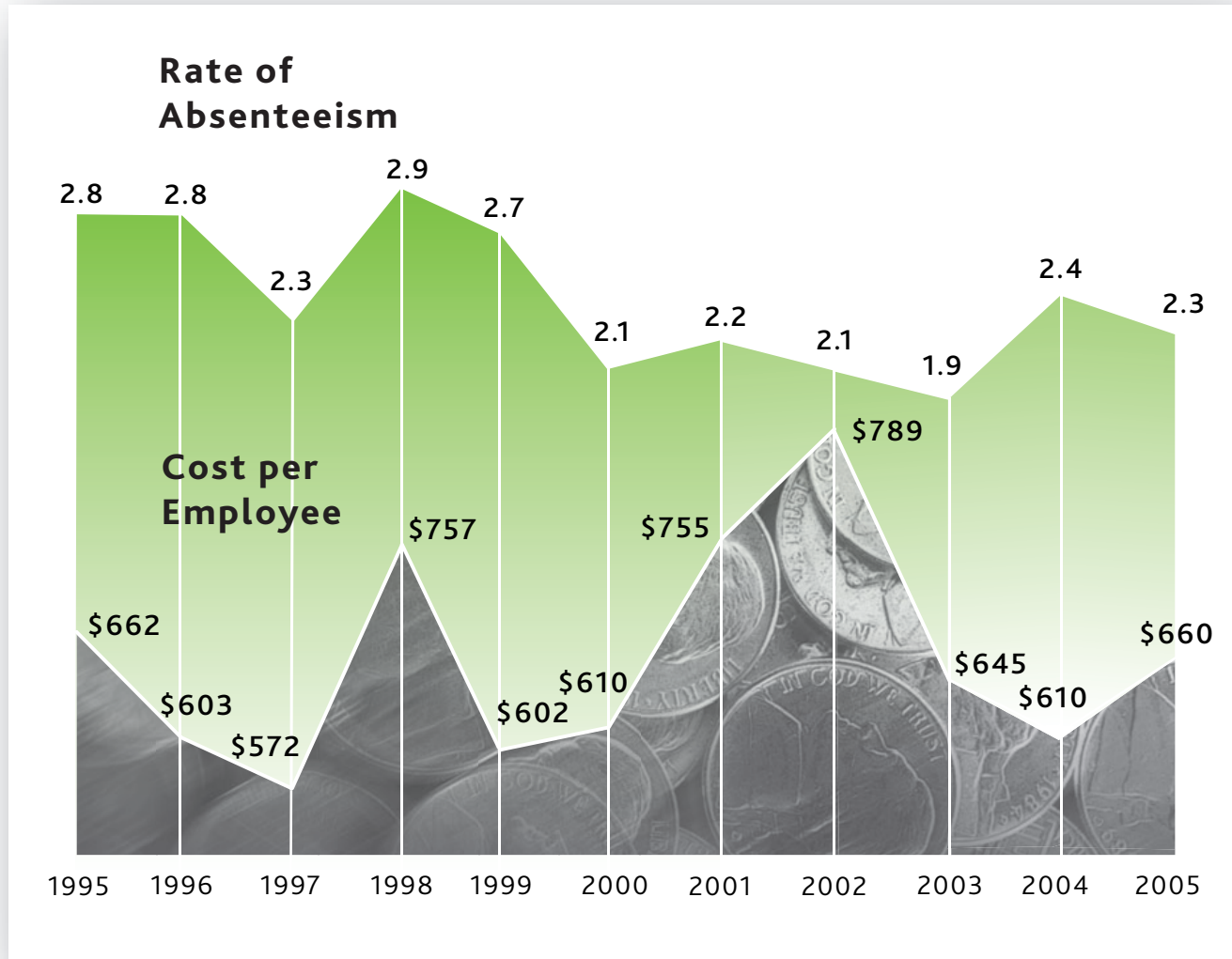


## Rate and Cost of Absenteeism



Rate of Absenteeism = Paid Unscheduled Absence Hours/Paid Productive Hours



Source: CCH INCORPORATED, 2005  
2005 Unscheduled Absence Survey  
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