

# SHIFT NOTES



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## What you need to know

- 62.1% of small businesses are prioritizing increasing benefits in the next 12 months. [Learn more](#) about benefit trends expected in 2020.
- Organizations that effectively deliver on their Employee Value Proposition can decrease turnover by [nearly 70%](#).
- [40% of employees](#) who receive poor (or no) on-the-job training leave within the first year of employment. Is your on-the-job training program up to par?

## In case you missed it

- Employee burnout isn't a personal issue. It's an organizational one that affects every part of your business. From lost employee productivity and turnover to an estimated \$125 billion to \$190 billion a year in health care costs, burnout can wreak havoc on your bottom line. The good news, it's a preventable issue. [Not sure what to do? Start here.](#)
- A Gallup poll found that 23% of employees felt burned out often or always while 44% felt burned out sometimes. Add them up, and you have about 70% of your employees struggling with this issue! [Here are 7 ways to help employees who are feeling burnt out.](#)

## What we're reading

- Payroll is one of the most important tasks done at your business, but it can be confusing and frustrating. That's why we're loving [this guide](#) to all things payroll from Namely. If you have any questions about payroll, this is a must read.

- According to the National Small Business Association, small to mid-sized business owners spend more than 20 hours per month trying to comply with state and federal laws. Here are [3 tips you can use](#) to manage compliance complexity.
- Email spam laws aren't just something big companies need to worry about. Here are [10 rules your business needs to be following](#) for emails, regardless of size.



## An Unexpected Way to Increase Sales

Predictive schedules don't just benefit employees. They can help your bottom-line as well.

## The Business of Pharmacy Podcast

Our CEO was recently a guest on this show made specifically for pharmacy professionals.



“Continuous learning  
is the minimum  
requirement  
for success in any  
field.”

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Dennis Waitle



## Inspiration for the road

We'll see you next month!

