1. What specific human resource practice are U.S. Security Associates, Aegis Media, Vi and Jiffy Lube using to recruit and retain High- quality employees?
2. Why do you think the practices and programs used at these companies are helping reduce turnover? Explain your logic.
3. To what extent does the size of a company influence the ability to implement the type of practices being used by these five companies? Explain.
4. Based on what you learned in this chapter, can you think of any additional HR practices that might be used to reduce turnover? Discuss
5. What is your key takeaway from this case?

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