

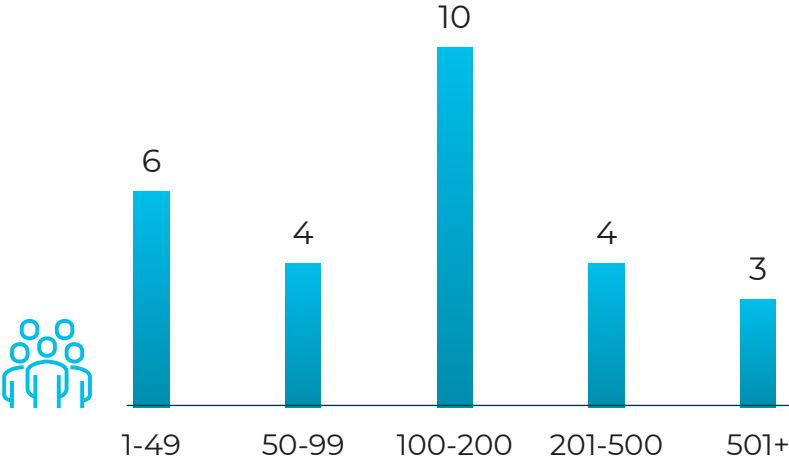


HR Survey Employees Turnover

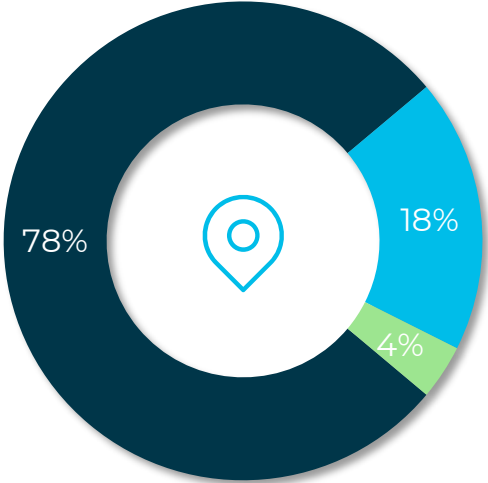


Sample Description - 27 Respondents

Company size

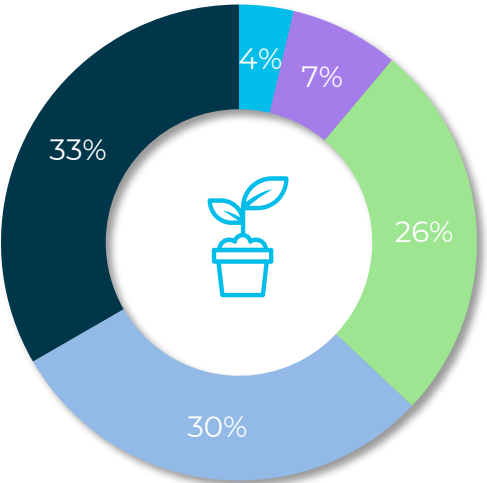


Headquarters location



78% Israel
18% USA
4% Other

Post Situation



4% Seed Round
7% A Round
26% B Round
30% C Round
33% Other

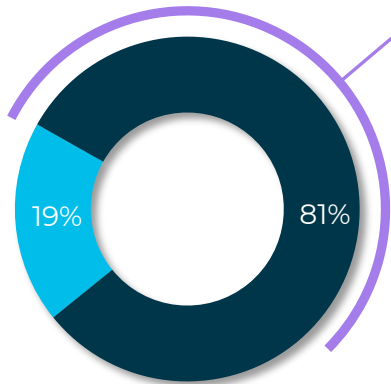


Notice Period – Israel vs. US:

Only 25% of companies headquartered in Israel who give 30 day Notice Period for Non-Executives **match the terms to US-based employees**



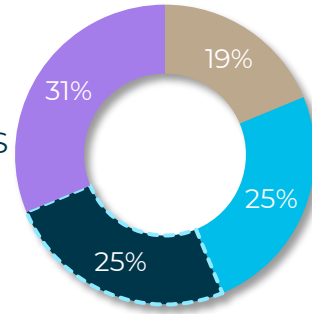
Common notice period for Non-Executive employees in Israel



81% 30 Days
 19% According to the law
 0% 45 Days
 0% 60 Days
 0% Other

63% - Headquarter in Israel

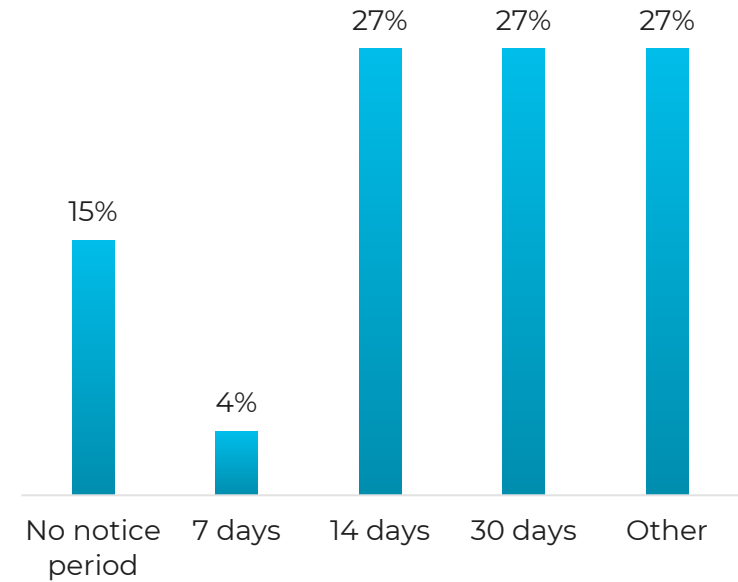
Common notice period for Non-Executive employees in US for companies whose HQ is in Israel and give 30 days notice



25% 30 Days
 25% 14 Days
 31% Other
 19% No notice period



Common notice period for Non-Executive employees in US

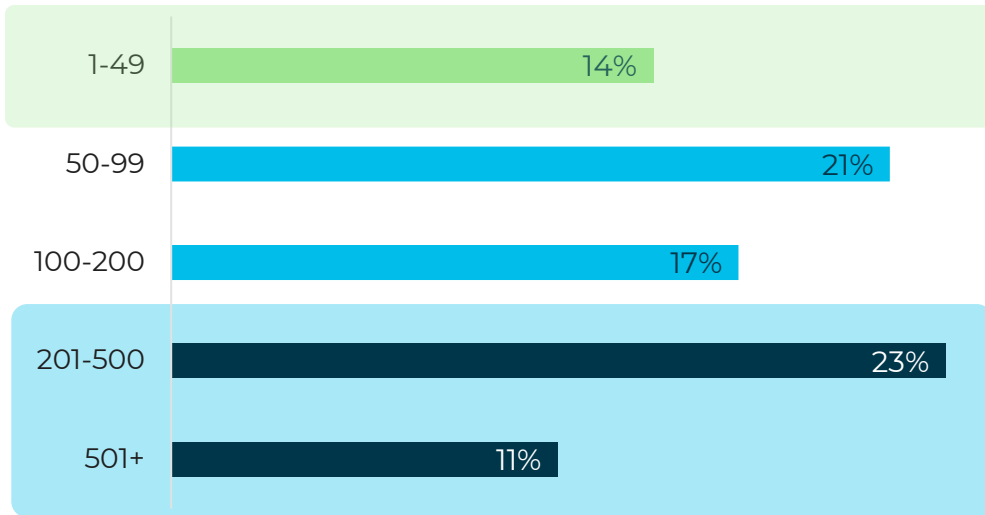


Resignations

Earlier-stage companies present the lowest resignation percentages among sample companies.

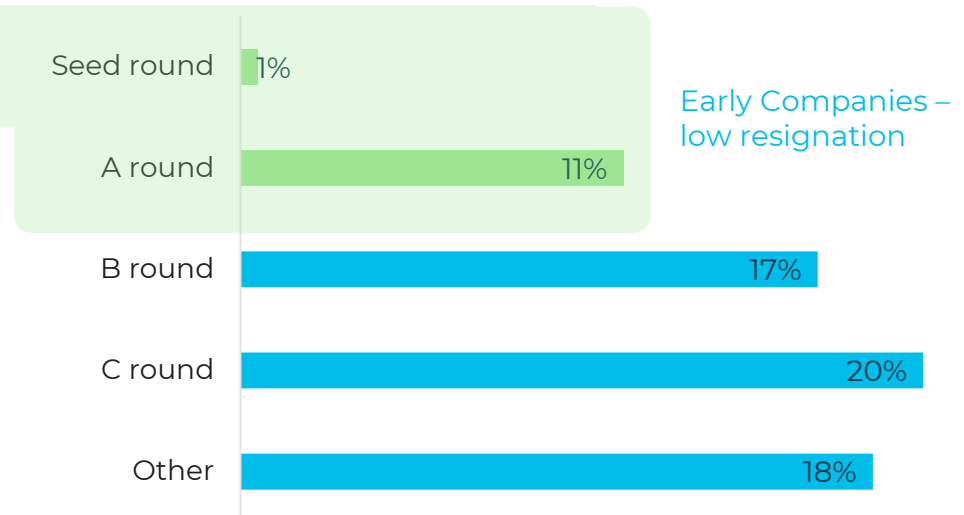
Companies with 500 employees or more, have the same number of employees who resign as companies with 200 to 500 employees.

Overall average resignation percentage per company size



Big Companies - ~same actual number of resigned employees

Overall average resignation percentage per company Post

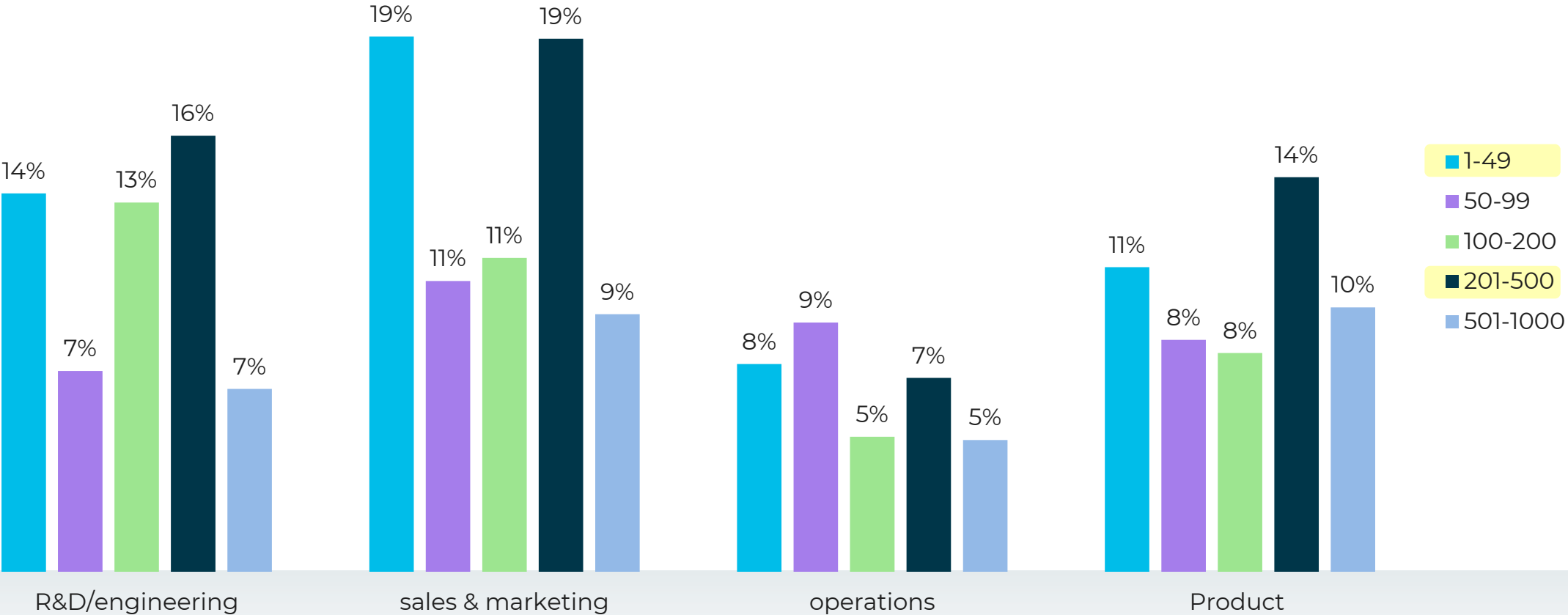


Early Companies - low resignation



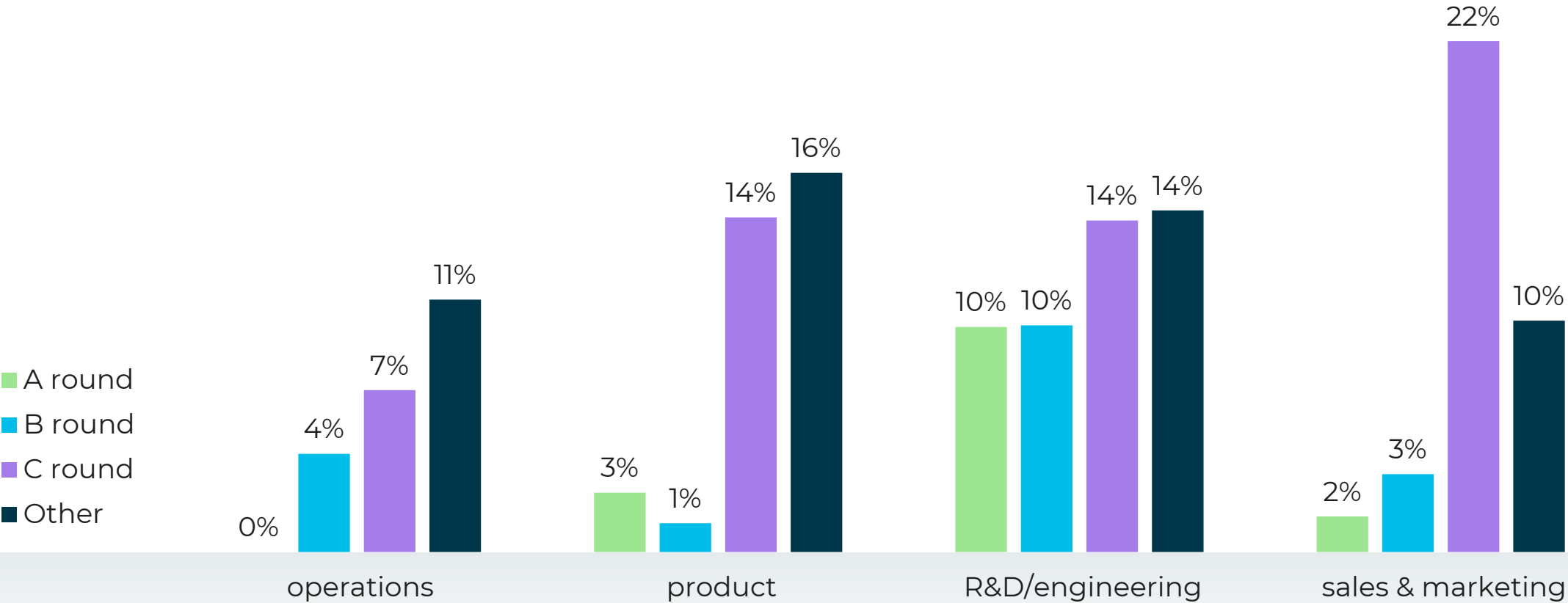
Companies with up to 50 employees as well as those with 201 to 500 employees have the highest number of resignations from R&D, Sales & Marketing and Product Departments

Average Resign percentage, by company size and department



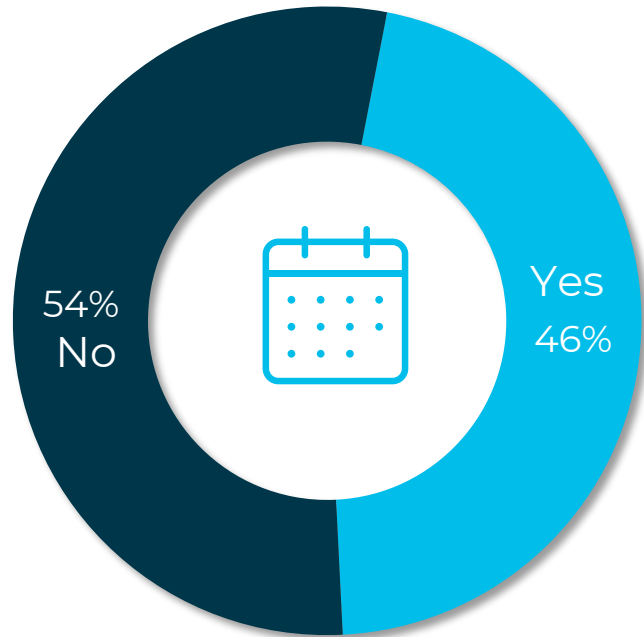
Across all Departments, the resignation percentages are much lower in earlier-stage companies

Average Resign percentage , by round and department

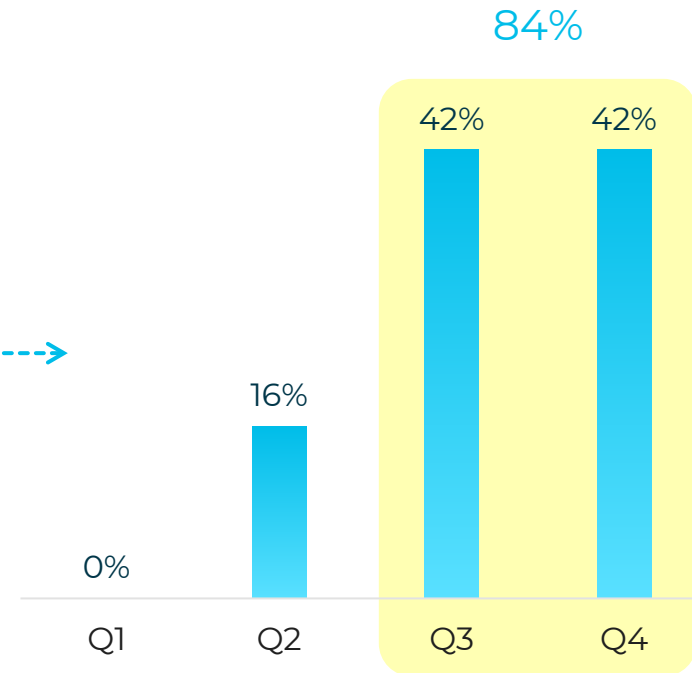


84% of employee resignations happen toward the end of the calendar year

Was there a specific time of year during which the number of resignations was higher



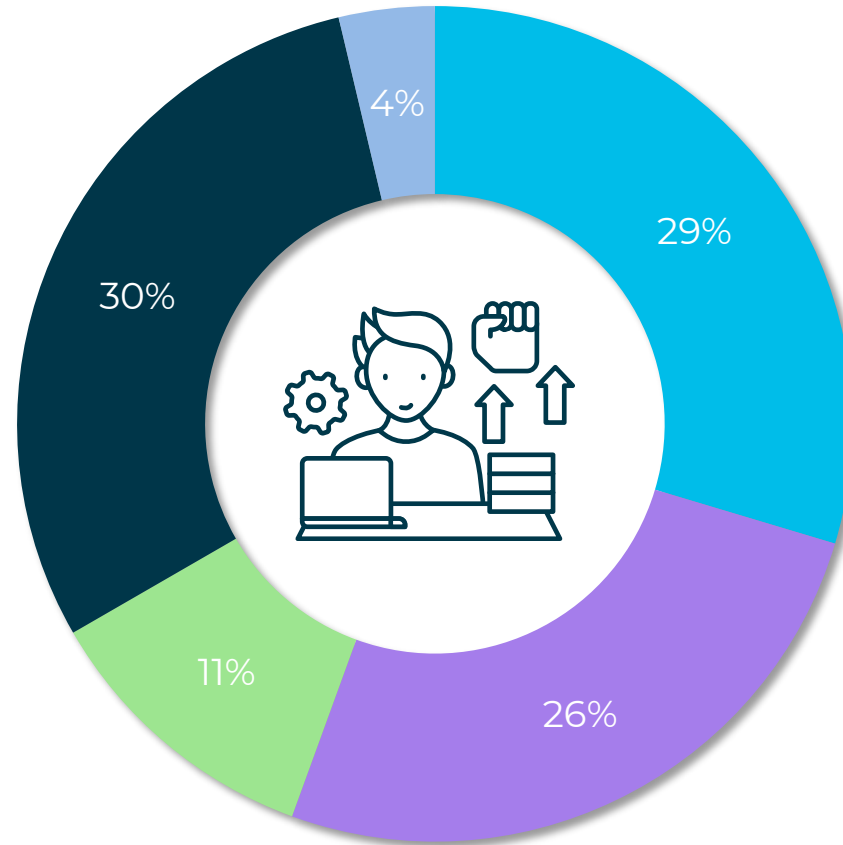
If YES, when was it higher?



55% of employees continue to work at the same output at least for two weeks after notice

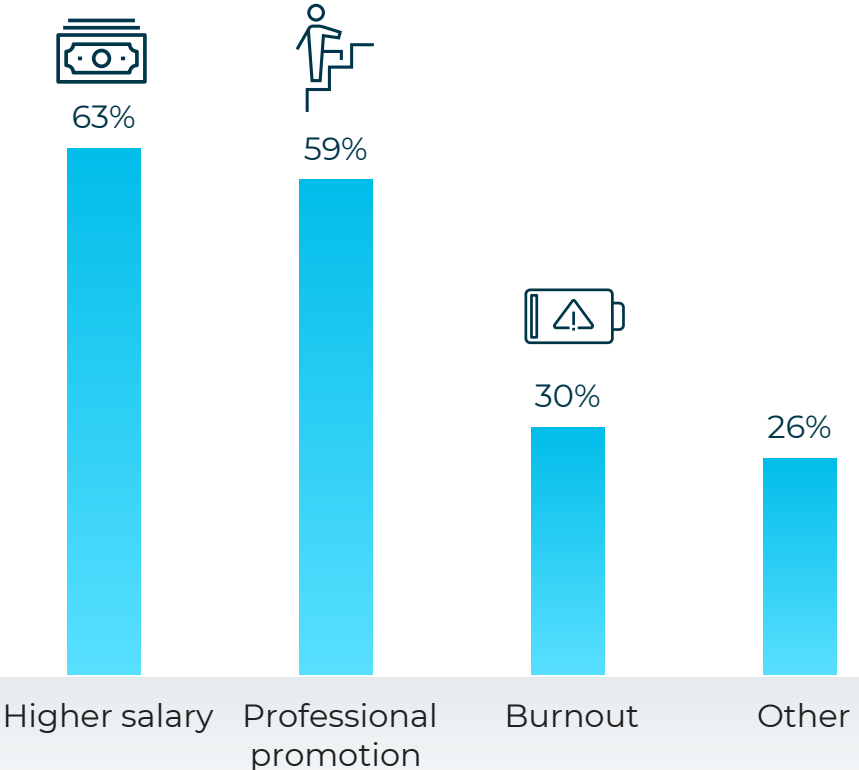
Do most employees continue to work at the same output after giving their notice?

- 29% Yes, the entire time
- 26% Yes, Though not more than 2 weeks
- 11% Yes, Though not more than 1 week
- 30% No
- 33% Other



82% of the employees resign because professional promotion or higher salary, 37% of the companies mark them both.

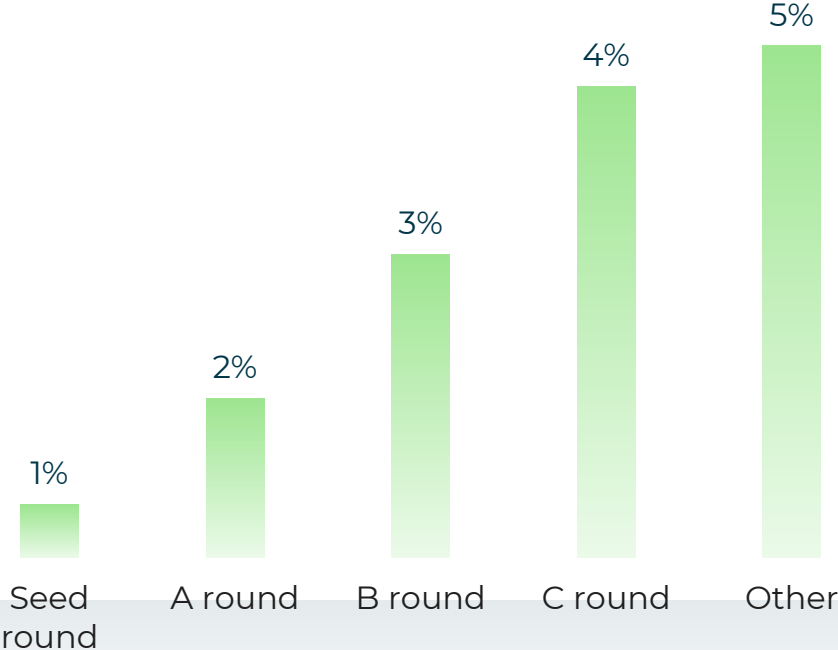
Resign reasons*



*notice that some of the companies counted multiple times

The percentage of executive resignations increases as the company matures

Executive-level employees average resigned per company Post



What actions does your Company take to preserve its employees?

