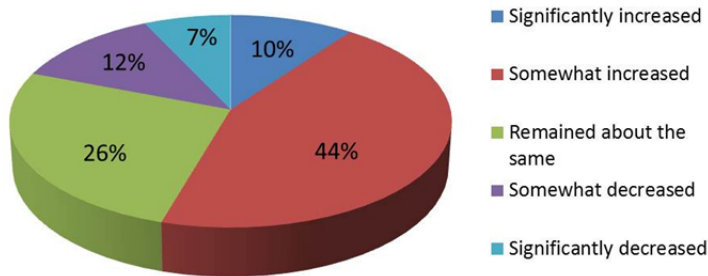


## Mobility Policy and Practice Benchmarking May 2012

**Size of Respondent's U.S. Workforce Over the Past 12 Months**



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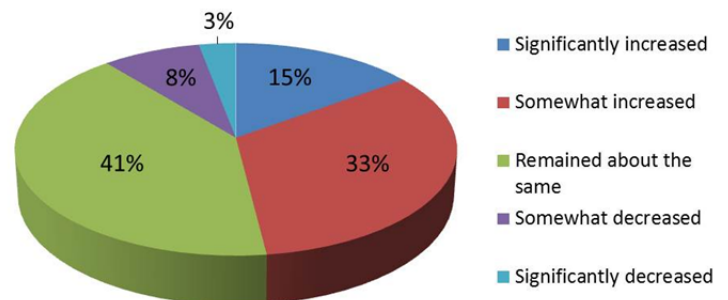
Findings from a survey conducted at a benchmarking session of HR/Mobility professionals at the 2012 National Relocation Conference in San Antonio, Texas provide insight into a number of different issues resulting from continued global economic uncertainty and a challenging but improving U.S. economy. Ninety-three HR/Mobility professionals participated.

While approximately half of respondents report that both their U.S. workforce (54 percent) and global workforce (48 percent) have increased over the past 12 months, only one-fifth (22 percent) rate their employees as more willing to relocate now as compared to

two years ago. Nearly four out of 10 (39 percent) report that their employees are actually less willing to relocate now than in 2010, indicating continued unease with the global economy as well as the stability of the U.S. recovery.

More than 60 percent of organizations provide some form of pre-decision assistance to help employees evaluate potential issues prior to agreeing to a relocation. Nearly two-thirds (64 percent) include an assessment of the transferee's home value as part of that pre-decision program. For four out of 10 companies, the cap on their loss-on-sale assistance has remained the same, while 11 percent have added a cap and 17 percent have increased the cap. Half of companies provide the same cap to all employees, while slightly over a third (37 percent) differentiate the cap by level in the company.

**Size of Respondent's Global Workforce Over the Past 12 Months**



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<b>1. Over the past 12 months, has the size of your company's U.S. workforce:</b>	<b>% of Total (N=72)</b>
Significantly increased	10%
Somewhat increased	44%
Remained about the same	26%
Somewhat decreased	12%
Significantly decreased	7%
<b>Total</b>	<b>100%*</b>

\*Percentages may not total 100% due to rounding.

<b>2. Over the past 12 months, has the size of your company's Global workforce:</b>	<b>% of Total (N=88)</b>
Significantly increased	15%
Somewhat increased	33%
Remained about the same	41%
Somewhat decreased	8%
Significantly decreased	3%
<b>Total</b>	<b>100%</b>

<b>3. In the next 12 months, do you expect the number of current employee transferees to:</b>	<b>% of Total (N=92)</b>
Significantly increase	10%
Somewhat increase	43%
Remained about the same	39%
Somewhat decrease	2%
Significantly decrease	5%
<b>Total</b>	<b>100%*</b>

\*Percentages may not total 100% due to rounding.

<b>4. In the next 12 months, do you expect the number of new hires to:</b>	<b>% of Total (N=91)</b>
Significantly increase	15%
Somewhat increase	48%
Remained about the same	32%
Somewhat decrease	3%
Significantly decrease	1%
<b>Total</b>	<b>100%*</b>

\*Percentages may not total 100% due to rounding.

<b>5. Rate your employees' willingness to relocate compared to two years ago:</b>	<b>% of Total (N=91)</b>
Significantly more willing	4%
Somewhat more willing	18%
About the same	38%
Somewhat less willing	37%
Significantly less willing	2%
<b>Total</b>	<b>100%*</b>

\*Percentages may not total 100% due to rounding.

<b>6. If you provide assistance with short sales, what type of assistance do you provide?</b>	<b>% of Total (N=30)</b>
Coordination through our RMC	20%
Pay closing costs	30%
Additional Loss-on-sale	23%
Extend GBO period	10%
Other	17%
<b>Total</b>	<b>100%</b>

<b>7. Have you adjusted the cap on your loss-on-sale assistance in the last two years?</b>	<b>% of Total (N=65)</b>
Added a cap	11%
Increased the cap	17%
The cap remained the same	42%
Decreased or eliminated the cap	12%
We do not have a cap	18%
<b>Total</b>	<b>100%</b>

<b>8. Are all eligible transferees subject to the same loss-on-sale cap?</b>	<b>% of Total (N=68)</b>
All are subject to the same cap	51%
The cap is differentiated by level in the company	37%
The cap is differentiated based on other criteria	12%
<b>Total</b>	<b>100%</b>

<b>9. Do you provide pre-decision assistance to help employees evaluate family and other issues before they agree to a relocation?</b>	<b>% of Total (N=88)</b>
Yes, employee completes a pre-decision assessment survey	5%
Yes, offer pre-decision counseling or coaching	25%
Yes, have employee complete survey and offer pre-decision counseling/coaching	6%
Yes, offer employee and family a pre-decision trip to the new location	26%
No	39%
<b>Total</b>	<b>100%*</b>

\*Percentages may not total 100% due to rounding.

<b>10. Do you assess the transferee's home value as part of your pre-decision program?</b>	<b>% of Total (N=51)</b>
Yes, BMAs only	24%
Yes, BMAs and Appraisals	18%
Yes, Appraisals only	22%
No assessment of home value as part of the pre-decision program	37%
<b>Total</b>	<b>100%*</b>

\*Percentages may not total 100% due to rounding.