



## Just in case it matters to you:

CLIENT / CONTACT BULLETIN 10-17

- **THE COST OF EMPLOYEE TURNOVER CAN BE STAGGERING** – up to 2-1/2 times annual salary, according to studies by American Management Ass'n, depending on how skilled the position. 'Costs' fall into five categories: (1) Exit costs involving paperwork and management time, severance and benefits continuation, etc; (2) Absence costs like impact on production and morale of others who need to 'cover' functions, plus disruption to business flow or customers; (3) Recruitment costs of ads, headhunters, internal screening, testing, background checks, etc; (4) Set-up costs for new employee orientation, technology set-up, procedures training, ramp-up, etc; and (5) Opportunity costs reflecting the margin of revenues less direct payroll for lost production. "Relative to the cost of the churn, investing in simple things that make your Company a more comfortable and rewarding place to work.... and investing a little more in hiring and retaining the right people can pay out big in the long run." DCG are experts in helping achieve this objective. Let us help. [OPENFORUM.COM – Apr 8, 10]
- **FOR NEARLY HALF THE COUNTRY, THE STRESS OF APRIL INCOME TAX FILINGS HAVE BECOME A SPECTATOR SPORT**, since they "will not pay a single penny of income tax...These millions of voters effectively make no contribution to all the expensive services they receive, and have absolutely no motivation to rein in out-of-control federal spending... figuring – correctly – that it's all somebody else's problem... We're ominously close to a tipping point in which a majority of citizens can vote to tax the hell out of the hardworking, successful minority (as 10% of Americans now fund 75% of federal taxes) – taking us beyond 'redistribution' to what is essentially an assault on the moral legitimacy of the system... The remorseless shriveling of the tax rolls is a cancer at the heart of republican citizenship... We are now not merely disincentivizing economic energy but actively waging war on it... When you think about it, some 53% of American households prop up not just this country but half the planet – effectively picking up the defense tab for our wealthiest allies, so that Germany, Japan, and others can maintain minimal militaries and lavish the savings on cradle-to-grave entitlements...The American Revolution has evolved from 'No Taxation Without Representation' to 'Representation Without Taxation'... as a relatively tiny group of people are writing the checks for the entire global order. What proportion would need to figure out that the game's no longer worth it to bring the whole system crashing down?" [MARK STEYN – NAT'L REVIEW ONLINE –Apr 10, 10; THE WEEK – Apr 23, 10]
- **SMALL BUSINESS TAX FILING ALERT:** Since "sole proprietors who underreport their income can create an unfair burden on honest taxpayers and diminish the public's respect for the tax system," the IRS Treasury Inspector General has just announced a new program to audit unincorporated businesses for "*unfiled returns such as employment tax and information returns, and to probe for unreported income*" – even when the audit is conducted by correspondence. [WEBCPA – Apr 12, 10]
- **WHETHER CELLPHONE RADIATION CAN CAUSE BRAIN CANCER** is a volatile argument without conclusive scientific studies (since some show yes, some no, and some maybe – often correlated to the vested interest of sponsors). The major 'health' organizations (including American Cancer Society, US Food & Drug Admin and World Health Organization) regard cellphones as 'safe,' particularly since their "radiofrequency energy is a range of the electromagnetic spectrum that includes AM/FM broadcast radio, television, cordless phones, baby monitors, radar and microwave ovens." However, skepticism stems from the fact that widespread cellphone usage only evolved around ten years ago, while "it took 40 years for brain tumors to show up after Hiroshima." Although brain cancer today is rare, some 277M cellphone accounts exist in the U.S. alone and are increasingly used by children whose brains absorb higher amounts of RF radiation. "Critics compare our position today – at the dawn of wireless communication – to that of our grandparents upon the widespread introduction of tobacco and asbestos into the environment in the past century. It took decades for these carcinogens to leave a mark on official health statistics, but the body counts grew exponentially...as well as financial repercussions." [MENS' HEALTH – May 10]
- **OUR "HIGHLY POLARIZED POLITICAL ENVIRONMENT...MAY SLOWLY MODERATE"** as results-oriented Gen Xers and particularly Millennials are beginning to "dominate the national dialogue... believing that individuals can no longer count on government social-security income, pensions, or other benefits... recognizing that group action often is the best way to optimize the use of scarce resources," and focusing on the significance of family issues like "health care, day care, early childhood education, antidrug campaigns, and the environment." [THE FUTURIST – May-June 10]
- **THOUGHTS FOR THE WEEK: *The 'Law of Logical Argument' goes: Anything is possible if you don't know what you are talking about. "If you can't explain it simply, you don't understand it well enough."*** – Albert Einstein