tenure

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Partnership Document – ExitIndex®

ExitIndex® – Professional Stability Index is an independent tool that measures, analyzes, and certifies the actual stability of positions within companies.

It brings an unprecedented level of transparency to the job market by revealing the average job duration, by functional group, based on real data provided directly by organizations.

In a context where talented individuals are seeking greater visibility into their professional environment, and where HR departments want to promote the quality of their practices,

ExitIndex® offers a simple, reliable, neutral, independent, and comparable standard based on a transparent methodology and an algorithm structured around **20 functional groups**.

This tool enables organizations to present their existing internal dynamics in a clear and accessible way, while strengthening trust, transparency, and attractiveness among employees and candidates.

Companies can thus obtain **clear indicators** and, if they wish, **official HR stability certificates** that they can share with candidates, their internal teams, or their senior management in order to attract the best talent.

An innovation inspired by a precedent that changed an entire market.

The idea of a **visual, readable, and universal index** is not new: a few years ago, a nutritional rating system was launched to relative indifference, with debates, resistance, and a great deal of skepticism.

But over time, this system has become an **indisputable benchmark**, used by consumers, doctors, governments, and major food companies.

Its strength lies in its

- simplicity,
- transparency,
- standardization,
- immediate impact on decisions.



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Today, no one questions its credibility: it has profoundly transformed an industry and made information accessible to all.

ExitIndex® follows the same logic:

👉 offering a transparent, standardized **tool for citizens** that brings clarity to one area—job stability.

Main objectives of ExitIndex®

1. **Bring transparency to the job market** by publishing simple, easy-to-read scores based on real data.
2. **To help companies promote their stability** through official, factual, and verifiable certificates.
3. **Protect candidates and employees** by providing them with essential information before they take up a position.

1. The market problem—an opportunity to better promote stability and internal consistency

The job market is changing fast, and a company's internal stability is becoming key to building trust, boosting employee engagement, and attracting top talent.

However, there are currently very few simple tools available to **highlight what companies are already doing well** in terms of stability, retention, and HR consistency.

ExitIndex® addresses this issue in a constructive and positive way.

1.1. Employees are looking for clear and reassuring benchmarks

Understanding a company's internal dynamics helps employees to:

- better plan for the future,
- build confidence,
- assess the consistency of their career path,
- and make a long-term commitment.

Stability—when presented in a simple way—becomes an important factor in well-being and internal clarity.



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1.2. The best talents want a stable professional environment to start their careers

Human beings, regardless of their age or level of experience, naturally seek a stable professional environment in order to plan for the future, learn, progress, and contribute fully.

Whether it's a first job, a phase of development, or an expert role, stability over several years is an essential foundation for building a coherent and sustainable career path.

They are looking for:

- structure,
- consistency,
- long-lasting teams,
- an environment where they can grow.

Companies that can demonstrate this stability have a **real advantage in attracting these highly skilled and sought-after profiles.**

1.3. Greater transparency builds trust and supports HR initiatives

When HR information is presented clearly, it helps to:

- **strengthen** internal consistency,
- **improve** HR communication,
- **create** a peaceful working environment.

Clarity becomes a tool for building trust.

1.4. An opportunity to create a positive and useful standard for the entire market

In other sectors, simple indicators have improved understanding of complex issues.

The job market now has a similar opportunity:

a **clear**, neutral, and accessible **standard** that highlights good HR practices.



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This promotes:

- transparency,
- trust,
- attractiveness,
- clearer dialogue between companies and talent.

1.5. Voluntary transparency becomes a strategic advantage

Companies that **voluntarily** choose to promote their stability immediately benefit from:

- **greater credibility,**
- **greater attractiveness,**
- **better differentiation,**
- **a stronger employer brand,**
- **a clearer and more positive perception of their internal culture.**

Transparency, when simple and controlled, becomes a powerful asset.

1.6 Conclusion of point 1

ExitIndex® is not a judgmental tool.

- It is a simple, positive, and constructive indicator that highlights the efforts already made by companies in terms of HR stability and consistency.
- Participation is entirely voluntary and always tailored to the priorities of each organization.
- The goal has never been to coerce, but to support.

ExitIndex® is part of an approach that aims to achieve:

👉 **greater clarity, greater confidence, and greater attractiveness in the labor market.**

Even when an index is lower in certain areas, this is not necessarily a negative thing.

Thanks to the **"plus/minus/0 neutral" rating system**, companies can



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contextualize their situation and engage in **balanced and transparent dialogue** with their teams, candidates, and partners.

Voluntary publication of results

ExitIndex® operates exclusively on a voluntary basis.

Companies are free to choose **which functional groups they wish to analyze and publish**.

- No functional group is made public without the explicit consent of the organization concerned, ensuring a controlled, transparent approach that respects internal realities.
- Each company is free to choose the functions it wishes to highlight, depending on what it wants to promote.
- This approach protects confidentiality, respects internal particularities, and allows only relevant information to be communicated.

A few years ago, no one imagined that simple color codes would become a daily reflex for millions of people.

Today, **buying a product without access to a clear indicator of quality is almost unthinkable**: transparency has become a standard, an automatic reflex, a natural gesture.

Companies must anticipate this evolution.

Just as consumers rely on simple benchmarks to make informed choices, talented individuals—especially the best ones—will increasingly seek reliable, neutral, and clear information about an employer's stability.

This is the logic behind ExitIndex®

👉 a tool designed to become **the natural reflex, the civic benchmark, the transparent standard** for professional stability.

Not a judgment.

Not a constraint.

But a simple and useful **benchmark** that anyone can consult to understand and compare.



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Each score—whether published or not—becomes a point of dialogue, explanation, and improvement.

The ambition of ExitIndex® remains the same:

👉 **to help companies promote what they already do well, strengthen internal trust, and attract talent seeking a clear and stable professional environment.**

2. Your solution— ExitIndex®

A transparent citizen index that measures job stability in companies by grouping data into 20 functional groups and displaying a clear score.

ExitIndex® is based on three pillars:

- 1. A neutral and transparent methodology**
- 2. An algorithm structured around 20 functional groups**
- 3. A voluntary certification system**, inspired by other citizen standards that have become benchmarks.

2.1. A transparent methodology, inspired by models that have transformed other sectors

The strength of ExitIndex® lies in its simplicity:

it calculates, by functional group, **the average length of time spent** in each position, based on data provided by companies wishing to participate.

Similarly, ExitIndex® is based on an independent and neutral approach:

- a standardized algorithm, identical for all organizations
- aggregated and non-nominative data
- easy to read and understand
- a readable structure:
 - data processed in a neutral and explainable manner,
 - a voluntary and controlled display system.



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2.2. A modern benchmark to enhance attractiveness and trust

Companies that choose to collaborate with ExitIndex™ will quickly see the benefits:

- **greater credibility,**
- **a stronger employer brand,**
- **more confident talent,**
- **a strong differentiating advantage,**
- **controlled transparency,**
- **a modern positioning.**

Just as it has become difficult for consumers to choose a product without clear guidelines, talent—even the most demanding—will naturally gravitate toward companies that can provide transparent and clear information about their stability.

And this transparency remains an asset even when the score is not perfect or may seem debatable:

👉 **candidates value a company that honestly explains its reality more than a company that communicates nothing.**

An average or nuanced ExitIndex® is never a hindrance; on the contrary, it becomes proof of sincerity and openness, and helps attract candidates who are looking for a clear, honest, and consistent employer.

ExitIndex® is part of this evolution:

👉 **a simple standard, a future reflex, a symbol of trust.**

ExitIndex® is based on a deliberately simple, transparent methodology that is adapted to real HR practices.

The aim is to provide a **clear, consistent, and understandable annual picture of professional stability**, by functional group, within a framework of **voluntary and controlled** collaboration.

This approach does not seek absolute mathematical precision: it prioritizes **readability, neutrality, and usefulness**, for both talent and companies.



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3. How ExitIndex® works and its methodology

3.1 Calculation principle and data used

For each functional group analyzed, only **two pieces of aggregated information** are required:

1. The **total number of employees** in the group as of December 31
2. The **total number of months** these employees have **been** in the position (including current terms).

👉 No personal, nominative, or sensitive data is requested.

The result corresponds to an **observed average duration**, sufficient to identify structural HR trends.

3.2 Robustness, fairness, and methodological protection

The ExitIndex® algorithm does not measure **HR interpretations** or corporate discourse.

It measures a **simple mathematical fact**: the actual time spent by employees in a position.

This approach is robust because:

- the data is **aggregated and unalterable**,
- the method is **identical for all companies**,
- no hidden weighting or specific adjustments are applied.

To avoid any unnecessary disputes, ExitIndex®

- **never** displays **exact figures publicly**,
- uses **ranges**, ensuring legal protection and fair comparability.

3.3 Reading the index: A → E, neutral rating and + / - nuance

Based on the average duration observed, ExitIndex® assigns a **letter associated with a color code**, designed as a **reading guide**, not as a judgment.



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| 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 |

3.4. 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.

3.5 Determination of the overall sign:

For all departures analyzed:

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

3.6 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.



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

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

3.7 Functional groups: a reliable and non-manipulable comparison

ExitIndex™ analyzes stability by **standardized functional groups**, rather than job titles, in order to avoid any manipulation of terminology.

The 20 Functional Groups are:

1. Field sales/sales representatives

Field sales, sales representatives, key account field sales, medtech/pharma sales.

2. Key account sales/strategic accounts

Key Account Managers, Global Account Managers, Strategic Accounts.

3. Marketing & communication

Marketing managers, brand managers, communications, digital marketing, content.

4. Finance & accounting

Accounting, controlling, finance managers, internal audit, treasury.

5. Human resources (HR)

Recruitment, talent acquisition, HR business partners, HR development.

6. General management / top management

CEO, COO, CFO, executive management, management committee.

7. Middle management

Team leaders, operational managers, department heads.



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8. Research & Development (R&D)

R&D engineers, product development, innovation, testing, validation.

9. Production/manufacturing

Operators, production technicians, manufacturing, workshops, factories.

10. Quality & Regulatory Affairs

Quality assurance, quality control, regulatory affairs, compliance.

11. Logistics & supply chain

Procurement, planning, transportation, warehouses, supply chain.

12. Customer service/support

Customer service, technical support, after-sales service, helpdesk.

13. IT / IT systems

IT support, infrastructure, ERP, cybersecurity, internal systems.

14. Digital/data/software

Developers, data analysts, data scientists, product owners, AI.

15. Purchasing & procurement

Buyers, sourcing, supplier negotiation, procurement managers.

16. Medical/scientific affairs

Medical affairs, MSL, clinical specialists, scientific experts.

17. Internal training & education

Trainers, training managers, onboarding, internal academies.

18. Legal & compliance

Lawyers, legal counsel, compliance officers, privacy officers.



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19. Administration & support functions

Assistants, office management, general administration.

20. Temporary roles / projects / consultants

Each position is assigned to the corresponding group, ensuring an accurate representation of the organizational reality.

3.8 Conclusion of point 3

ExitIndex® does not rank companies.

It provides a **common, clear, and nuanced language** based on observed data.

An explained score is always better than no information:

👉 **transparency builds trust, even when the index is still under development.**

ExitIndex® thus becomes a **modern, collaborative, and rewarding benchmark**, serving both talent and

4. Partnership proposal

Building a voluntary and strategic standard together

ExitIndex® offers companies, institutions, and HR partners a voluntary, collaborative, and value-oriented approach.

The goal is not to impose a model, but to **co-create a positive**, modern, and useful **standard** for the entire labor market.

The partnership is based on four dimensions:

1. **the creation of a common standard,**
2. **mutual promotion,**
3. **controlled transparency,**
4. **and enhancing HR attractiveness.**



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All of the proposals below are **flexible, adaptable, and entirely voluntary**.

4.1. Collaboration based on trust, transparency, and freedom

ExitIndex® does not seek to audit or control.
The partnership is based on a simple principle:

👉 **The company decides what it shares, how it shares it, and when.**

No obligations.
No automatic publication.
No pressure.

This freedom allows for:

- smooth collaboration,
- a climate of trust,
- and transparency tailored to the reality of each organization.

4.2. Commitments offered by ExitIndex® – Neutrality, credibility, and rigor

ExitIndex® acts as a **neutral**, independent, and methodologically consistent **third party**.

Like certain recognized visual standards (e.g., methodologies inspired by NutriScore), which have become established thanks to objective analysis conducted by an external entity, ExitIndex® allows companies to demonstrate that their data is evaluated by a **completely independent** structure, according to the same rules for everyone.

👉 **This neutrality immediately reinforces the credibility of the results**, both among internal employees and external talent.

✓ **Concrete commitments provided by ExitIndex®**

ExitIndex® guarantees:

- **A neutral and standardized analysis** of the data provided.



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- **An official ExitIndex® calculation**, applied in the same way for everyone:
 - average duration observed,
 - letter (A → E),
 - color,
 - shade +/- /o neutral reflecting departures

The company always retains control over what it publishes or does not publish.

✓ **Why this neutrality is a strategic advantage (HR evidence + economic reality)**

Numerous studies on organizational transparency show that companies that voluntarily engage in a **proactive transparency** approach—whether in terms of HR data or operational performance—generally experience:

- **increased attractiveness**,
- **lower recruitment costs**,
- **higher retention rates**,
- and, in most cases, **better economic results** in the medium term.

👉 **Transparent organizations attract more qualified candidates** because they provide real, concrete, and measurable benchmarks.

👉 They build **lasting trust**, both internally (among employees) and externally (among candidates).

👉 They enjoy **greater credibility** because their indicators are validated by neutral third parties.

ExitIndex® fits perfectly into this logic:

offering a clear sign of controlled transparency, based on a simple and independent methodology.

Even when a score is not perfect, transparency itself becomes a strength:

"An explained and accepted score is more attractive than a lack of information."

This approach enhances HR efforts, strengthens the employer brand, and improves the quality of applications received.



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5. Benefits for the partner

The partnership with ExitIndex® brings concrete, immediate, and strategic benefits, both for recruitment in Switzerland and for international attractiveness. It is a neutral, independent, voluntary, and easy-to-understand tool that strengthens HR credibility, facilitates candidate decisions, and serves as a competitive advantage in a highly competitive global market.

ExitIndex® does not judge:

👉 it clarifies, reassures, and professionalizes employer communication.

5.1. Increased attractiveness — Switzerland & internationally (including executives and CEOs)

Whether we are talking about local talent, global experts, rare technical profiles, or international executives, the demand is the same:

👉 **have a clear and honest view of the actual stability of a position before committing.**

ExitIndex® thus becomes a strategic advantage in international recruitment, particularly when the company wishes to attract:

- highly specialized profiles,
- global experts,
- senior executives,
- global leaders or CEOs who are relocating with their families.

➡ For a foreign executive or CEO, ExitIndex® becomes a decisive factor.

Before accepting a key position, an executive wants to know:

- whether the organization is stable,
- whether the 20 functional groups are consistent,
- whether the department they will be managing is sustainable in the long term,
- whether they will really be able to build something sustainable,
- or whether they will have to renegotiate their scope or conditions.



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A clear ExitIndex® enables them to make an informed family, strategic, and professional decision.

For the company, this means:

- **more qualified management candidates,**
- **less risk of failure in strategic recruitment,**
- **a more credible image for international headhunters,**
- **a clear advantage over less transparent competitors.**

5.2. Reduced HR risks, aligned expectations, and fewer conflicts

ExitIndex® reveals the reality before hiring.

The result:

- fewer misunderstandings,
- more transparency,
- better understanding between HR and candidates,
- smoother onboarding,
- fewer early departures.

✓ Transparency = fewer disputes

Even when an ExitIndex® is average or sensitive:

👉 the candidate is informed **before** accepting the position.

This creates a more mature relationship:

- the employee knows what they are committing to,
- they do not enter with unrealistic expectations,
- they cannot complain about instability that they were aware of from the outset,
- and tensions and disputes naturally decrease.

This is valuable HR protection—especially in critical or highly exposed roles.



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5.3. Strong differentiation — Switzerland & worldwide

In a globalized job market, where talented individuals compare companies **across borders**, ExitIndex® provides clear, readable, and immediately understandable differentiation.

Unlike HR discourse, which is often difficult to compare from one country to another, ExitIndex® is based on:

- a **simple and universal indicator**,
- an **identical methodology everywhere**,
- and a **standardized interpretation**, independent of internal cultures or local practices.

This approach allows:

- the ability to **quickly position a company** within its competitive environment,
- organizations to **compare themselves on a fair basis**, without language or marketing bias,
- and international groups to **deploy a consistent benchmark** across all their entities.

A standard that can be understood everywhere

Like other visual reference systems that have become universal, ExitIndex® uses simple, understandable language (letters, colors, shades):

- in Switzerland,
- in Europe,
- and internationally.

This simplicity makes the index immediately readable for:

- local or expatriate candidates,
- experienced profiles,
- and international talent seeking long-term stability and visibility.



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A strategic advantage for Swiss companies

In a context where Switzerland is perceived as a demanding, competitive, and attractive market, ExitIndex® enables companies to:

- **promote their standards of stability,**
- position themselves as transparent and mature employers,
- enhance their attractiveness compared to international players that are sometimes less transparent.

ExitIndex® thus becomes a common benchmark, capable of linking local and global expectations without imposing cultural norms or judgments.

Employers:

- a neutral standard,
- an independent assessment,
- transparent information,

become immediate benefits.

5.4. Alignment with global trends in readable benchmarks

Around the world, candidates expect:

- visual benchmarks,
- simple data,
- neutral standards,
- immediately understandable information.

Just as it has become natural to consult a score for a product or service, it will become normal to consult a **benchmark on the stability of a job.**

ExitIndex® prepares companies for this global and inevitable change.



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5.5. Conclusion of point 5

The benefits for partners are considerable:

- enhanced attractiveness (Switzerland + international),
- ability to recruit demanding executives,
- clear differentiation in the global market,
- reduced HR risks,
- fewer conflicts,
- modernized employer brand,
- controlled transparency,
- enhanced credibility through neutral analysis,
- better alignment between expectations and reality.

ExitIndex® thus becomes an essential strategic tool for any company that wants to attract the best talent—from specialists to international executives.

6. What ExitIndex® is NOT

ExitIndex® is deliberately designed as a **reading tool**, not as an instrument of judgment or control.

To avoid any confusion, excessive interpretation, or misuse, it is essential to explicitly state **what ExitIndex® is not**.

This clarification is an integral part of the standard's credibility.

6.1. ExitIndex® is not an HR audit

ExitIndex® is not intended to audit or evaluate a company's HR practices. It does not measure the quality of internal processes, compensation, training, management, or governance policies.

It does not replace:

- an HR audit,
- an organizational diagnosis,
- or human resources consulting.



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ExitIndex® observes an **aggregated temporal fact**:

👉 the average length of employment observed by functional group.

No operational recommendations are made, and no corrective action is suggested by the index itself.

6.2. ExitIndex® is not a promise of stable employment

A favorable ExitIndex® is **in no way** a guarantee of future stability for a position, function, or organization.

The index:

- does not predict the future,
- does not anticipate strategic decisions,
- does not take into account external events (crises, mergers, market changes).

It describes a **reality observed at a given moment**, over a defined period, and nothing more.

ExitIndex® therefore does not commit the company, employees, or candidates to future job stability.

6.3. ExitIndex® is not a managerial or moral judgment

ExitIndex® does not pass judgment:

- on managers,
- on managers,
- on individual or collective decisions.

It does not distinguish between "good" and "bad" companies, and does not seek to assign responsibility.

A lower score may result from:

- deliberate strategic choices,



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- phases of transformation,
- rapid growth,
- temporary restructuring,
- normal developments in a sector.

The index **only** qualifies **the observed duration**, without moral or social interpretation.

6.4. ExitIndex® is not a prediction of the future

ExitIndex® is not a predictive model.

It does not claim to anticipate:

- future departures,
- future restructuring,
- social plans,
- or changes in economic performance.

Any attempt to use ExitIndex® as a forecasting tool would be contrary to its philosophy and methodology.

The index is designed as a **benchmark**, not as a forecasting tool.

6.5. ExitIndex® is not a ranking of companies.

ExitIndex® does not rank companies against each other.
It does not produce rankings, overall hierarchies, or public competitions.

Each analysis is:

- contextualized,
- voluntary,
- limited to functional groups chosen by the company,
- published only with its consent.

The objective is not to compare organizations in a simplistic manner, but to **make previously invisible information readable**, function by function.



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6.6. Why these limitations are essential

These limitations are not weaknesses of the model. On the contrary, they are its **strength**.

By refusing to:

- prediction,
- judgment,
- sanction,
- and coercion,

ExitIndex® positions itself as a **trusted standard** that can be used sustainably by:

- companies,
- talent,
- institutions,
- and the public.

This position enables:

- voluntary adoption,
- a calm reading,
- assertive transparency,
- constructive dialogue.

6.7 Conclusion of point 6

ExitIndex® is neither a verdict, nor a promise, nor a sanction. It is a **tool for understanding**.

By clearly explaining what it is not, ExitIndex® affirms what it really is:
👉 a neutral, factual, and voluntary benchmark designed to inform career choices without ever constraining them.



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7. Job stability as a human and social issue

Job stability is not just a matter of human resources or internal organization. It is a **key factor in personal, social, and psychological security**, profoundly influencing individuals' career paths, life choices, and well-being.

By making the actual duration of jobs visible, ExitIndex® sheds light on an issue that is often underestimated but crucial in the contemporary world of work.

7.1. Duration as a fundamental benchmark for security

Beyond job titles, duties, or levels of responsibility, the **length of time spent in a position** is one of the most universal benchmarks of stability.

In particular, it determines:

- the ability to plan for the future,
- the feeling of job security,
- the development of real expertise,
- integration into a team and culture.

When jobs change too quickly, even without any apparent conflict, uncertainty becomes structural.

ExitIndex® does not measure feelings:
it highlights this **objective time frame**, which is often absent from HR discourse.

7.2. Invisible instability and mental load

Professional instability is not always sudden or dramatic. It is most often **diffuse, gradual, and silent**.

It manifests itself through:

- frequent departures,



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- teams that are constantly being reshuffled,
- careers interrupted before consolidation,
- difficulty in making medium-term plans.

This instability, even when it is not conflictual, generates **significant mental stress**: constant anticipation, heightened vigilance, and an implicit sense of precariousness.

By making these dynamics visible, ExitIndex® allows us to **name a reality that is experienced** but rarely objectified.

7.3. A particularly sensitive issue after the age of 40

With advancing age and experience, expectations regarding stability evolve.

After the age of 40, a change of job often involves:

- family responsibilities,
- financial constraints,
- geographical choices,
- longer-term planning.

In this context, job or role instability is no longer seen as a simple step along the way, but as a **structural risk**.

ExitIndex® provides essential information in this regard, enabling:

- anticipate risks,
- avoid costly mistakes,
- secure major career transitions.

7.4. Transparency and dignity in career choices

Access to clear information on the actual stability of a position directly contributes to **respecting people's dignity**.



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An informed career choice requires:

- an honest understanding of the environment,
- minimum visibility on the possible duration,
- the absence of major gray areas.

ExitIndex® does not dictate any choices.
It simply allows individuals to **make informed choices** by reducing the information asymmetry between employers and talent.

7.5 Conclusion of point 7

Job stability is neither a luxury nor nostalgia for the past.
It remains an **essential foundation for security and planning** in a constantly changing professional world.

8. Why simple standards transform markets

Complex markets do not lack information.
They lack **clear benchmarks**.

In many fields, it is not the lack of data that is the problem, but its **inaccessibility, opacity, or excessive complexity**. The world of work is no exception.

ExitIndex® is part of this logic: transforming a complex reality into a **simple, understandable, and shareable standard**.

8.1. The power of shared visual benchmarks

Effective standards share a common characteristic:
they create a **shared visual language**.

A letter, a color, or a range allows for:

- quick reading,
- immediate memorization,



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- constructive discussion.

ExitIndex® is part of this tradition:

- a simple code,
- identical for everyone,
- understood without prior expertise.

This common language facilitates dialogue between:

- candidates and recruiters,
- employees and management,
- companies and partners.

8.2. A standard does not impose: it imposes itself through use

A sustainable standard does not constrain.
It convinces through its usefulness.

It is repeated use, shared understanding, and built trust that allow a standard to become established, not obligation or constraint.

8.3 Conclusion of point 8

Markets do not become fairer through the accumulation of data,
but through the emergence of **simple, honest, and shared benchmarks**.

By choosing clarity over complexity, ExitIndex® does not simplify the world of work:

- 👉 it makes it **understandable**,
- 👉 debateable,
- 👉 and more balanced.

This is how sustainable standards are born.



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9. Limitations, criticisms, and possible developments

No serious indicator claims to be exhaustive or infallible. ExitIndex® has made the explicit choice to **document its limitations**, not as weaknesses, but as an essential condition for its credibility and evolution.

9.1. Legitimate criticisms and how they are addressed

Several criticisms can be made against a stability indicator based on duration:

1. **"The average masks individual disparities."**
→ This is correct. ExitIndex® assumes an aggregate reading, as its objective is to provide a collective benchmark, not an individual analysis.
2. **"Duration does not tell the whole story."**
→ This is true. However, it does reveal something essential: the ability of an environment to retain people over time.
3. **"Context is as important as the figure."**
→ That is precisely why the index is accompanied by ranges, nuances, and a voluntary publication framework.

These criticisms do not call into question the legitimacy of ExitIndex®
They clarify its scope.

9.2. Possible developments and intangible principles

Like any living standard, ExitIndex® is bound to evolve.

Certain developments are conceivable:

- improvements in data reliability,
- enrichment of contextual readings,
- adaptation to new sectors or geographical areas,
- adjustment of long-term perception thresholds



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9.3 Conclusion of point 9

ExitIndex® is neither a dogma nor an absolute truth.
It is an **evolving benchmark**, based on a simple and honest interpretation of professional reality.

By acknowledging its limitations, ExitIndex® affirms its primary purpose:

- 👉 to enlighten without imposing,
- 👉 to inform without judging,
- 👉 and contributing to a more transparent and responsible job market.