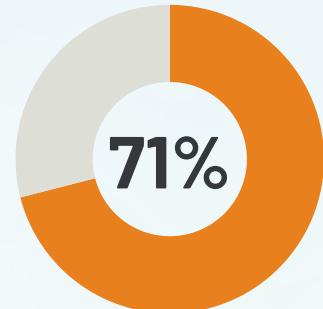


# 2025 Year in Review

180one

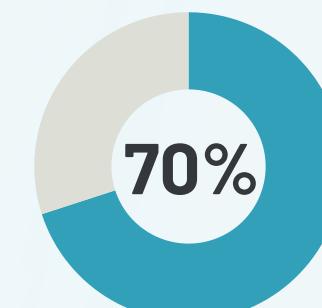
## The Real Keys To Retaining Top Talent in the Middle Market

While a survey of private company executives found that 76% view talent retention as essential to remaining competitive, the forces that truly keep employees engaged are rooted less in compensation and more in leadership, development, and trust.



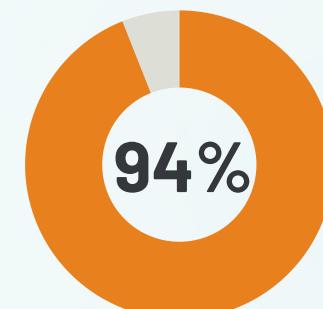
### Recognition Retains: The Power of Feeling Valued

Employees would be less likely to leave if they were recognized more frequently



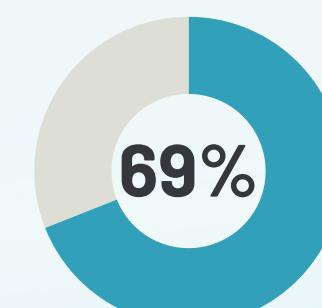
### People Don't Quit Jobs- They Quit Managers

Workers who quit, left over a bad manager



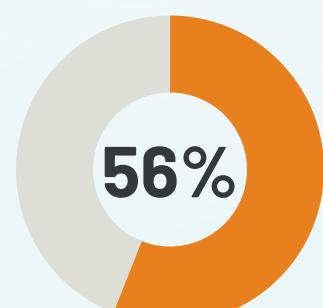
### Learning Is the New Loyalty Driver

Employees say they would stay if they had more learning opportunities



### Onboarding That Builds Long-Term Commitment

Employees are more likely to stay for at least 3 years after a great onboarding experience

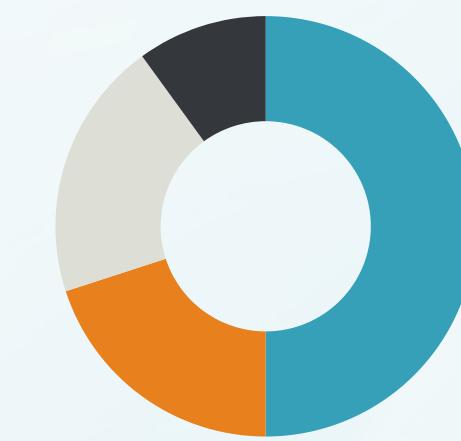


### Pay Still Matters

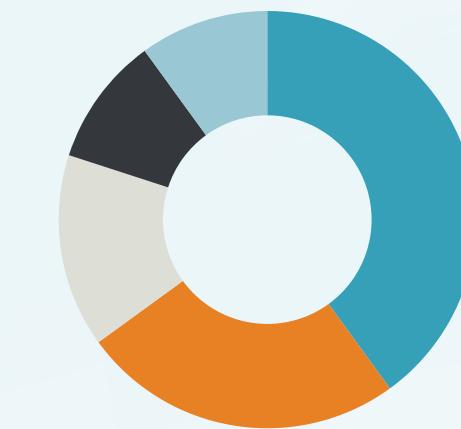
Compensation is one of the key factors employees consider when pursuing new roles

## 180one By The Numbers

### Clients Served



### Most Pressing Search Needs



### Who We Worked With



### Retirements Driving Demand

2025	60% Replacement 40% New
2024	50% Replacement 50% New



### Commitment to Diversity \*

43% diversity of candidates



Increase from 70% to 80% of private company clients offer an LTIP to their executives

3 in 4 placed candidates moved from a large organization to a smaller one



### Searches Included

CEO /President	VP Sales & Marketing
Board Member	VP of Manufacturing
CFO	VP of Operations
CHRO	Director of Supply Chain
CRO	Director of Finance
General Counsel	Director of M&A

\* 180one tracks diversity based on gender and ethnicity.



### Beyond Local Markets

70% of 180one searches were conducted nationally



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