

ATLAS®

Corporate Relocation Survey

CROSSTABS & CHARTS

2024 — 57th Annual



Question 3

Q3. How many employees did your company relocate in 2023? (total amount of moves overall - including international relocations)

By Company Size (Salaried Employees)

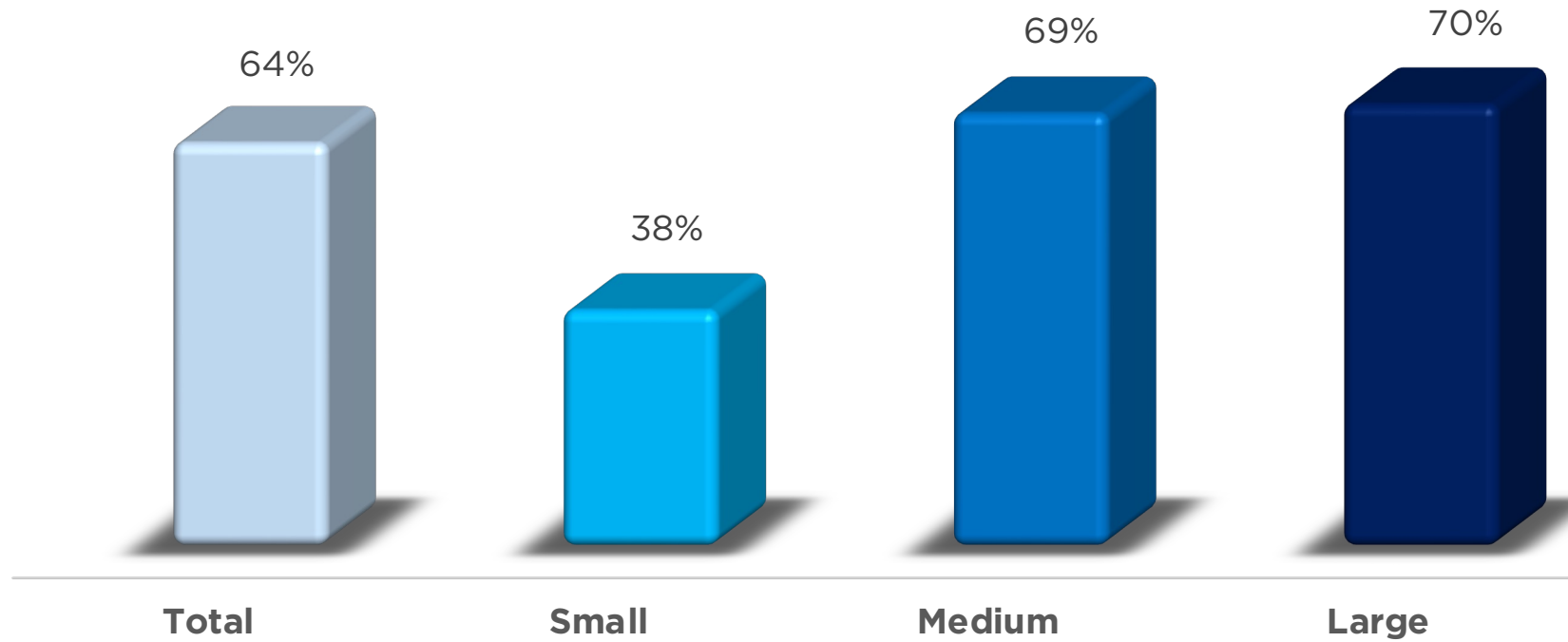
Relocations	Total	Small	Medium	Large
None	0%	1%	0%	0%
1 - 9	12%	39%	8%	3%
10 - 19	9%	13%	8%	5%
20 - 49	10%	13%	11%	4%
50 - 99	18%	7%	20%	14%
100 - 199	18%	20%	16%	25%
200 - 399	17%	3%	19%	21%
400 or more	17%	3%	17%	27%
Median	1-9	50-99	20-49	50 - 99

* excludes those who don't know

Question 4

Q4. Do you ever relocate employees between countries? (i.e., do you move employees across borders/internationally to work for or in service of your organization?)

By Company Size (Salaried Employees)



* % of companies answering "Yes"

Question 5

Q5. Is your company... (i.e., boundaries of your company's operations)

By Company Size (Salaried Employees)

	Total	Small	Medium	Large
Regional	27%	44%	24%	18%
National	33%	40%	34%	17%
International	40%	16%	41%	65%

Question 6a

Q6. Compared to 2022, what occurred for the following categories for your company?

Q6a. Number of employees relocated in 2023 (overall)

By Company Size (Salaried Employees)

	Total	Small	Medium	Large	
↑	Increase Significantly	31%	22%	33%	31%
↑	Increase Somewhat	39%	38%	38%	40%
—	Stay About the Same	22%	30%	21%	16%
↓	Decrease Somewhat	7%	10%	6%	12%
↓	Decrease Significantly	1%	1%	1%	1%

Question 6b

Q6. Compared to 2022, what occurred for the following categories for your company?

Q6b. 2023 Relocation budget

By Company Size (Salaried Employees)

	Total	Small	Medium	Large	
↑	Increase Significantly	26%	17%	27%	28%
↑	Increase Somewhat	42%	32%	43%	45%
—	Stay About the Same	24%	34%	23%	22%
↓	Decrease Somewhat	7%	13%	6%	4%
↓	Decrease Significantly	2%	3%	1%	1%

Question 6c

Q6. Compared to 2022, what occurred for the following categories for your company?

Q6c. Number of employees relocated in 2023 (internationally)

By Company Size (Salaried Employees)

	Total	Small	Medium	Large	
↑	Increase Significantly	23%	5%	26%	25%
↑	Increase Somewhat	28%	22%	29%	29%
—	Stay About the Same	38%	55%	36%	34%
↓	Decrease Somewhat	5%	5%	6%	4%
↓	Decrease Significantly	5%	14%	2%	9%

Question 7a

Q7. Compared to 2023, what do you anticipate will occur for the following categories within your company?

Q7a. Number of employees relocated in 2024 (overall)

By Company Size (Salaried Employees)

	Total	Small	Medium	Large	
↑	Increase Significantly	29%	18%	32%	30%
↑	Increase Somewhat	36%	38%	34%	48%
—	Stay About the Same	27%	34%	28%	13%
↓	Decrease Somewhat	6%	7%	5%	8%
↓	Decrease Significantly	2%	3%	1%	1%

Question 7b

Q7. Compared to 2023, what do you anticipate will occur for the following categories within your company?
Q7b. 2024 relocation budget

By Company Size (Salaried Employees)

	Total	Small	Medium	Large	
↑	Increase Significantly	26%	17%	27%	26%
↑	Increase Somewhat	38%	33%	38%	46%
—	Stay About the Same	28%	32%	28%	20%
↓	Decrease Somewhat	7%	13%	6%	7%
↓	Decrease Significantly	2%	5%	1%	1%

Question 7c

Q7. Compared to 2023, what do you anticipate will occur for the following categories within your company?

Q7c. Number of employees relocated in 2024 (internationally)

By Company Size (Salaried Employees)

	Total	Small	Medium	Large	
↑	Increase Significantly	23%	8%	26%	26%
↑	Increase Somewhat	31%	19%	33%	32%
—	Stay About the Same	38%	58%	35%	32%
↓	Decrease Somewhat	5%	7%	4%	5%
↓	Decrease Significantly	4%	8%	3%	5%

Question 8

Q8. In 2023, what approximate percentage of your total relocations were...

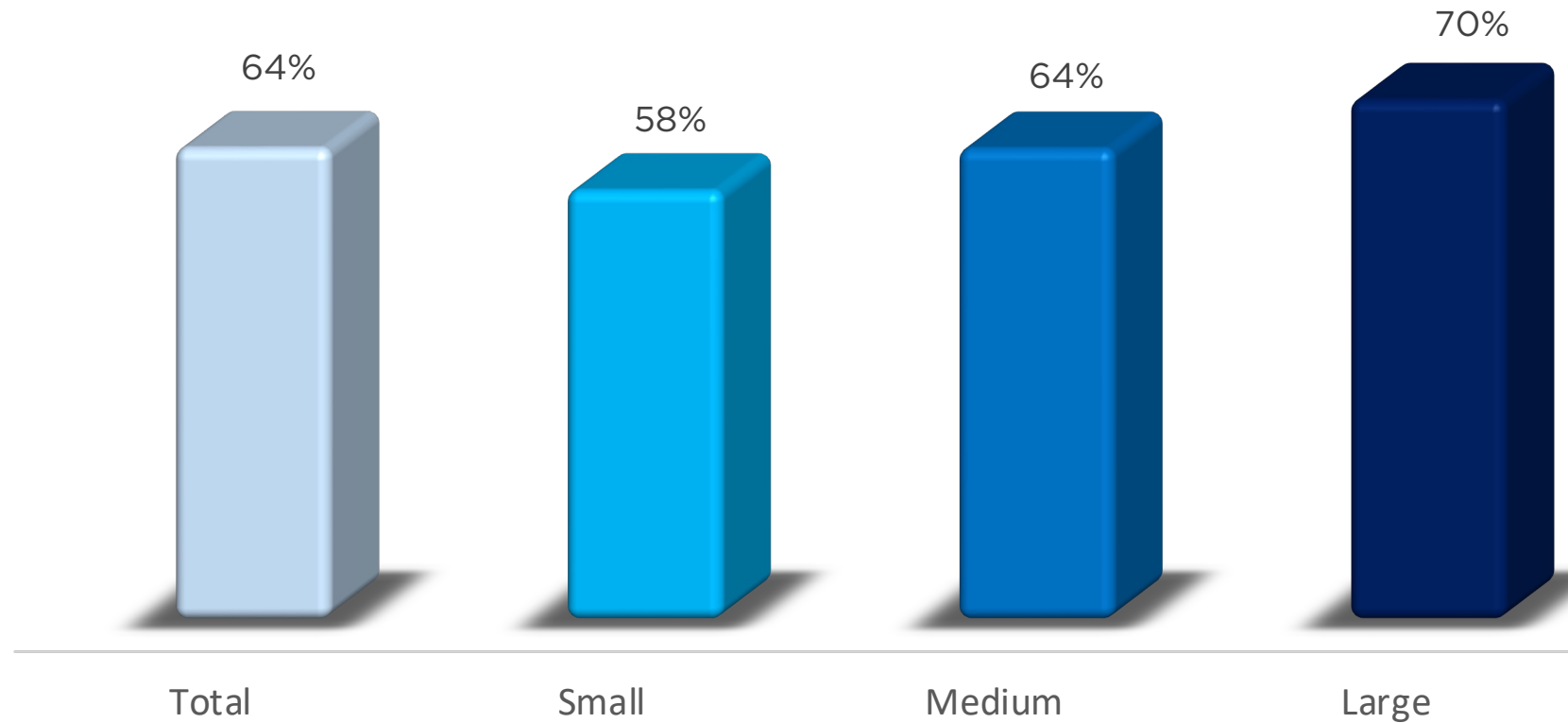
By Company Size (Salaried Employees)

Relocations	Total	Small	Medium	Large
Interstate (from one state to another)	37%	44%	34%	45%
Intrastate (within the same state)	36%	43%	36%	24%
Between the US and another country	18%	13%	18%	20%
Between two foreign countries	15%	9%	16%	16%

Question 9

Q9. Did any employees decline the opportunity to relocate in 2023

By Company Size (Salaried Employees)



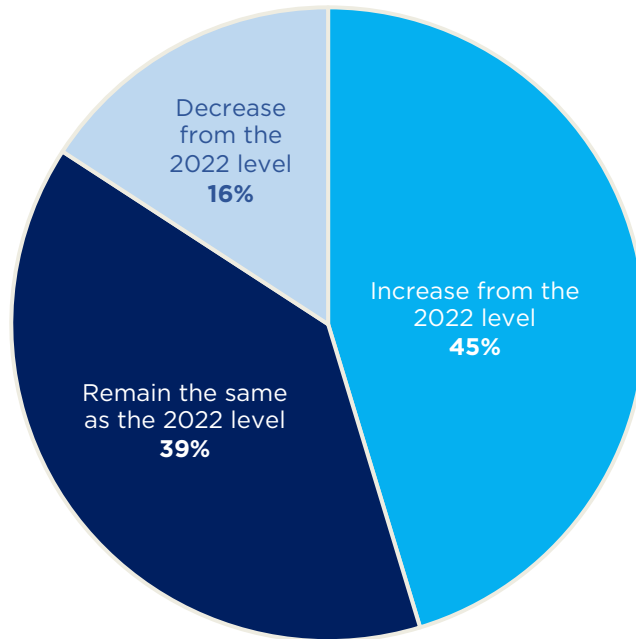
* % of companies answering "Yes" / excludes those who don't know

Question 10

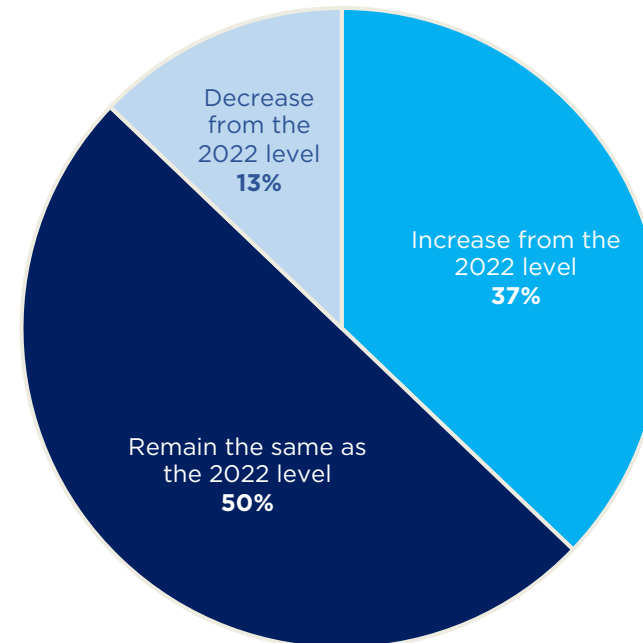
Q10. Did the number of employees declining relocation in 2023...

By Company Size (Salaried Employees)

TOTAL



SMALL



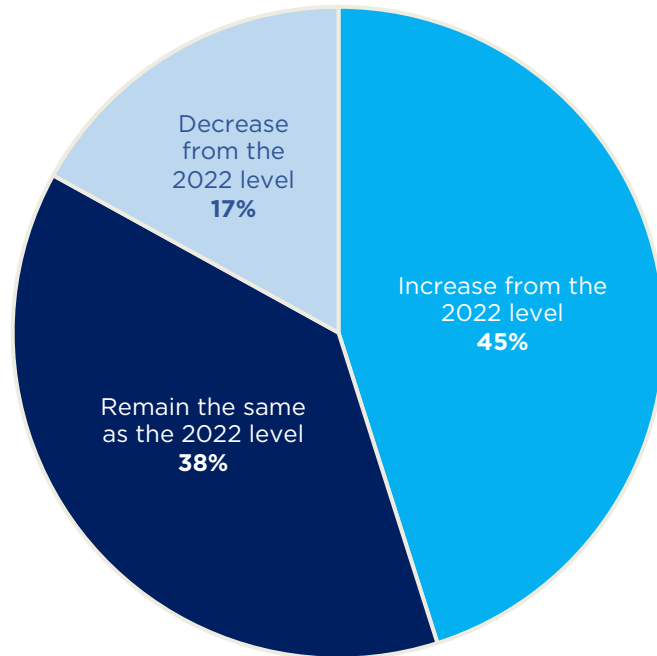
* excludes those who don't know

Question 10

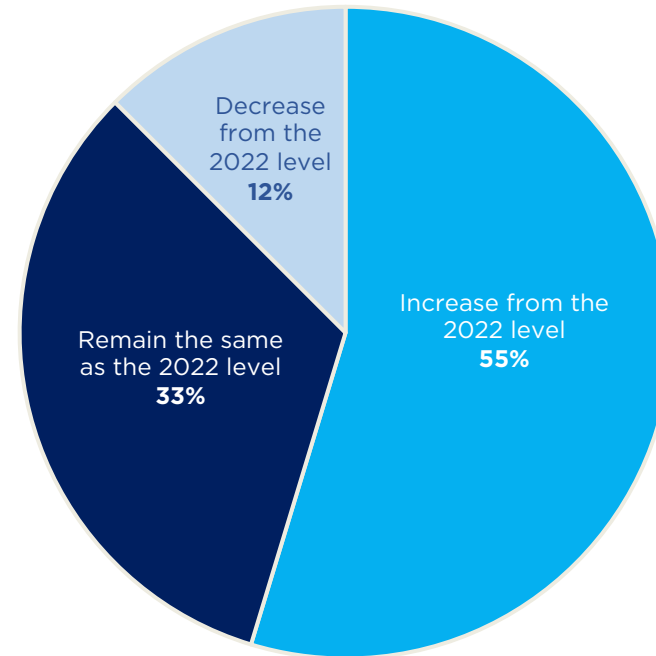
Q10. Did the number of employees declining relocation in 2023...

By Company Size (Salaried Employees)

MEDIUM



LARGE

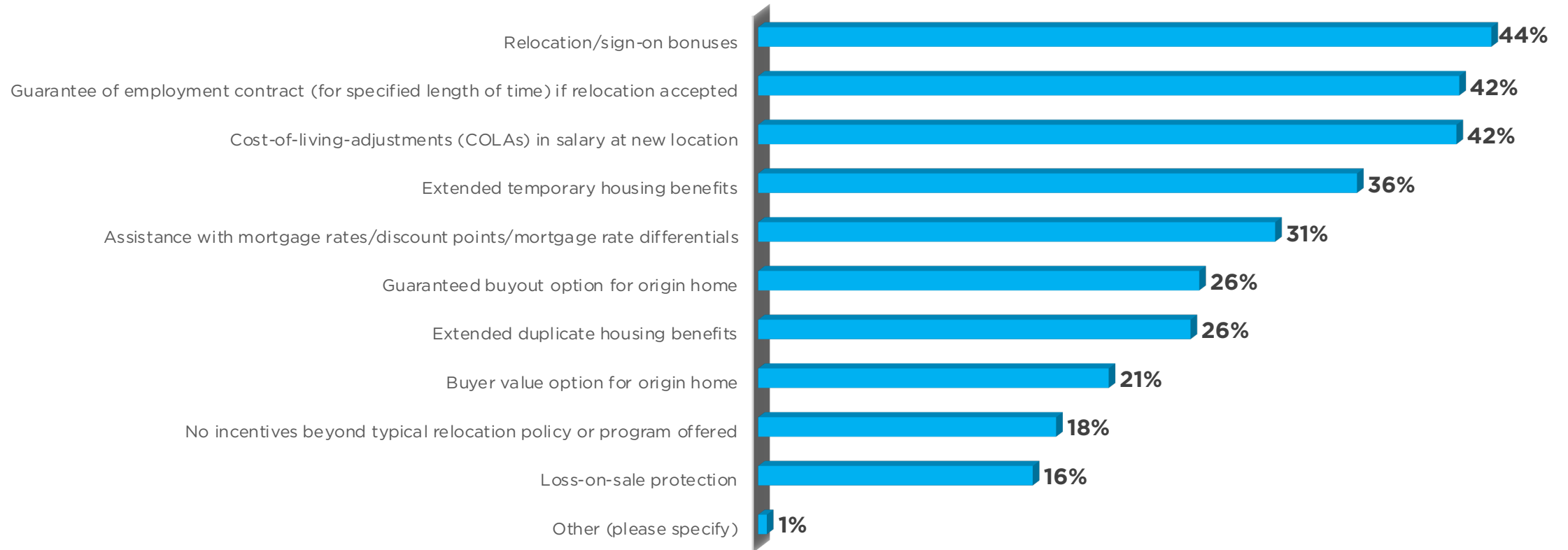


* excludes those who don't know

Question 11

Q11. Did your company offer any of the following additional non-standard incentives or exceptions to encourage employee relocations over the past year?

By Company Size (Salaried Employees)



Question 11

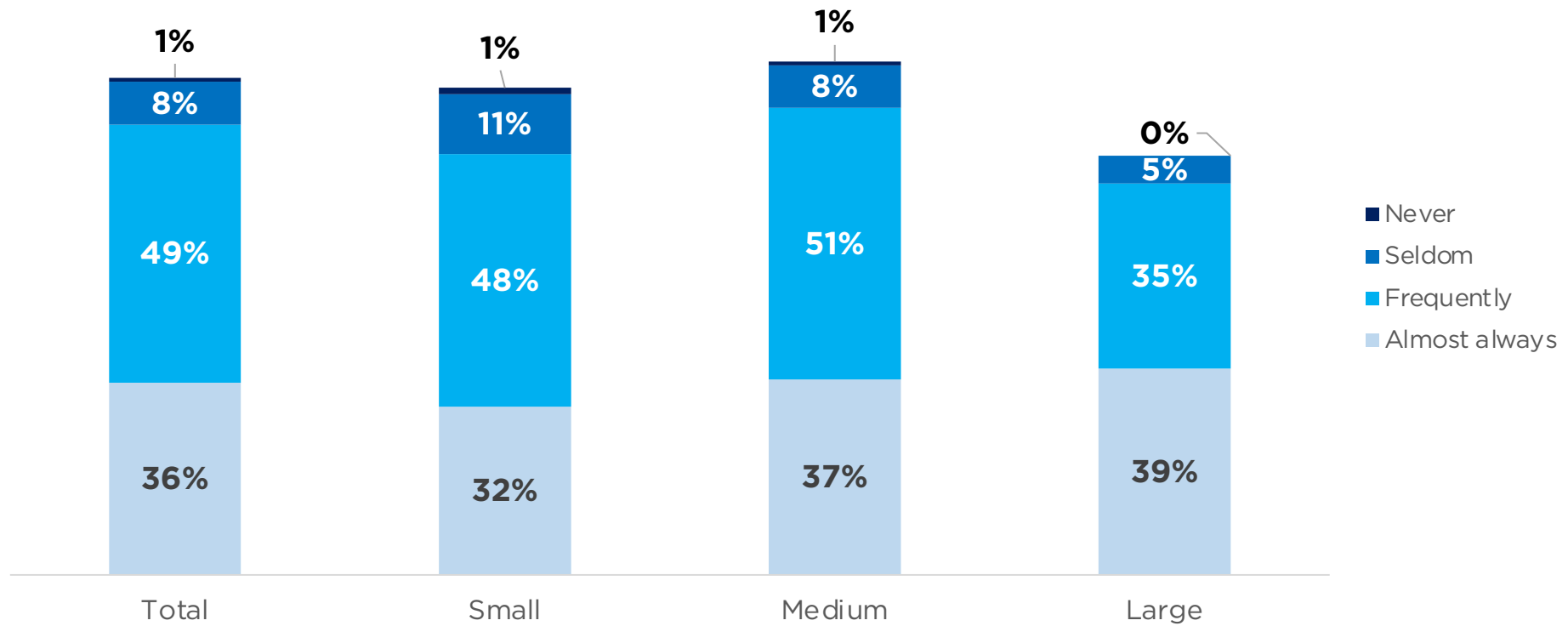
Q11. Did your company offer any of the following additional non-standard incentives or exceptions to encourage employee relocations over the past year?

By Company Size (Salaried Employees)

Additional Incentive or Exception Offered	Total	Small	Medium	Large
Relocation/sign-on bonuses	44%	48%	42%	48%
Cost-of-living-adjustments (COLAs) in salary at new location	42%	34%	41%	55%
Guarantee of employment contract (for specified length of time) if relocation accepted	42%	35%	45%	32%
Extended temporary housing benefits	36%	36%	35%	36%
Assistance with mortgage rates/discount points/mortgage rate differentials	31%	19%	33%	30%
Guaranteed buyout option for origin home	26%	15%	28%	29%
Extended duplicate housing benefits	26%	17%	28%	26%
Buyer value option for origin home	21%	9%	23%	22%
No incentives beyond typical relocation policy or program offered	18%	18%	16%	29%
Loss-on-sale protection	16%	7%	19%	16%
Other (please specify)	1%	0%	0%	1%

Question 12

Q12. How often did offering the above incentives (Q11) or exceptions prove successful in convincing an employee to relocate?

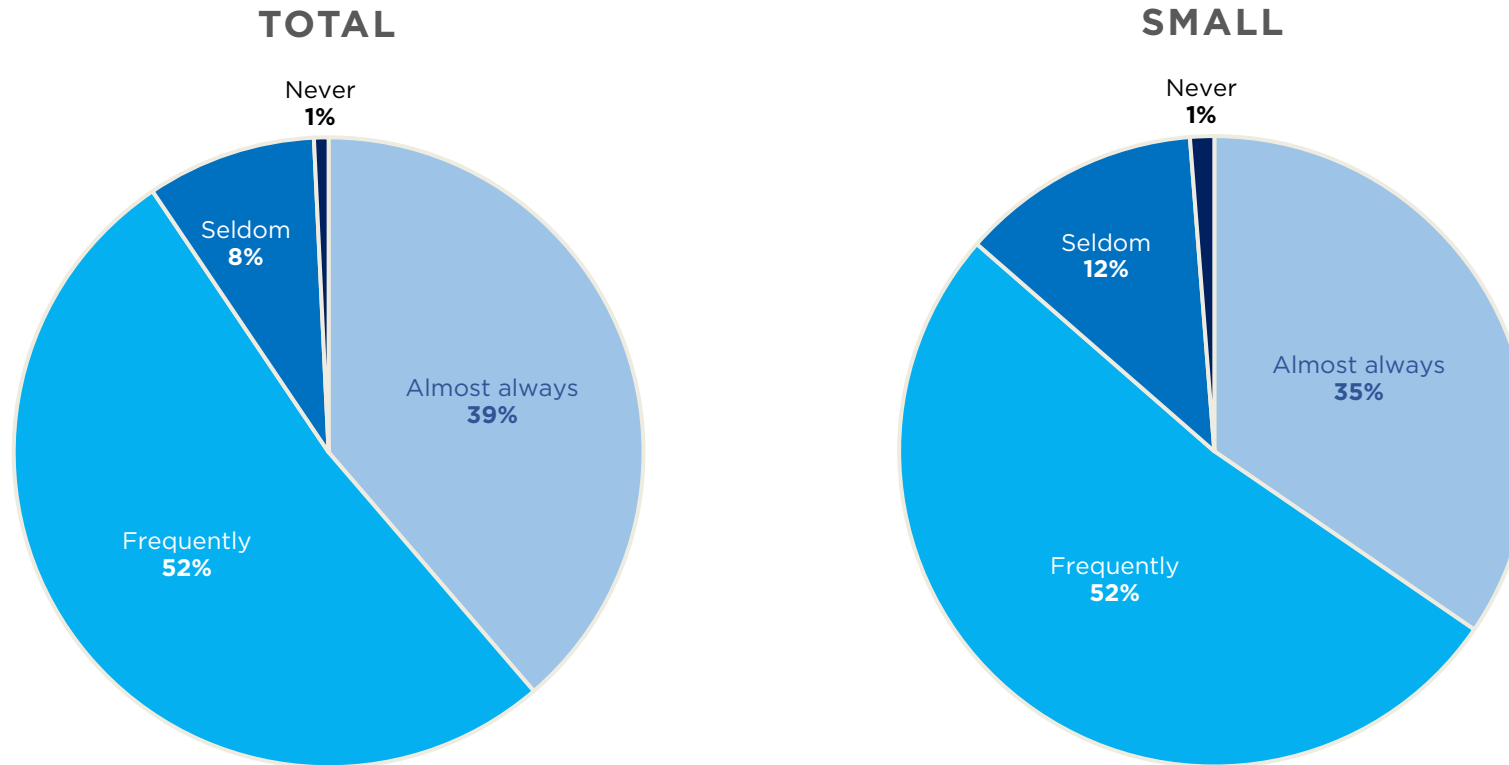


* excludes not applicable / don't know responses

Question 12

Q12. How often did offering the above incentives or exceptions prove successful in convincing an employee to relocate?

By Company Size (Salaried Employees)

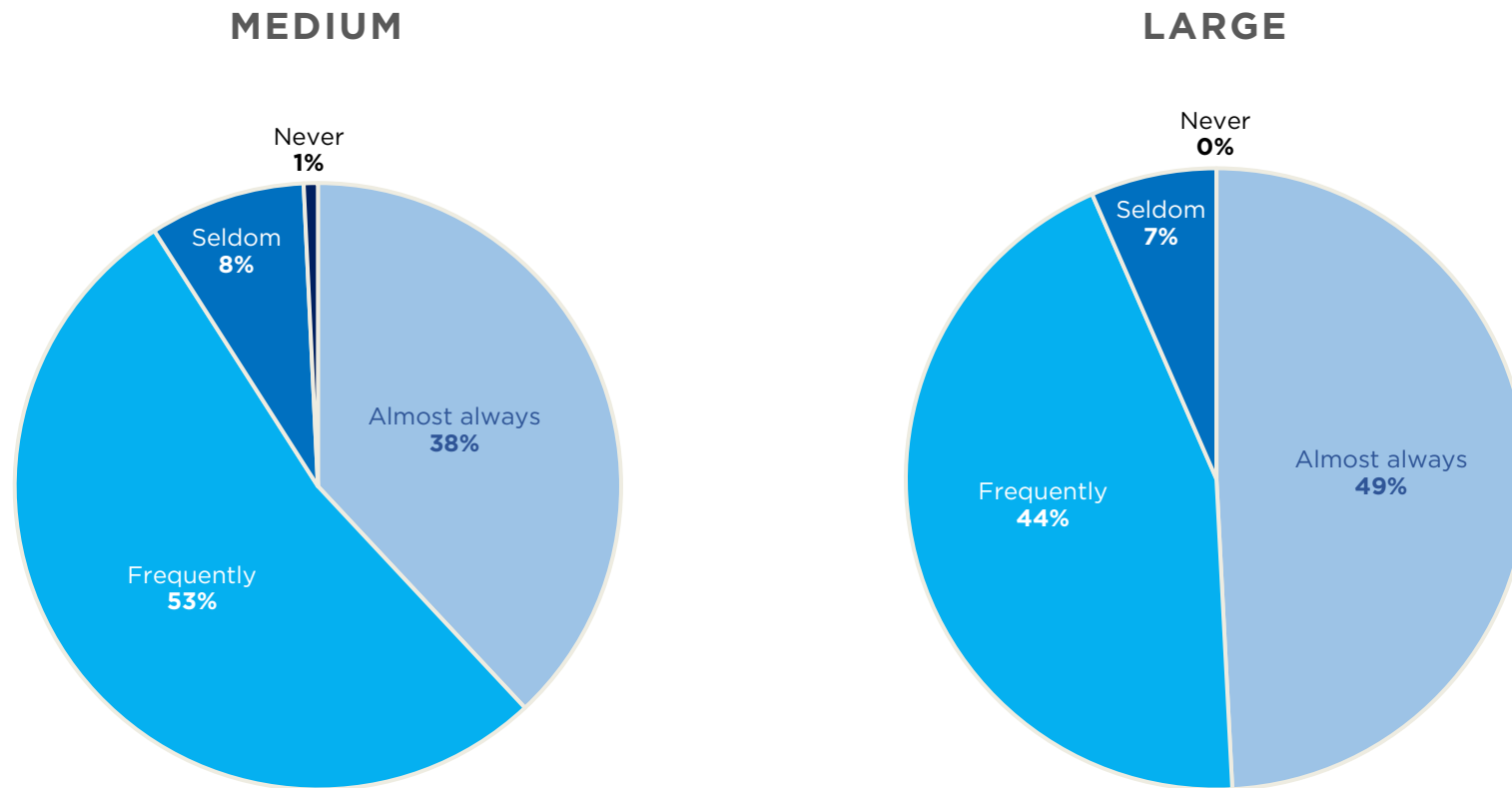


* excludes those who don't know

Question 12

Q12. How often did offering the above incentives or exceptions prove successful in convincing an employee to relocate?

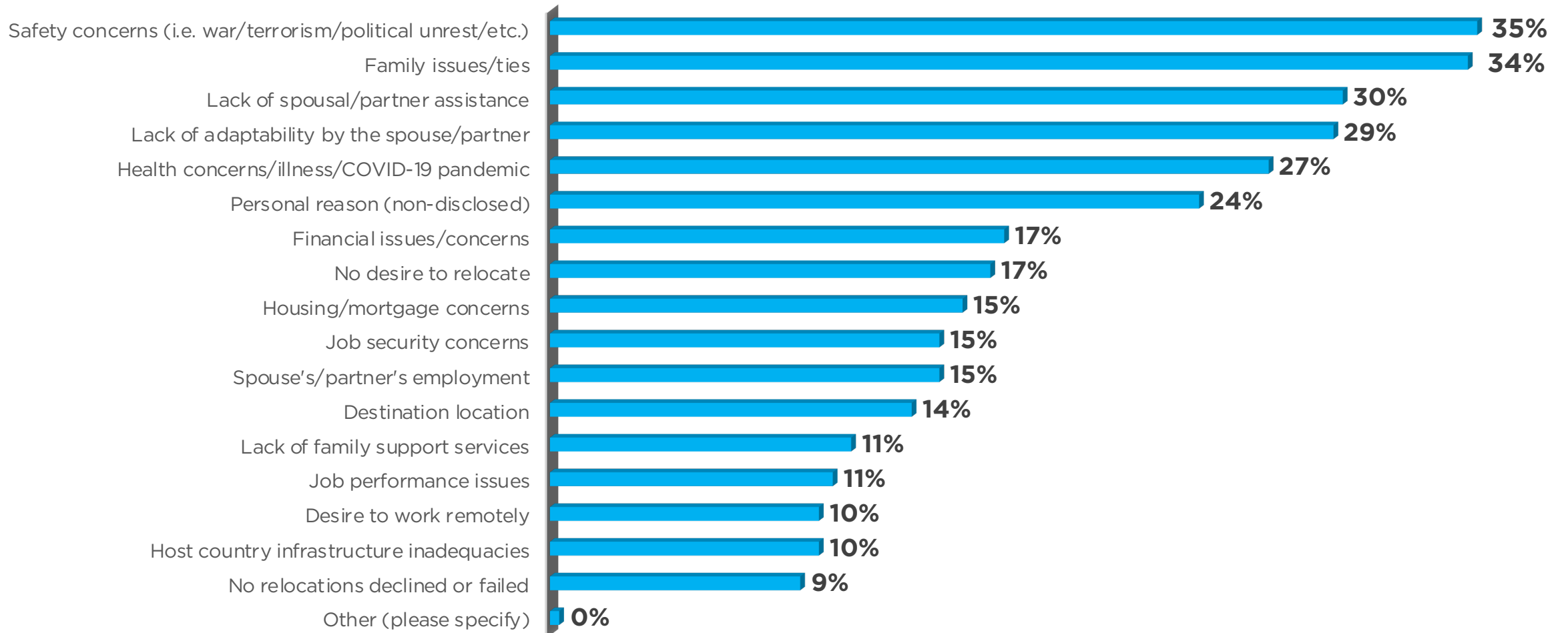
By Company Size (Salaried Employees)



* excludes those who don't know

Question 13

Q13. In 2023, what reasons were cited for an employee declining a relocation or for a relocation to fail?



Question 13

Q13. In 2023, what reasons were cited for an employee declining a relocation or for a relocation to fail?

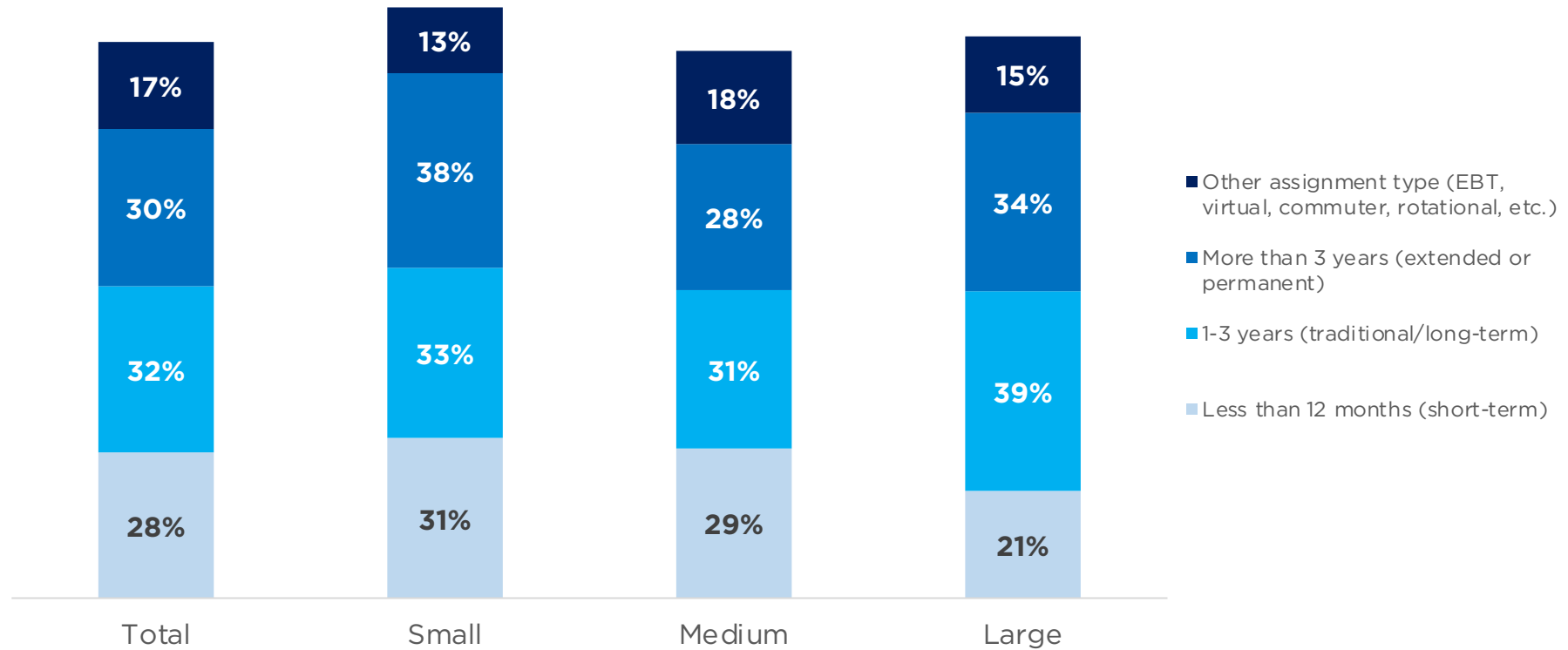
By Company Size (Salaried Employees)

Reasons for Declined Relocation	Total	Small	Medium	Large
Safety concerns (i.e. war/terrorism/political unrest/etc.)	35%	27%	38%	27%
Family issues/ties	34%	27%	35%	40%
Lack of spousal/partner assistance	30%	28%	29%	35%
Lack of adaptability by the spouse/partner	29%	23%	31%	27%
Health concerns/illness/COVID-19 pandemic	27%	23%	29%	21%
Personal reason (non-disclosed)	24%	19%	24%	32%
Financial issues/concerns	17%	15%	17%	22%
No desire to relocate	17%	16%	15%	25%
Housing/mortgage concerns	15%	16%	15%	18%
Spouse's/partner's employment	15%	17%	13%	21%
Job security concerns	15%	8%	16%	14%
Destination location	14%	13%	13%	17%
Lack of family support services	11%	16%	11%	9%
Job performance issues	11%	7%	11%	12%
Host country infrastructure inadequacies	10%	7%	11%	8%
Desire to work remotely	10%	6%	10%	17%
No relocations declined or failed	9%	16%	8%	12%
I don't know	3%	3%	2%	5%
Other (please specify)	0%	0%	0%	0%

Question 14

Q14. In 2023, what approximate percentage of your total relocations were...

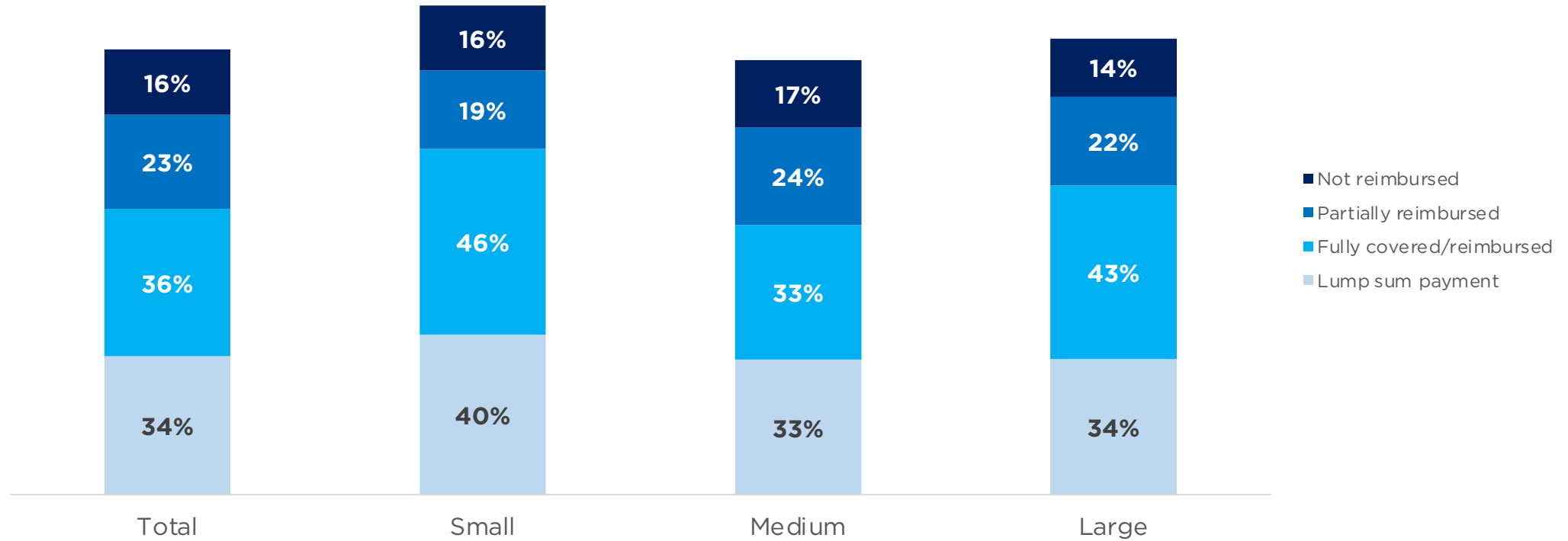
By Company Size (Salaried Employees)



Question 15

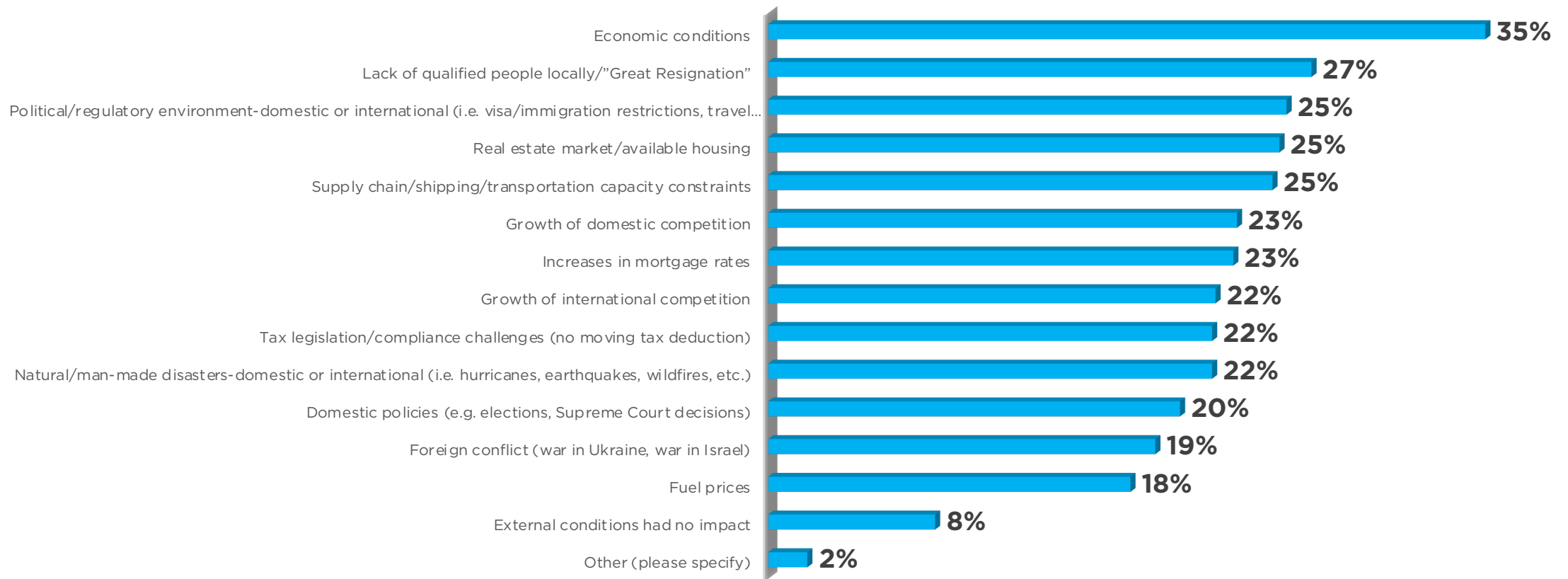
Q15. In 2023, what approximate percentage of your relocations were...

By Company Size (Salaried Employees)



Question 16

Q16. What external factors had the most significant impact on the number of your employee relocations in 2023?



Question 16

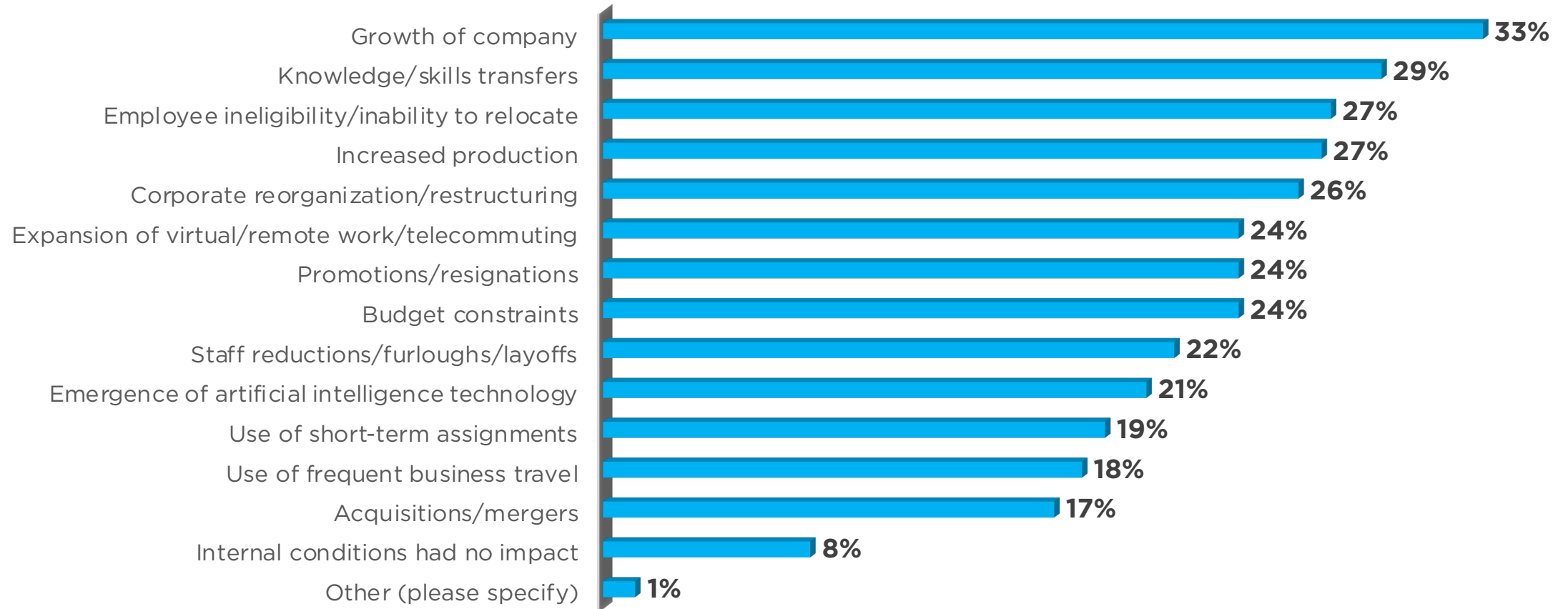
Q16. What external factors had the most significant impact on the number of your employee relocations in 2023?

By Company Size (Salaried Employees)

External Factor Impacting Relocating	Total	Small	Medium	Large
Economic conditions	35%	36%	35%	36%
Lack of qualified people locally/"Great Resignation"	27%	38%	25%	22%
Real estate market/available housing	25%	22%	24%	34%
Political/regulatory environment-domestic or international (i.e. visa/immigration restrictions, travel bans/closed borders, trade agreement changes, etc.)	25%	16%	28%	22%
Supply chain/shipping/transportation capacity constraints	25%	22%	25%	25%
Increases in mortgage rates	23%	19%	22%	30%
Growth of domestic competition	23%	22%	24%	17%
Growth of international competition	22%	13%	25%	16%
Natural/man-made disasters-domestic or international (i.e. hurricanes, earthquakes, wildfires, etc.)	22%	14%	24%	17%
Tax legislation/compliance challenges (no moving tax deduction)	22%	13%	23%	23%
Domestic policies (e.g. elections, Supreme Court decisions)	20%	11%	21%	26%
Foreign conflict (war in Ukraine, war in Israel)	19%	13%	21%	16%
Fuel prices	18%	16%	18%	17%
External conditions had no impact	8%	8%	8%	10%
Other (please specify)	2%	5%	1%	3%

Question 17

Q17. What internal company conditions had the most significant impact on the number of your employee relocations in 2023?



Question 17

Q17. What internal company conditions had the most significant impact on the number of your employee relocations in 2023?

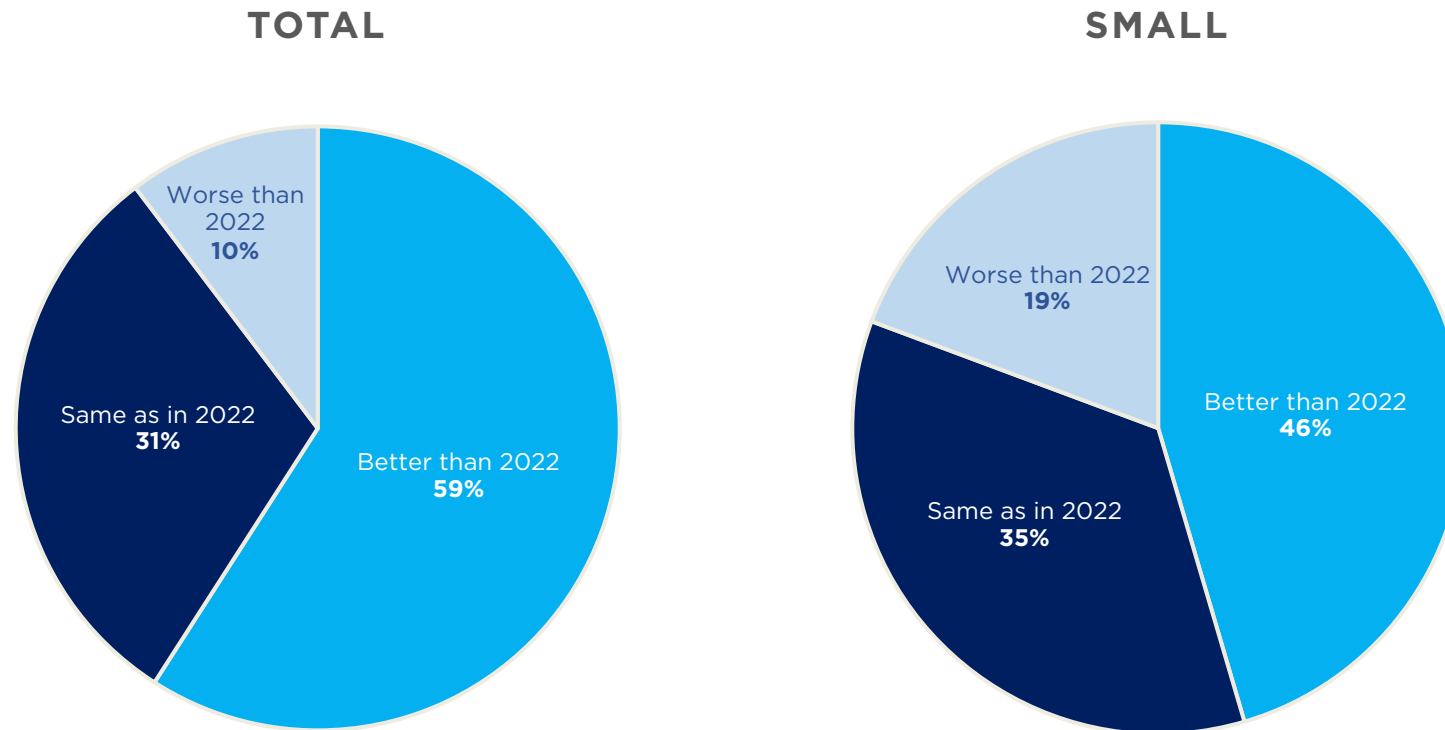
By Company Size (Salaried Employees)

Internal Factor Impacting Relocations	Total	Small	Medium	Large
Growth of company	33%	20%	35%	40%
Knowledge/skills transfers	29%	19%	30%	39%
Increased production	27%	22%	29%	25%
Employee ineligibility/inability to relocate	27%	28%	28%	22%
Corporate reorganization/restructuring	26%	26%	27%	23%
Budget constraints	24%	24%	24%	26%
Promotions/resignations	24%	20%	23%	32%
Expansion of virtual/remote work/telecommuting	24%	20%	24%	27%
Staff reductions/furloughs/layoffs	22%	19%	22%	19%
Emergence of artificial intelligence technology	21%	8%	25%	12%
Use of short-term assignments	19%	14%	20%	19%
Use of frequent business travel	18%	17%	20%	12%
Acquisitions/mergers	17%	14%	17%	22%
Internal conditions had no impact	8%	7%	8%	8%
Other (please specify)	1%	2%	0%	4%

Question 18

Q18. Compared to 2022, from your company's perspective, please rate the following in 2023.
Q18a. Your company's overall financial performance

By Company Size (Salaried Employees)



* excludes those who don't know

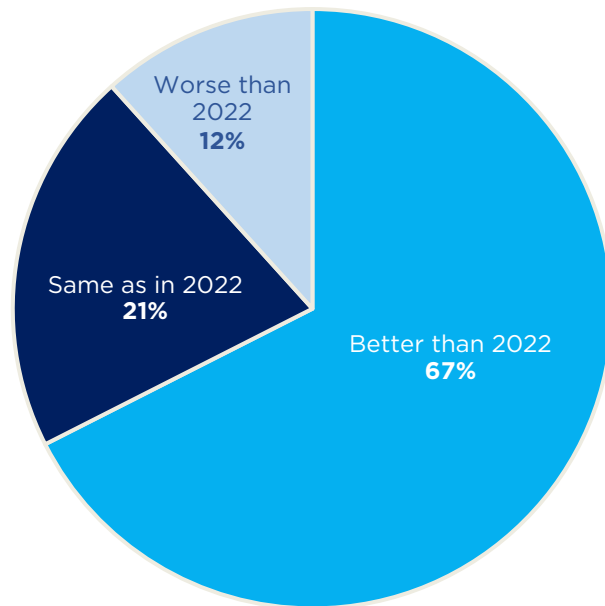
Question 18

Q18. Compared to 2022, from your company's perspective, please rate the following in 2023.

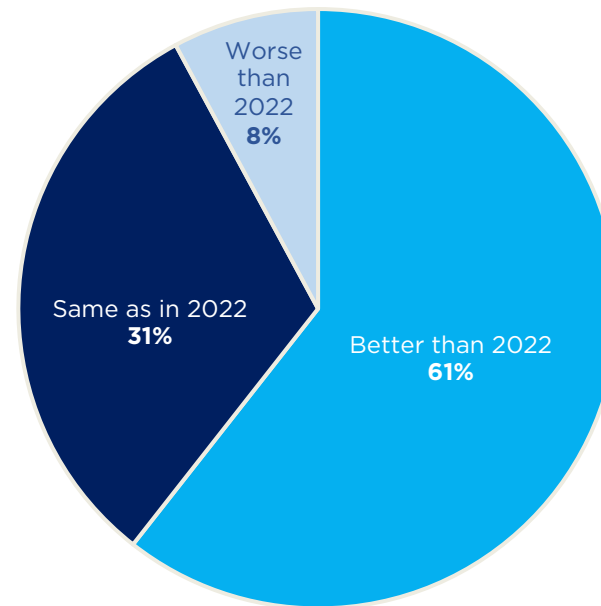
Q18a. Your company's overall financial performance

By Company Size (Salaried Employees)

LARGE



MEDIUM



* excludes those who don't know

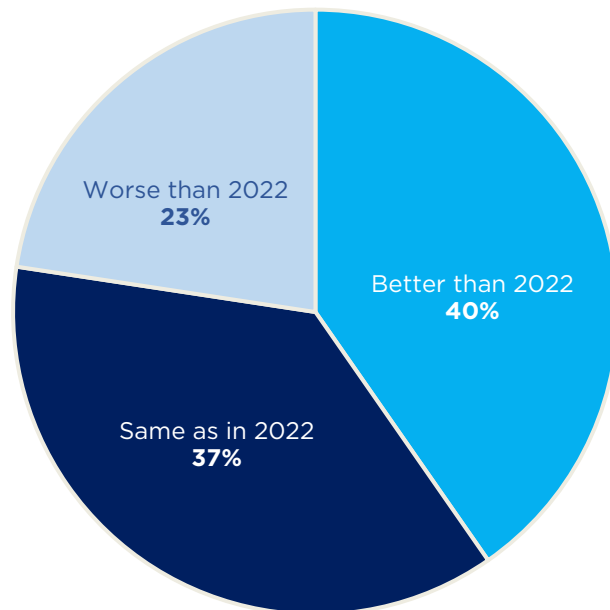
Question 18

Q18. Compared to 2022, from your company's perspective, please rate the following in 2023.

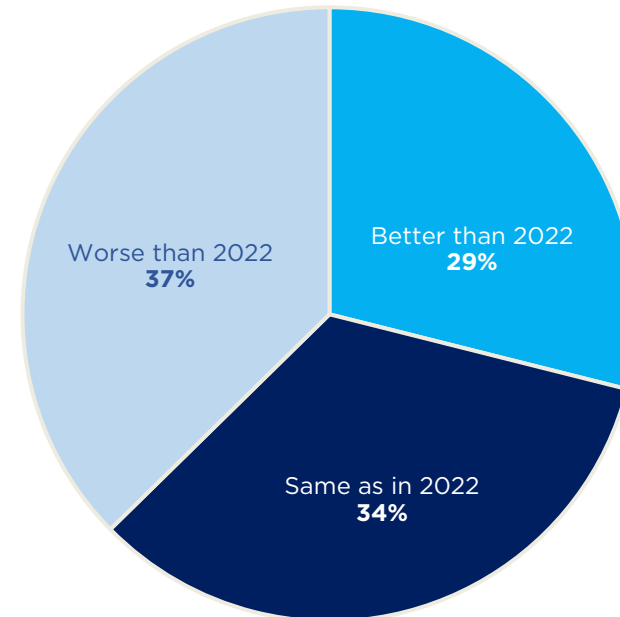
Q18b. The state of the global economy

By Company Size (Salaried Employees)

TOTAL



SMALL



* excludes those who don't know

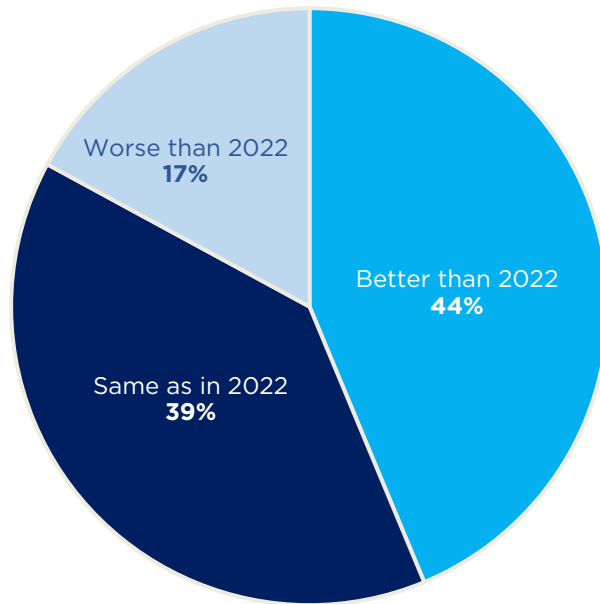
Question 18

Q18. Compared to 2022, from your company's perspective, please rate the following in 2023.

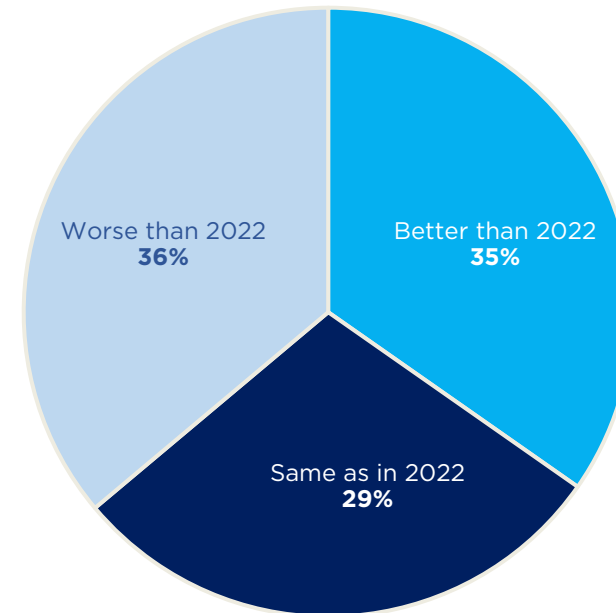
Q18b. The state of the global economy

By Company Size (Salaried Employees)

MEDIUM



LARGE

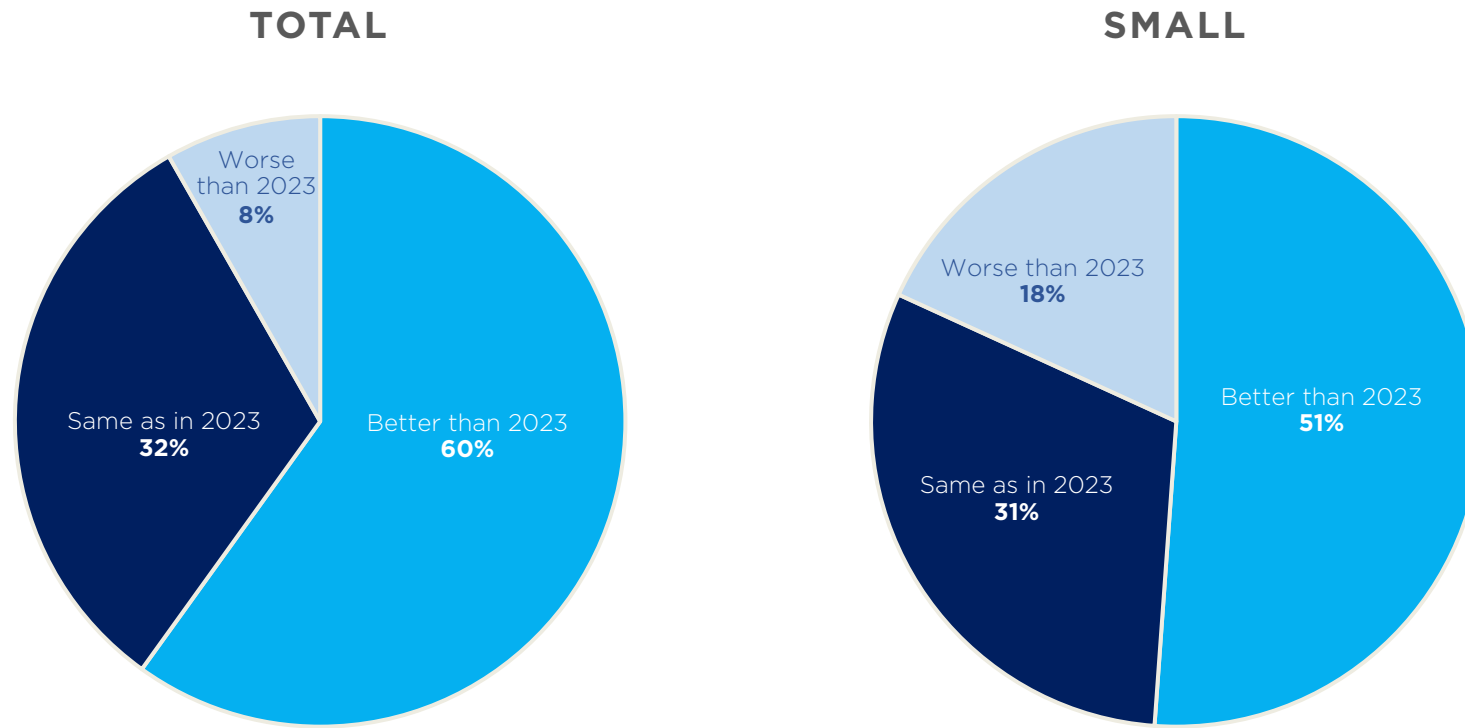


* excludes those who don't know

Question 19

Q19. Compared to 2023, please indicate what you anticipate for 2024.
19a. Company's performance

By Company Size (Salaried Employees)

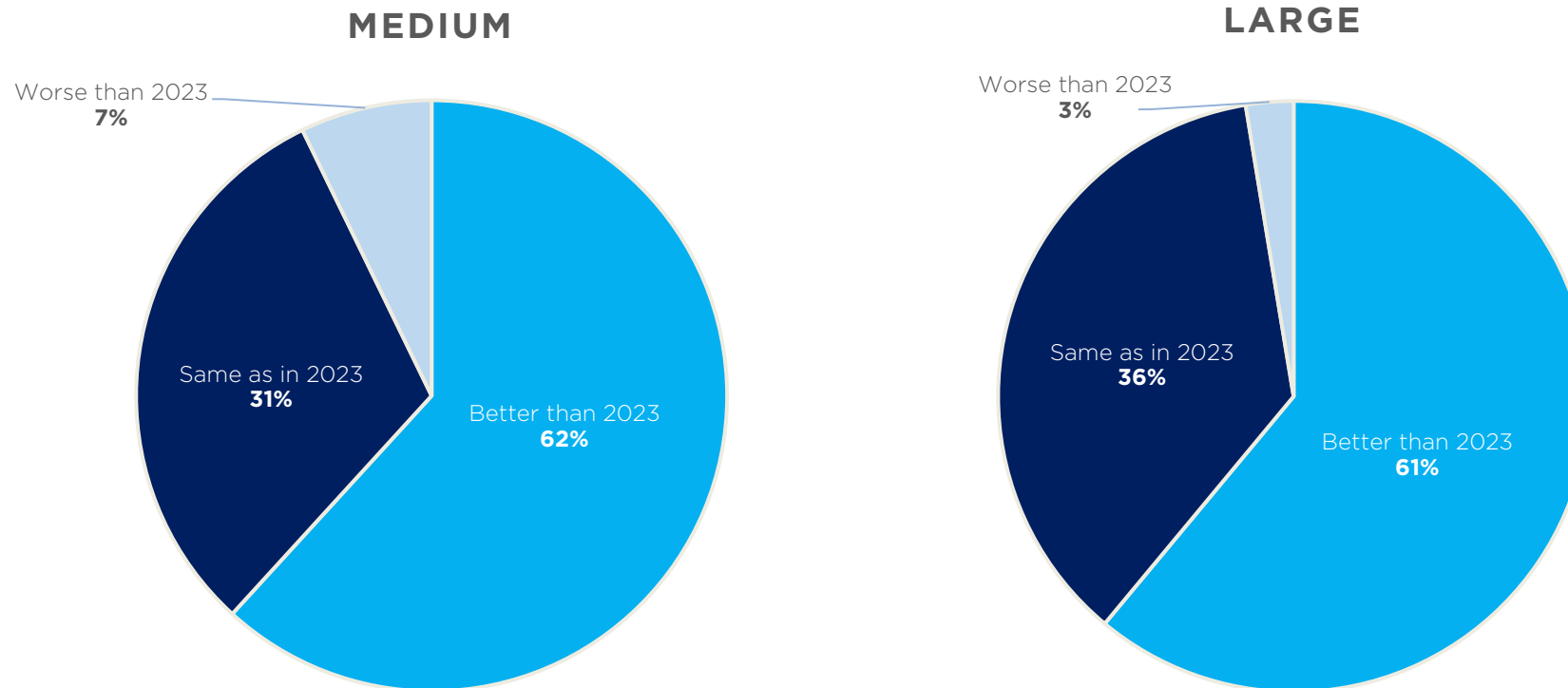


* excludes those who don't know

Question 19

Q19. Compared to 2023, please indicate what you anticipate for 2024.
19a. Company's performance

By Company Size (Salaried Employees)

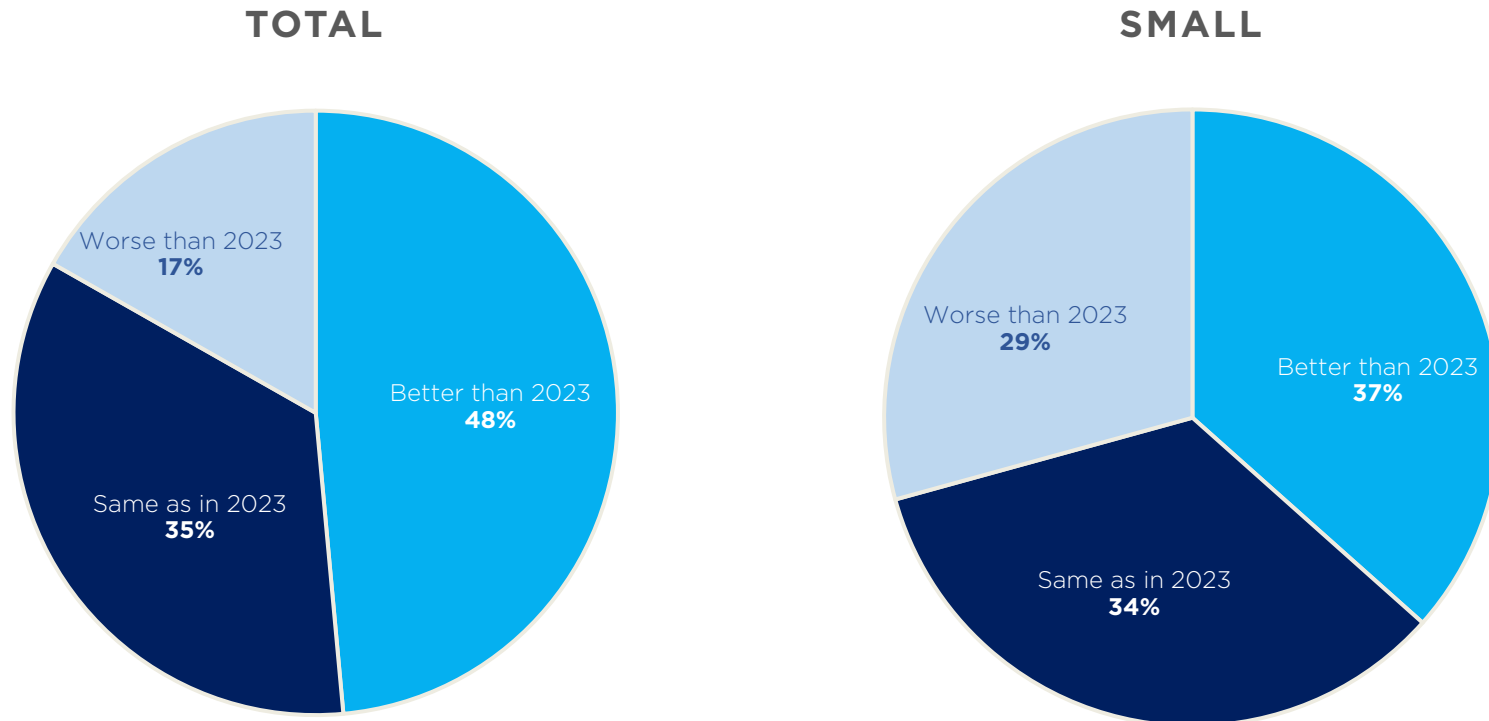


* excludes those who don't know

Question 19

Q19. Compared to 2023, please indicate what you anticipate for 2024.
19b. The state of the global economy

By Company Size (Salaried Employees)

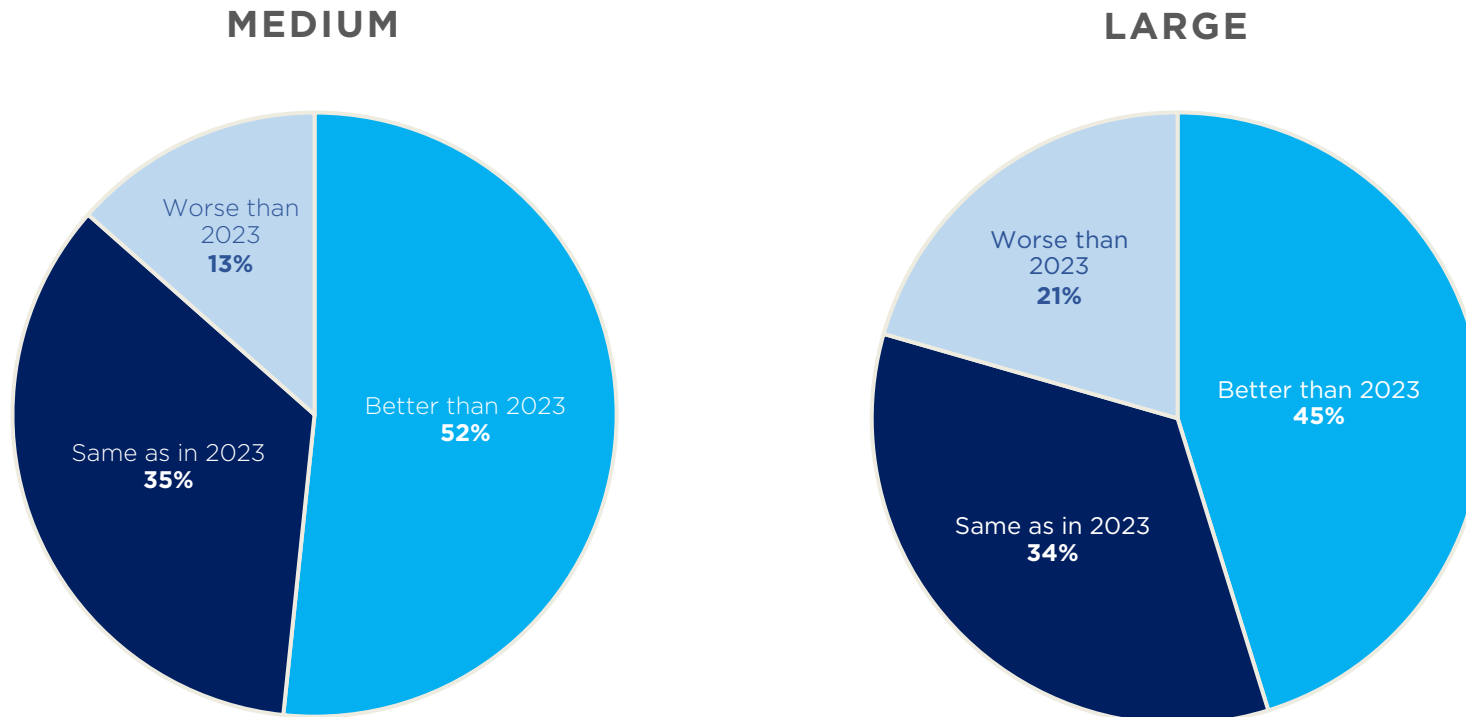


* excludes those who don't know

Question 19

Q19. Compared to 2023, please indicate what you anticipate for 2024.
19b. The state of the global economy

By Company Size (Salaried Employees)



* excludes those who don't know

Question 20

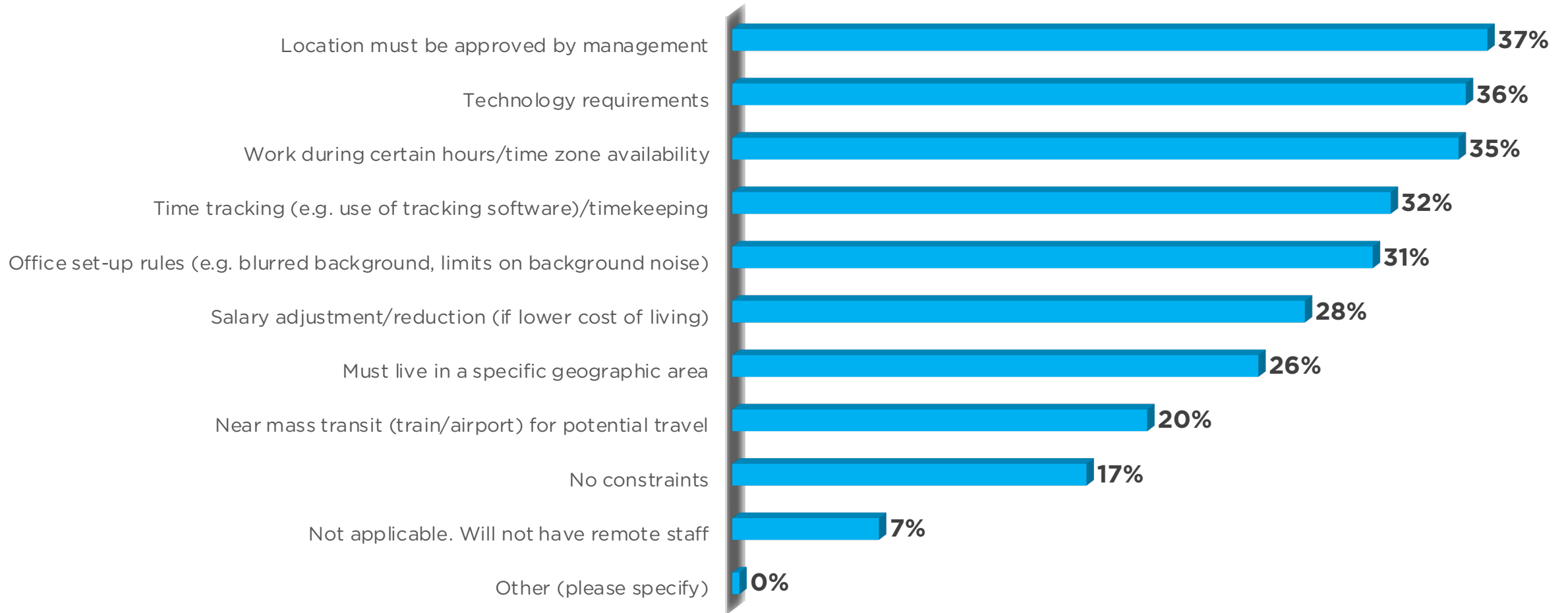
Q20. Which of the following accommodations are part of your current or 2024 workplace management policy? (Check all that apply)

By Company Size (Salaried Employees)

Workplace Management Policy	Total	Small	Medium	Large
Hybrid (combination of office and remote) arrangements for all employees	55%	42%	56%	66%
Full on-site return to work plan (office/location-based)	53%	57%	55%	44%
Allow specific areas of company to remain remote, others must return to office/location-based work	39%	28%	40%	48%
Allow employees option to choose to work remotely or return to office/location-based work	28%	20%	31%	23%
Fully remote workforce (100%)	10%	6%	11%	12%
Other (please specify)	1%	2%	0%	0%

Question 22

Q22. What constraints are/will be in place for employees that are fully remote?



Question 22

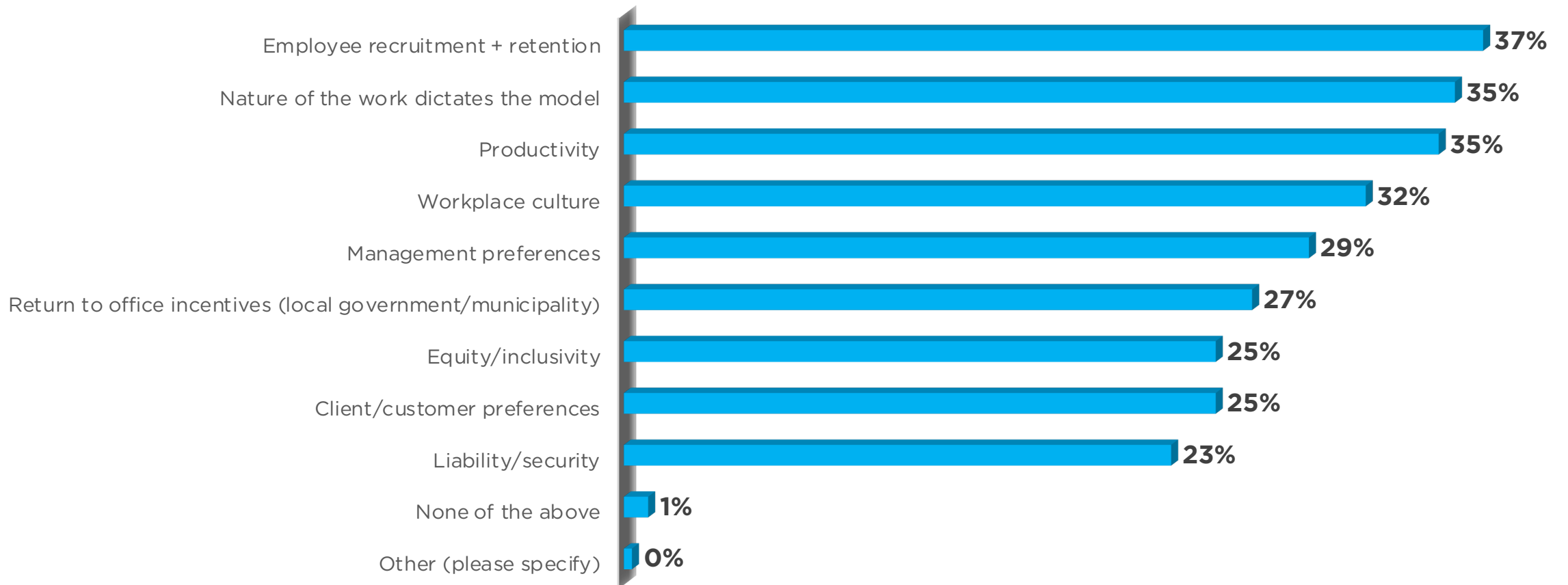
Q22. What constraints will be in place for employees that are fully remote? (Check all that apply)

By Company Size (Salaried Employees)

Remote Employee Work Constraints	Total	Small	Medium	Large
Location must be approved by management	37%	32%	36%	47%
Technology requirements	36%	35%	36%	36%
Work during certain hours/time zone availability	35%	30%	36%	38%
Time tracking (e.g. use of tracking software)/timekeeping	32%	34%	33%	27%
Office set-up rules (e.g. blurred background, limits on background noise)	31%	28%	33%	26%
Salary adjustment/reduction (if lower cost of living)	28%	20%	31%	22%
Must live in a specific geographic area	26%	24%	25%	31%
Near mass transit (train/airport) for potential travel	20%	9%	22%	22%
No constraints	17%	13%	18%	21%
Not applicable. Will not have remote staff	7%	17%	5%	6%
Other (please specify)	0%	0%	0%	1%

Question 22

Q23. Which considerations had the greatest impact on informing your workplace model (remote, hybrid, in-person)? (Check all that apply)



Question 23

Q23. Which considerations had the greatest impact on informing your workplace model (remote, hybrid, in-person)? (Check all that apply)

By Company Size (Salaried Employees)

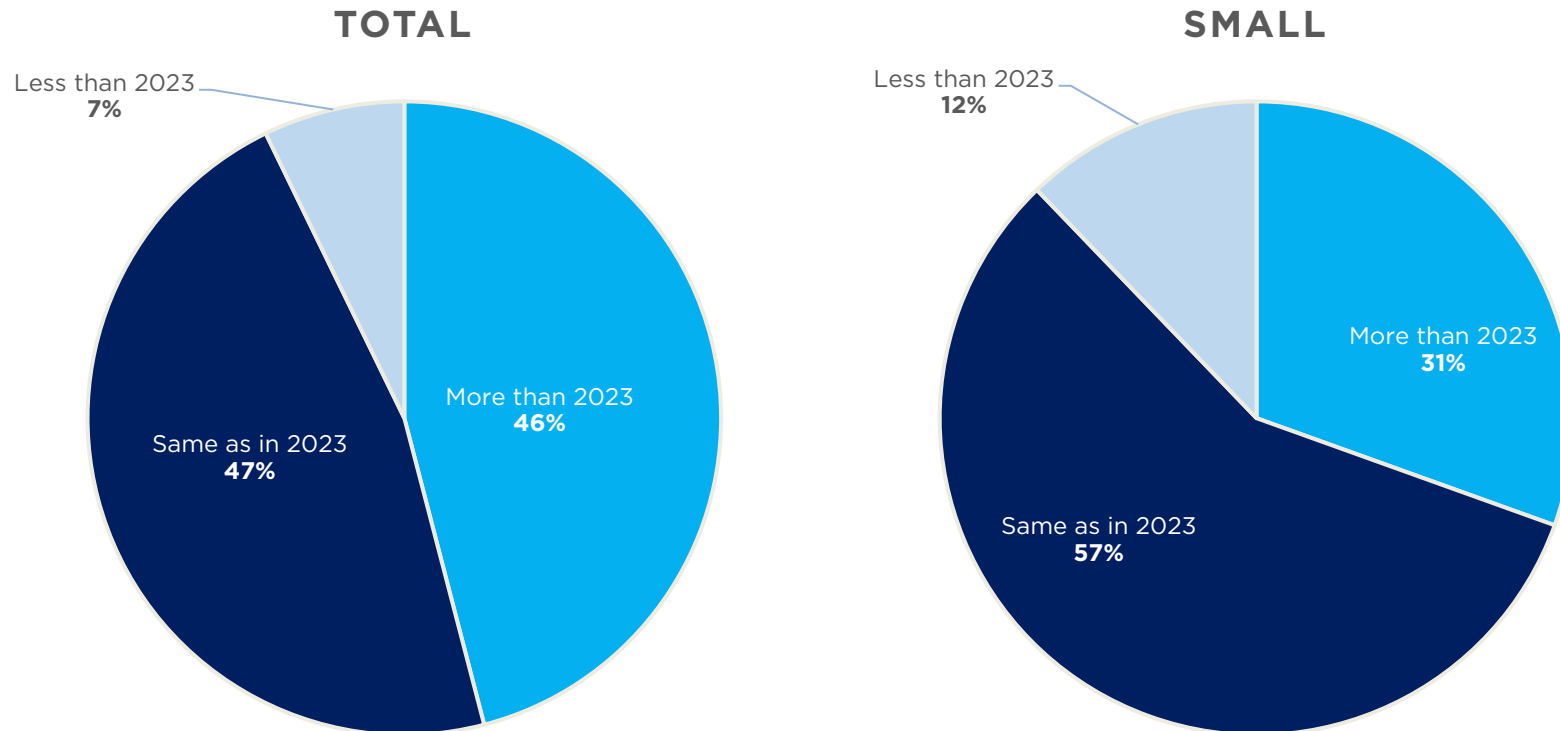
Considerations Impacting Workplace Model	Total	Small	Medium	Large
Productivity	38%	31%	39%	42%
Management preferences	38%	39%	37%	42%
Employee recruitment + retention	37%	35%	36%	47%
Workplace culture	36%	31%	34%	53%
Nature of the work dictates the model	32%	36%	31%	34%
Client/customer preferences	27%	18%	29%	29%
Equity/inclusivity	27%	18%	29%	27%
Return to office incentives (local government/municipality)	26%	15%	30%	19%
Liability/security	24%	18%	25%	23%
None of the above	2%	6%	2%	1%
Other (please specify)	1%	1%	0%	0%

Question 24

Q24. Compared to 2023, please indicate what you anticipate for 2024.

Q24a. Number of permanent voluntary/personal moves

By Company Size (Salaried Employees)

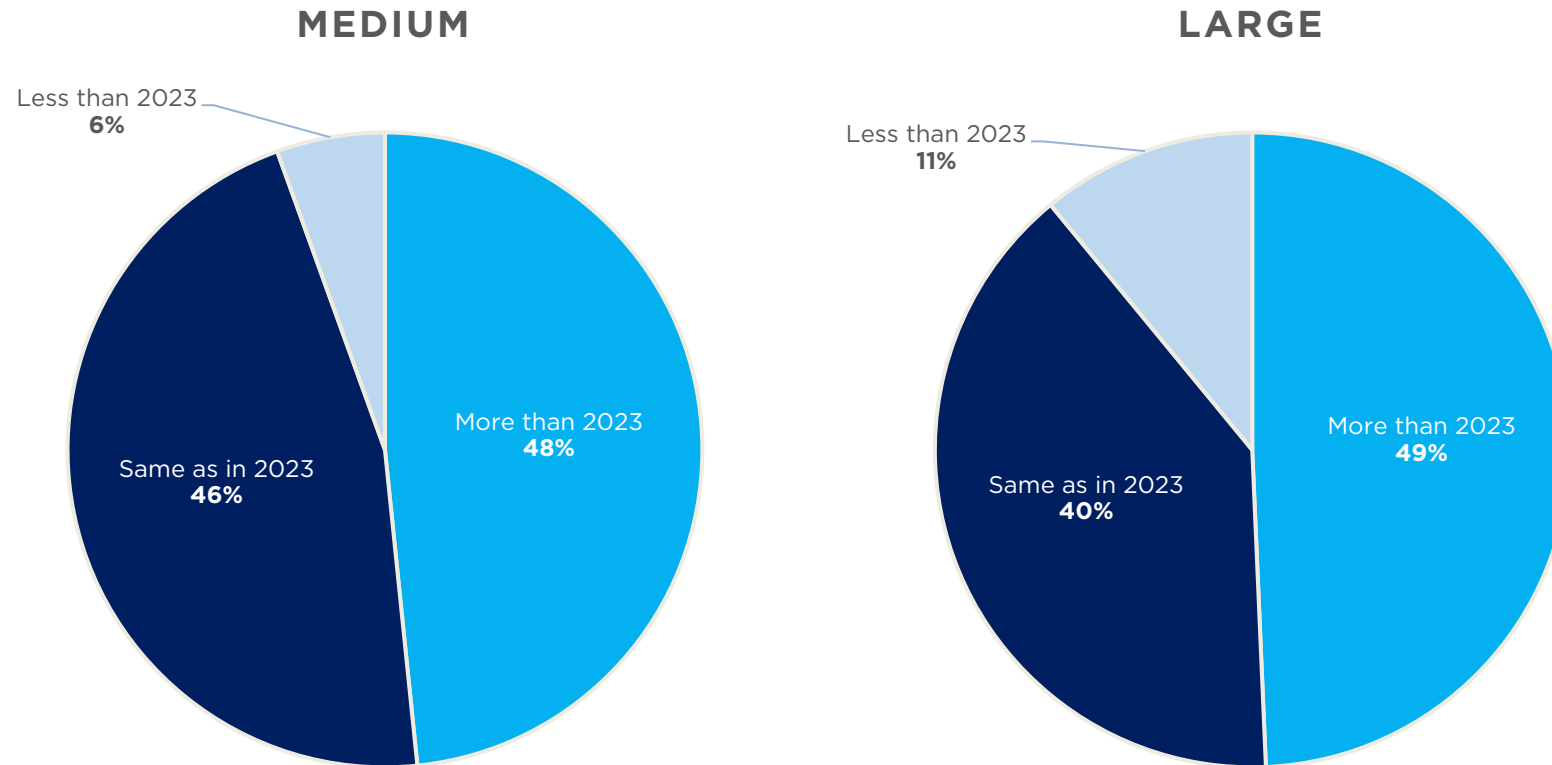


* excludes those who don't know

Question 24

Q24. Compared to 2023, please indicate what you anticipate for 2024.
Q24a. Number of permanent voluntary/personal moves

By Company Size (Salaried Employees)



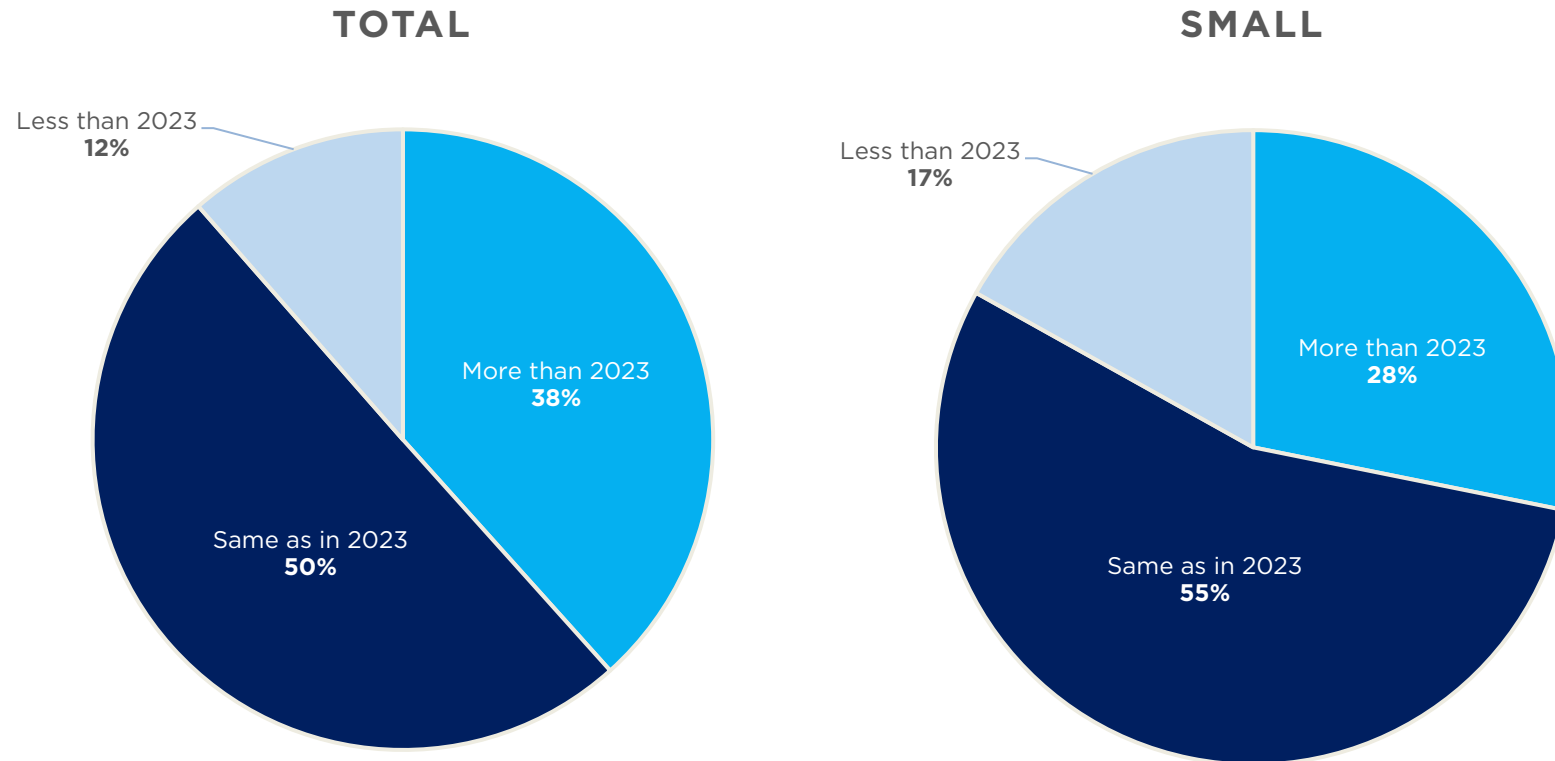
* excludes those who don't know

Question 24

Q24. Compared to 2023, please indicate what you anticipate for 2024.

Q24b. Number of temporary voluntary/personal moves (e.g., spending winter months working from Belize)

By Company Size (Salaried Employees)



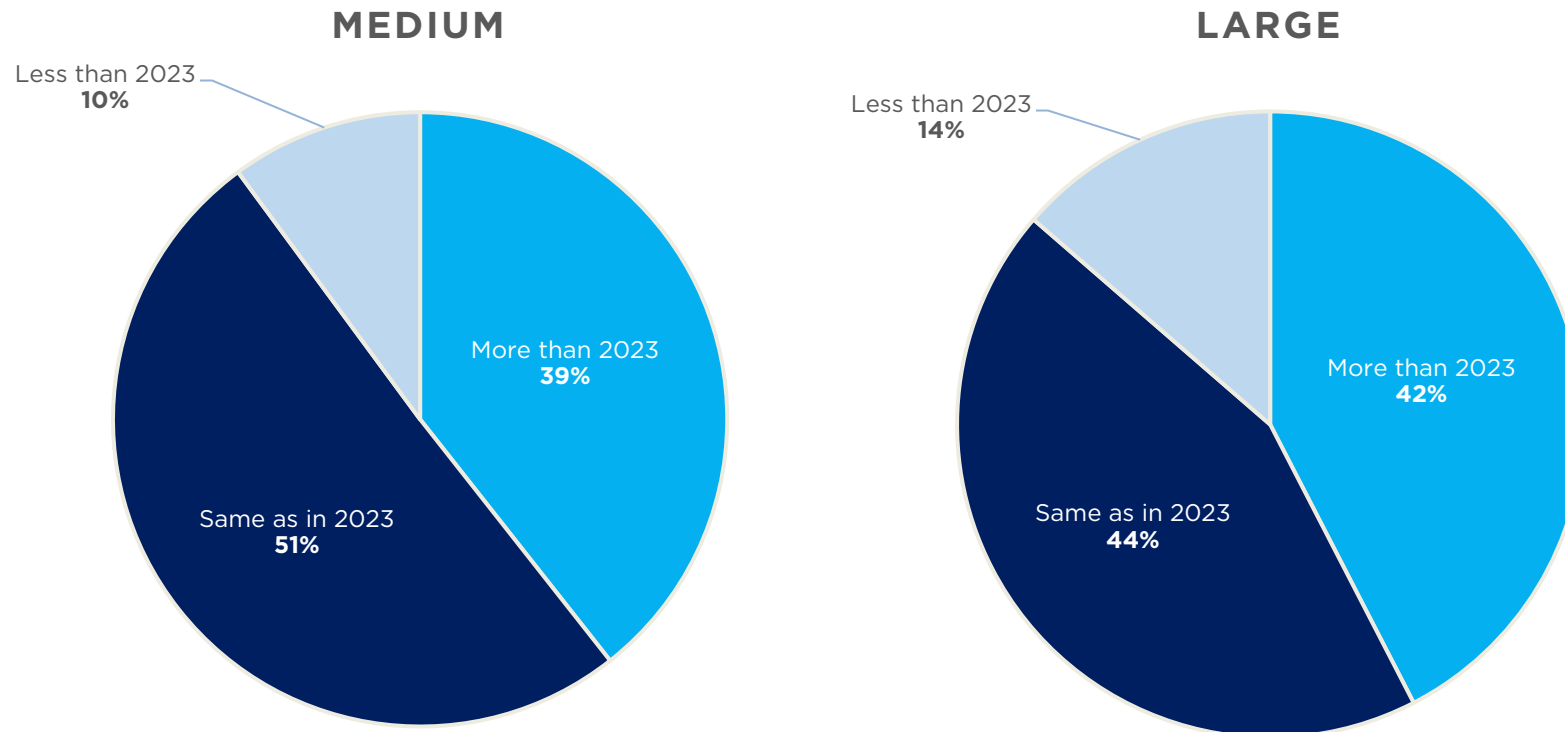
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Question 24

Q24. Compared to 2023, please indicate what you anticipate for 2024.

Q24b. Number of temporary voluntary/personal moves (e.g., spending winter months working from Belize)

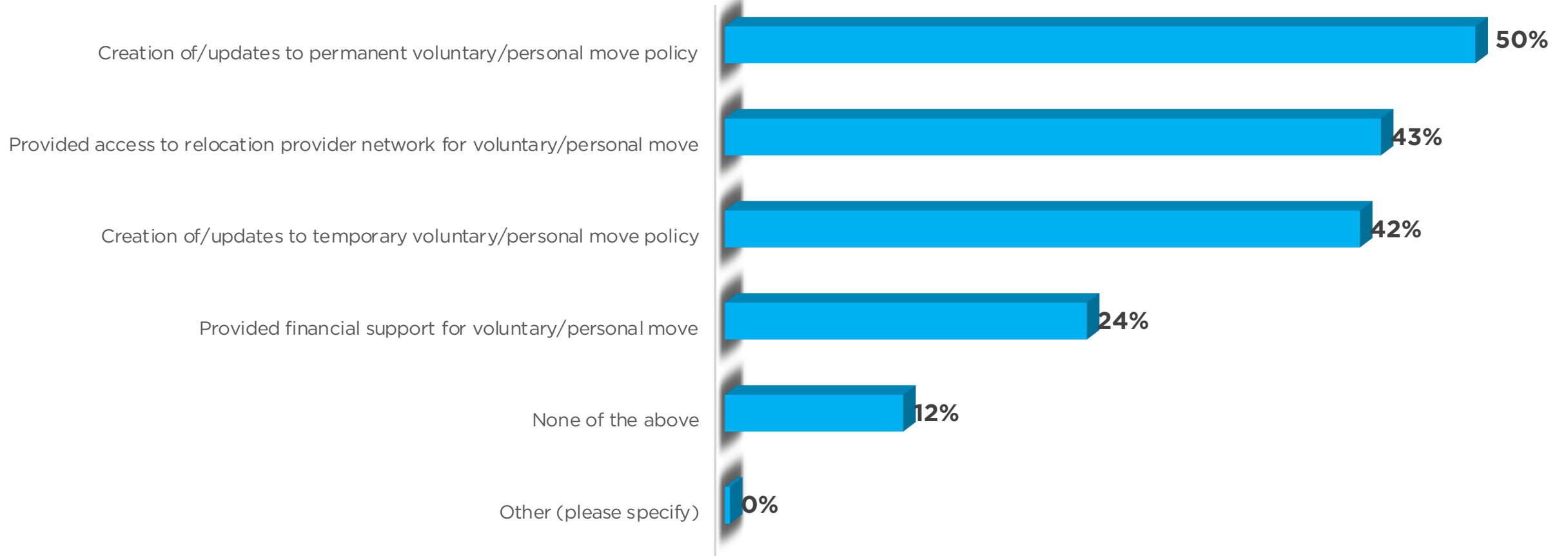
By Company Size (Salaried Employees)



* excludes those who don't know

Question 25

Q25. Identify the actions taken in relation to voluntary/personal moves? (Check all that apply)



Question 25

Q25. Identify the actions taken in relation to voluntary/personal moves? (Check all that apply)

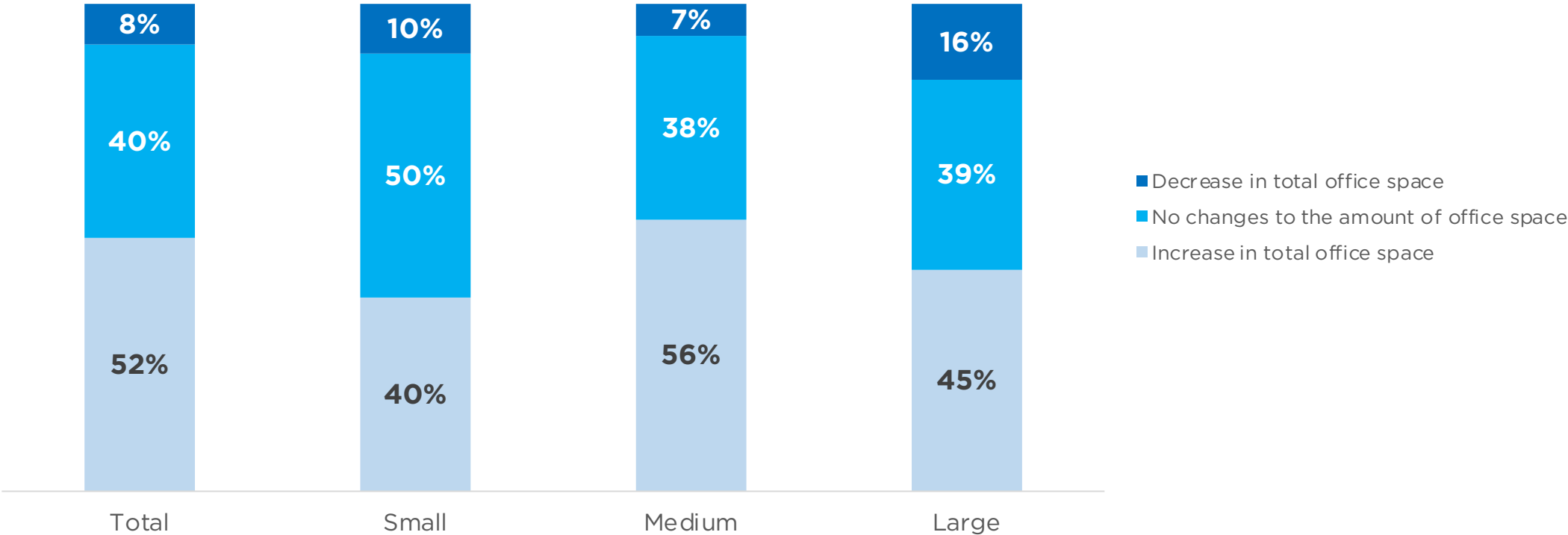
By Company Size (Salaried Employees)

Actions Taken	Total	Small	Medium	Large
Creation of/updates to permanent voluntary/personal move policy	50%	34%	53%	52%
Provided access to relocation provider network for voluntary/personal move	43%	30%	46%	47%
Creation of/updates to temporary voluntary/personal move policy	42%	35%	46%	26%
Provided financial support for voluntary/personal move	24%	24%	24%	25%
None of the above	12%	19%	9%	21%
Other (please specify)	0%	0%	0%	3%

Question 26

Q26. In 2023, how did your physical office footprint change? NOTE: viewed in total office space across all locations

By Company Size (Salaried Employees)



Question 27

Q27. Identify the actions taken in 2023, in relation to physical office space?
(Check all that apply)

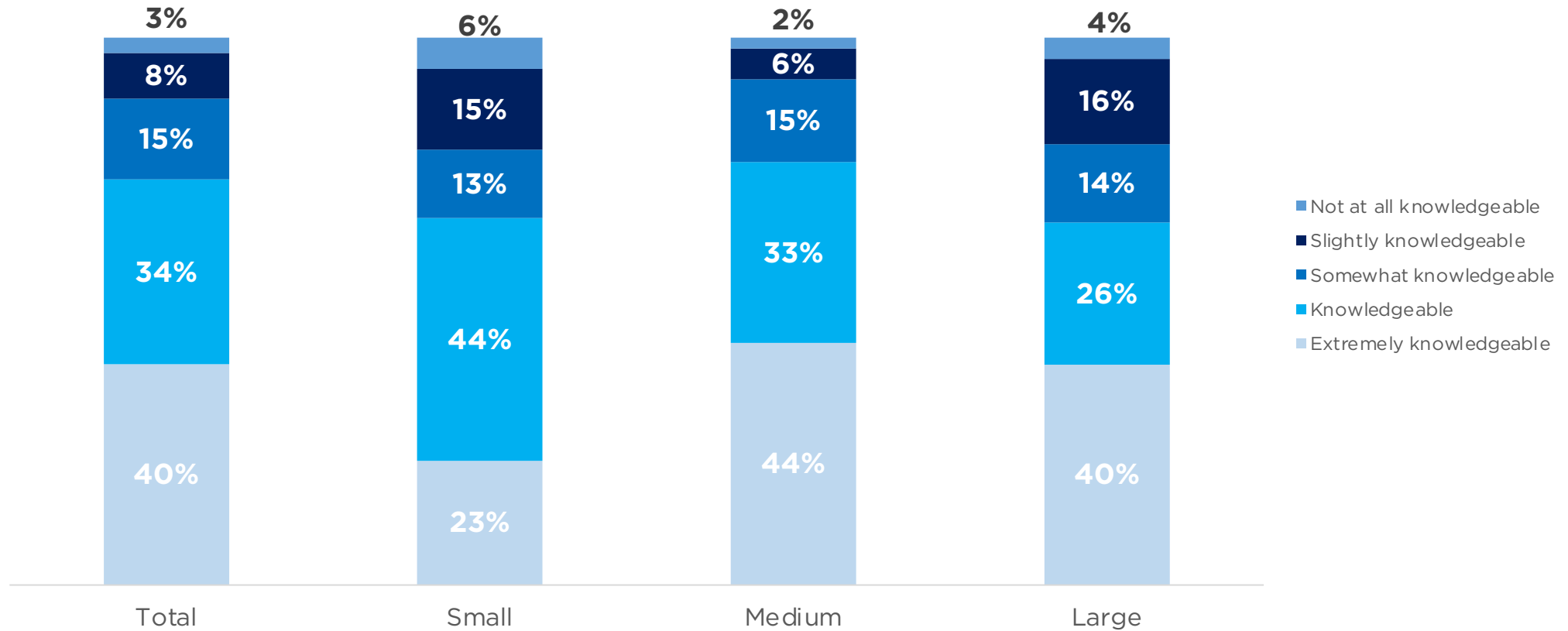
By Company Size (Salaried Employees)

Physical Office Space	Total	Small	Medium	Large
Renovation of office space	30%	20%	32%	34%
Incentivizing employees to return to physical office space (e.g. free lunch)	28%	22%	30%	25%
Increase in shared/communal office accommodations	26%	15%	29%	23%
Acceptance of incentives from local government for return to office efforts	25%	20%	28%	17%
Purchase of additional office space	24%	23%	25%	18%
Exploration of office relocation to another city	24%	23%	26%	14%
Exploration of office space downsizing	23%	18%	23%	30%
Sale/leasing of existing office space	18%	13%	18%	25%
Decrease in shared/communal office accommodations	18%	13%	19%	19%
Lease of additional office space	15%	16%	16%	9%
None of the above	12%	20%	8%	22%
Other (please specify)	0%	1%	0%	0%

Question 28

Q28. How do you perceive the existing knowledge of the following?
Q28a. My knowledge of AI

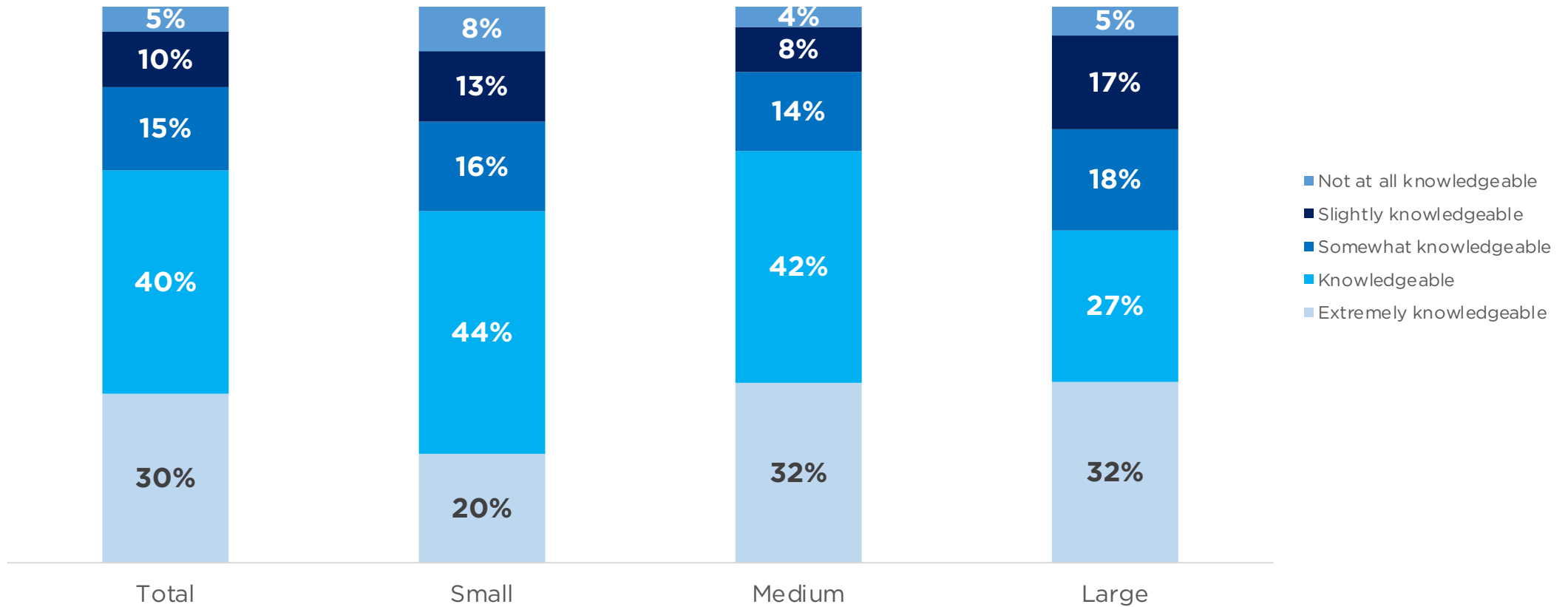
By Company Size (Salaried Employees)



Question 28

Q28. How do you perceive the existing knowledge of the following?
Q28b. my knowledge of applications of AI within HR

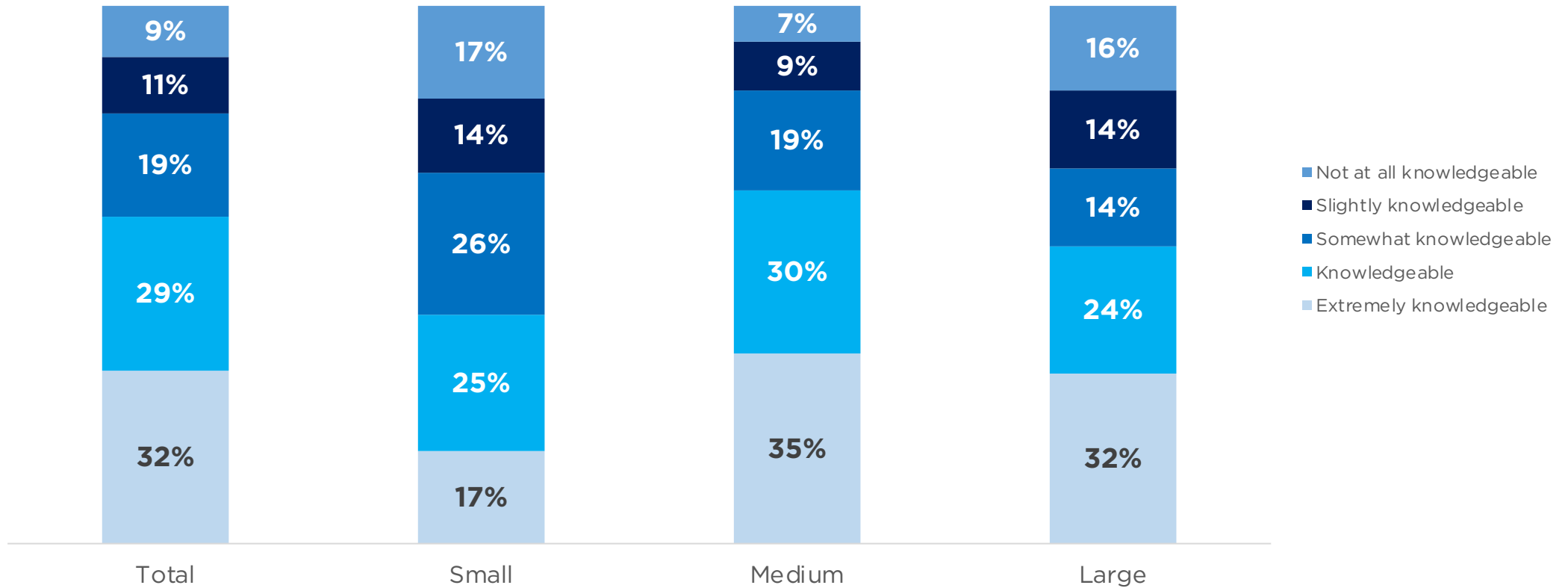
By Company Size (Salaried Employees)



Question 28

Q28. How do you perceive the existing knowledge of the following?
Q28c. my knowledge of applications of AI within relocation

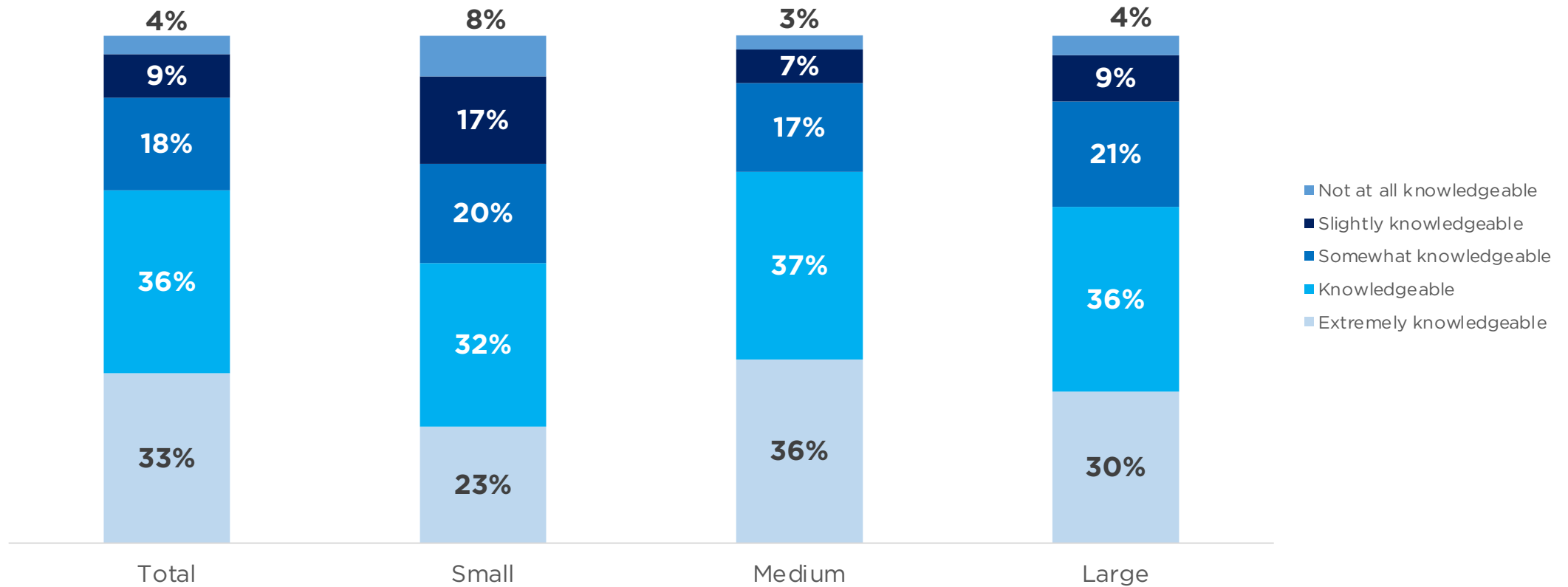
By Company Size (Salaried Employees)



Question 28

Q28. How do you perceive the existing knowledge of the following?
Q28d. my company's knowledge of AI

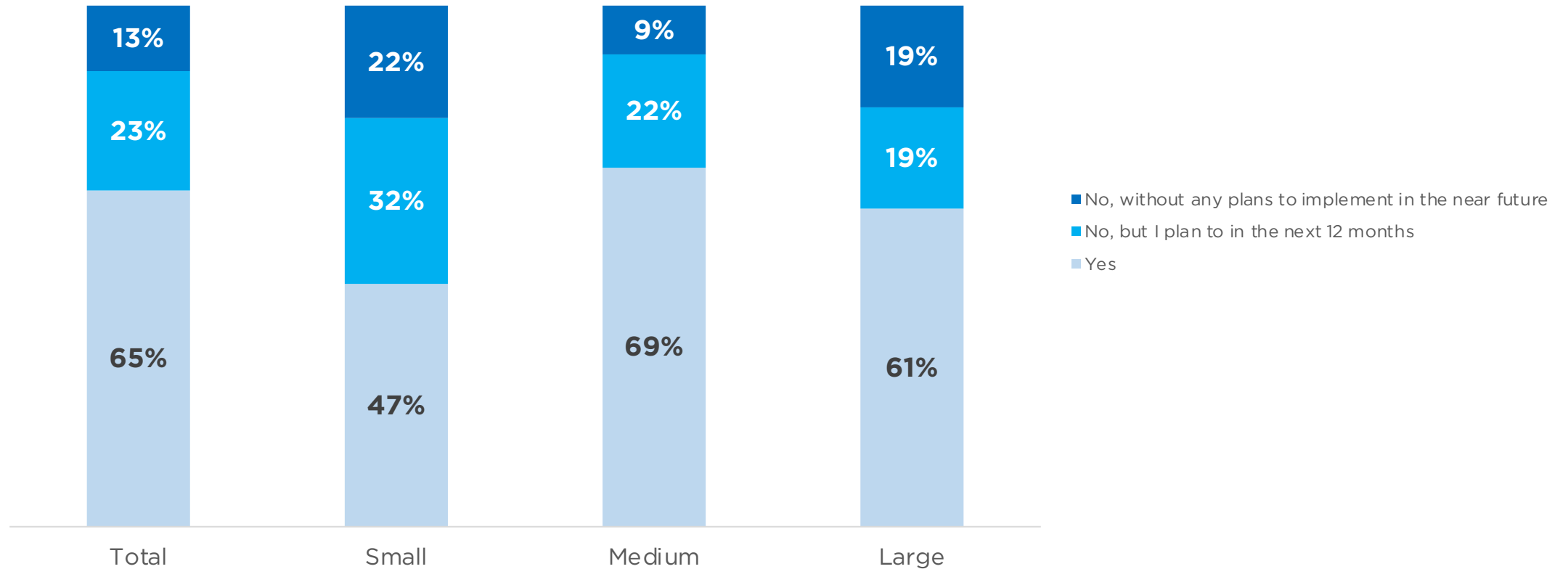
By Company Size (Salaried Employees)



Question 29

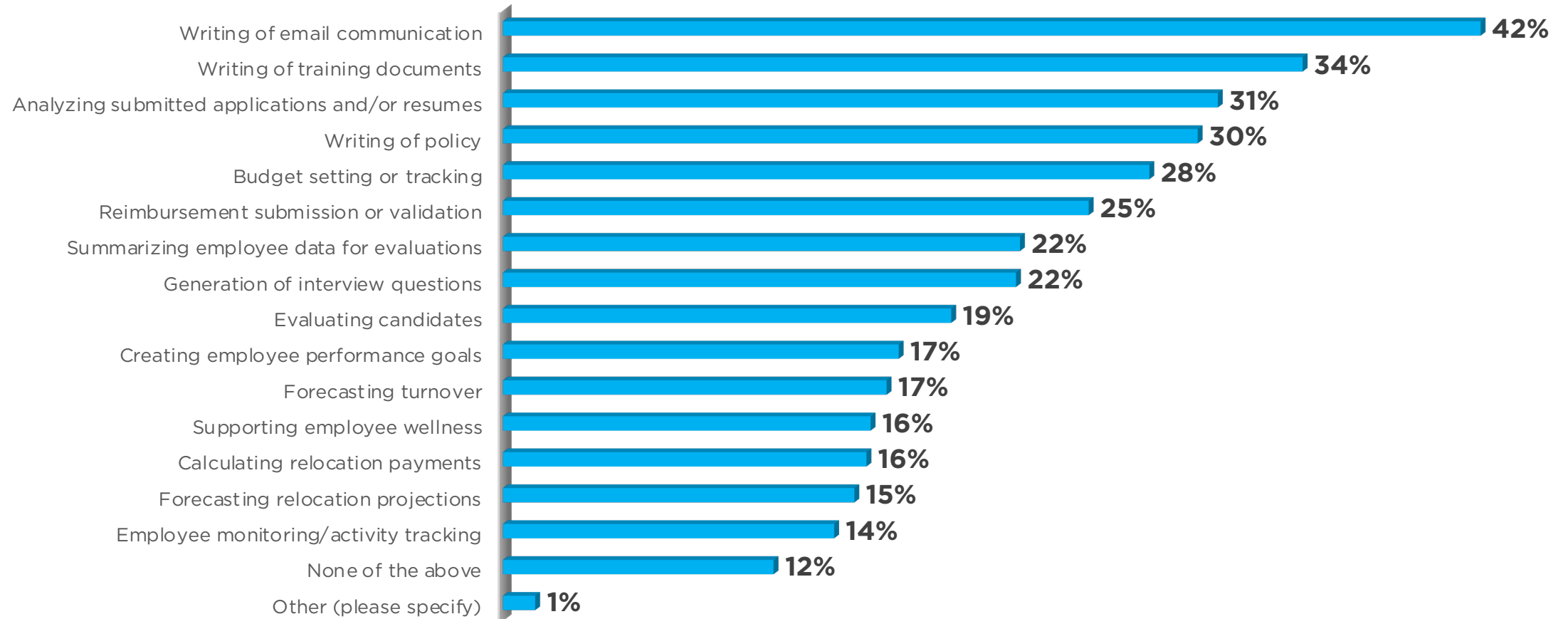
Q29. Have you implemented any AI technology into your current HR processes?

By Company Size (Salaried Employees)



Question 30

Q30. Which of the following processes have been impacted by your company's use of AI? Please select all that apply.



Question 30

Q30. Which of the following processes have been impacted by your company's use of AI? Please select all that apply.

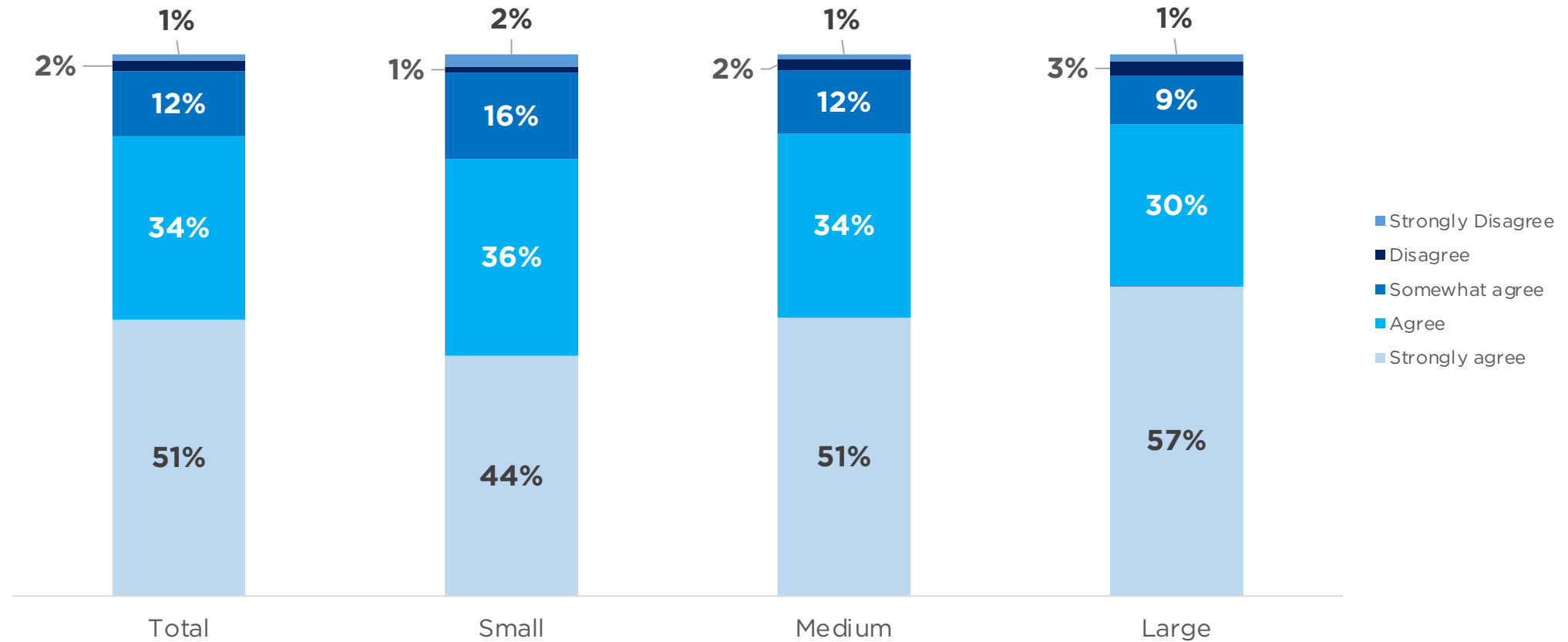
By Company Size (Salaried Employees)

Processes Impacted By AI	Total	Small	Medium	Large
Writing of email communication	42%	34%	44%	44%
Writing of training documents	34%	26%	37%	32%
Analyzing submitted applications and/or resumes	31%	26%	31%	34%
Writing of policy	30%	28%	31%	25%
Budget setting or tracking	28%	20%	30%	27%
Reimbursement submission or validation	25%	18%	28%	21%
Summarizing employee data for evaluations	22%	17%	23%	23%
Generation of interview questions	22%	19%	22%	23%
Evaluating candidates	19%	13%	21%	18%
Creating employee performance goals	17%	15%	16%	26%
Forecasting turnover	17%	13%	17%	18%
Supporting employee wellness	16%	11%	17%	16%
Calculating relocation payments	16%	14%	16%	17%
Forecasting relocation projections	15%	13%	16%	14%
Employee monitoring/activity tracking	14%	14%	14%	18%
None of the above	12%	19%	9%	18%
Other (please specify)	1%	1%	1%	4%

Question 31

Q31. Please rate your agreement with the statements below.
Q31a. AI will have a major impact on the workforce over the next 5 years

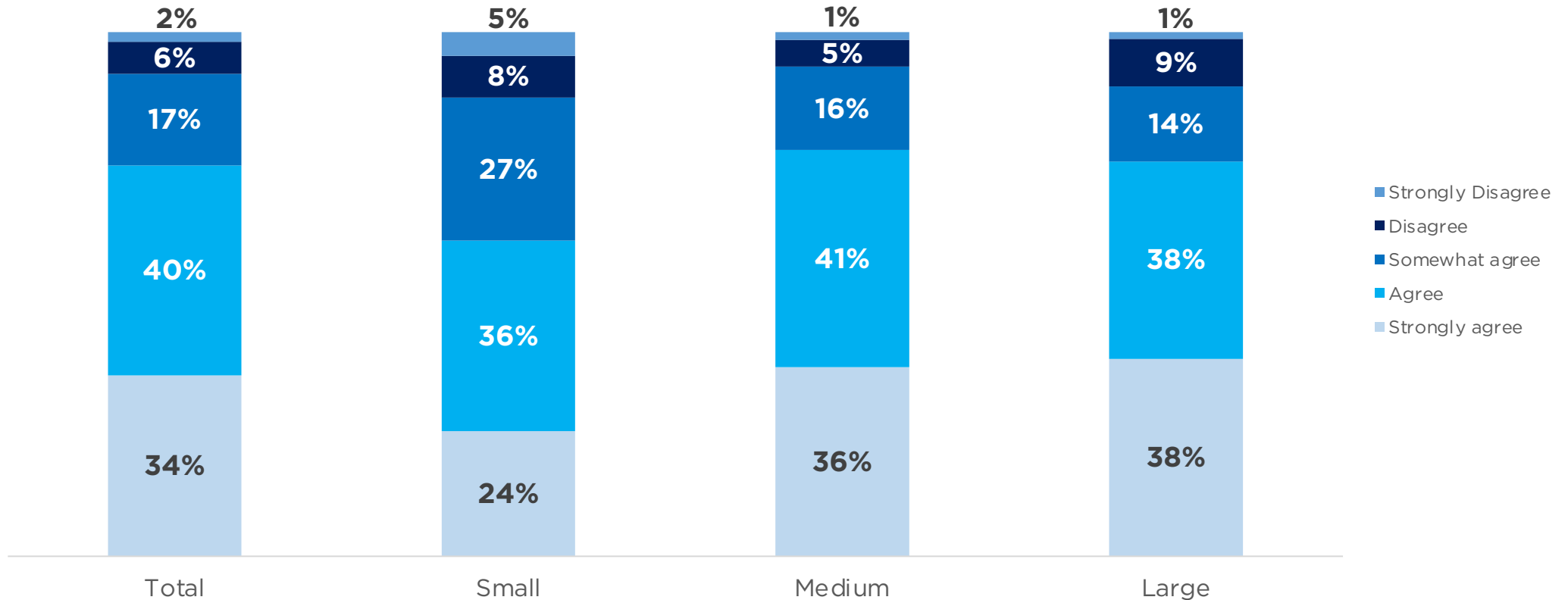
By Company Size (Salaried Employees)



Question 31

Q31. Please rate your agreement with the statements below.
Q31b. AI will create efficiencies in my regular employee relocation duties/processes

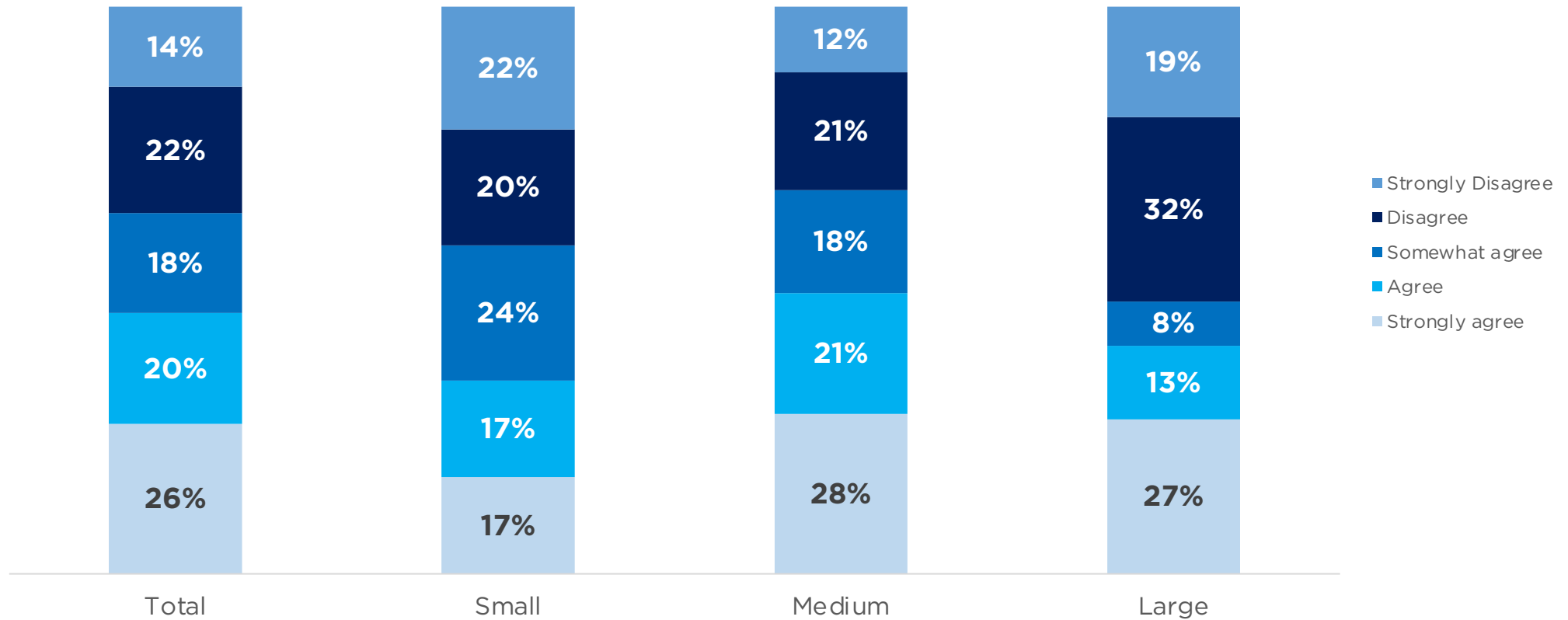
By Company Size (Salaried Employees)



Question 31

Q31. Please rate your agreement with the statements below.
Q31c. I am worried that over the next 5 years AI could take my job

By Company Size (Salaried Employees)



Question 32

Q32. Does your company have a formal policy for the following types of relocation?

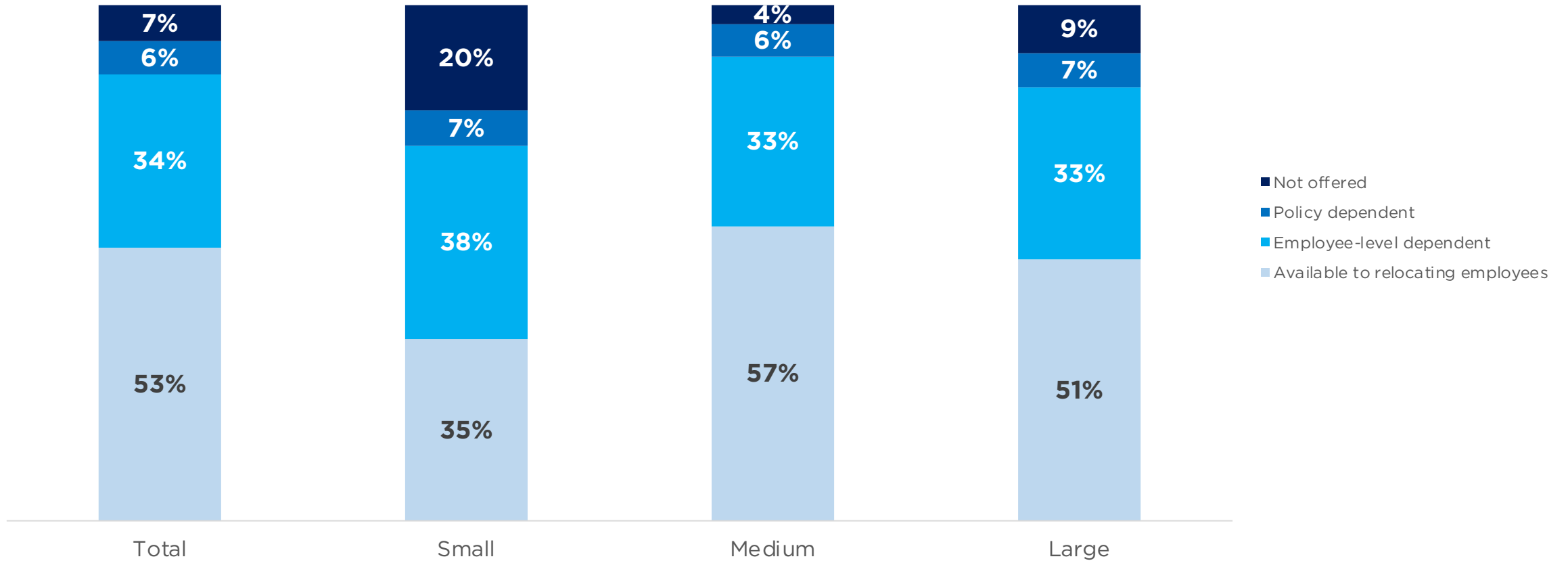
By Company Size (Salaried Employees)

Relocation Policy	Total	Small	Medium	Large
Domestic relocations	81%	68%	82%	90%
Short-term/temporary assignments (less than 12 months)	68%	54%	70%	75%
Extended business travel	65%	48%	67%	71%
Permanent transfers (international)	60%	36%	65%	62%
International relocation assignments (1-3 years)	56%	32%	59%	66%
Localization (international)	56%	33%	61%	57%
Long-distance commuter	56%	42%	60%	51%
Intra-regional (international)	51%	34%	53%	57%

* % of companies answering "Yes"

Question 33

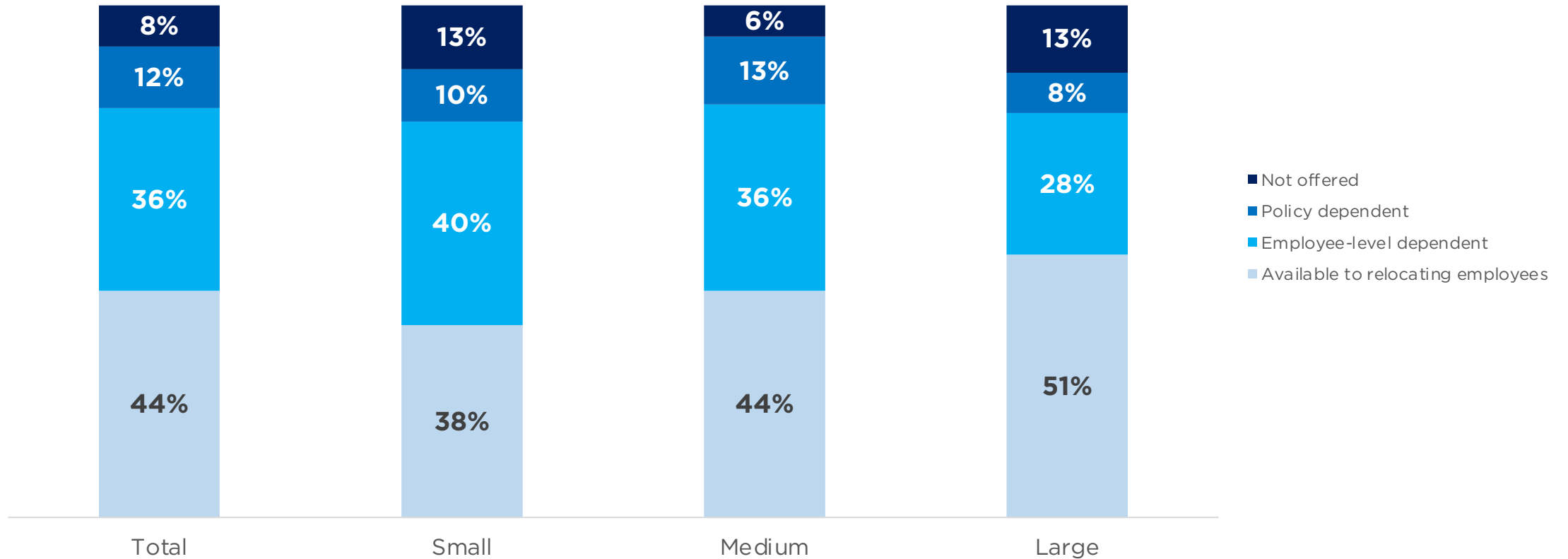
Q33. Does your relocation policy incorporate any of the following aspects of a core/flex, fixed benefits/flexible benefits, list-driven policy (i.e., structured flexibility)?
Q33a. Relocation benefit coverage of specific items (i.e., fixed components/core coverage?)



Question 33

Q33. Does your relocation policy incorporate any of the following aspects of a core/flex, fixed benefits/flexible benefits, list-driven policy (i.e., structured flexibility)?

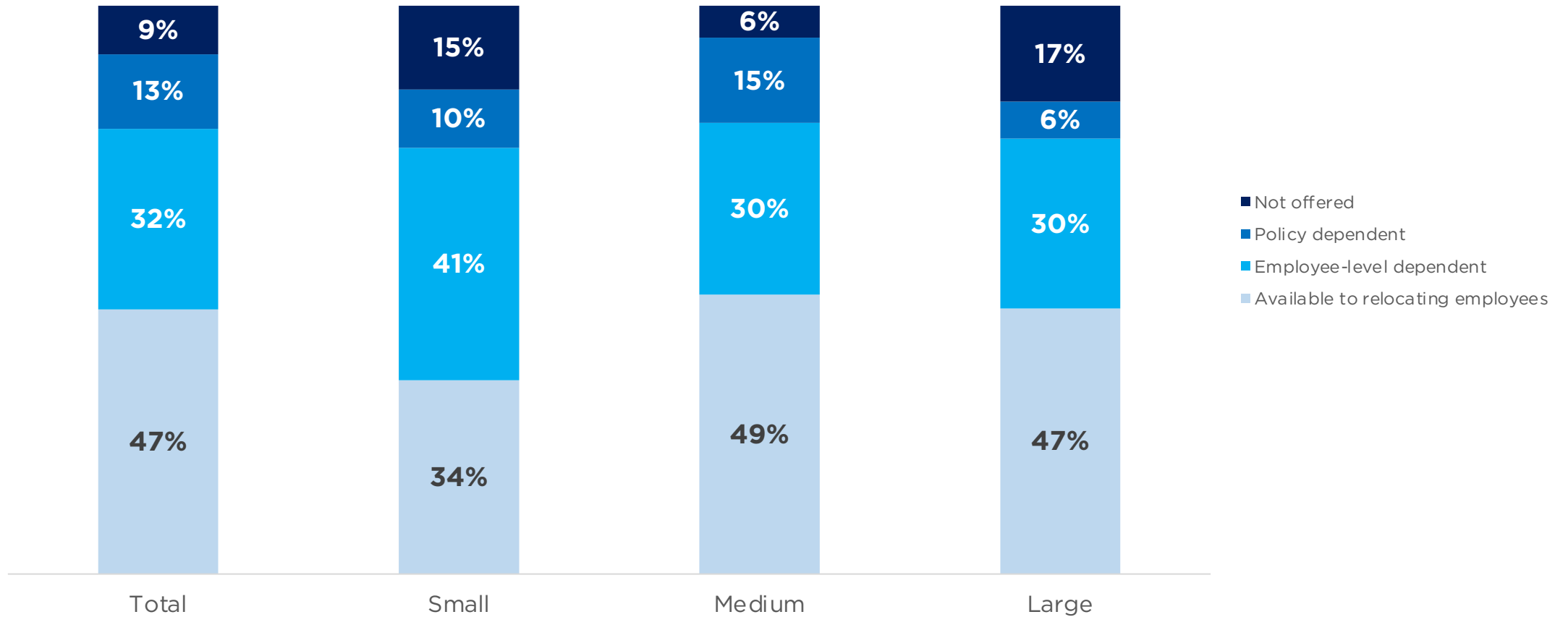
Q33b. Flexible use of full relocation benefit coverage amount applicable to a list of possible services



Question 33

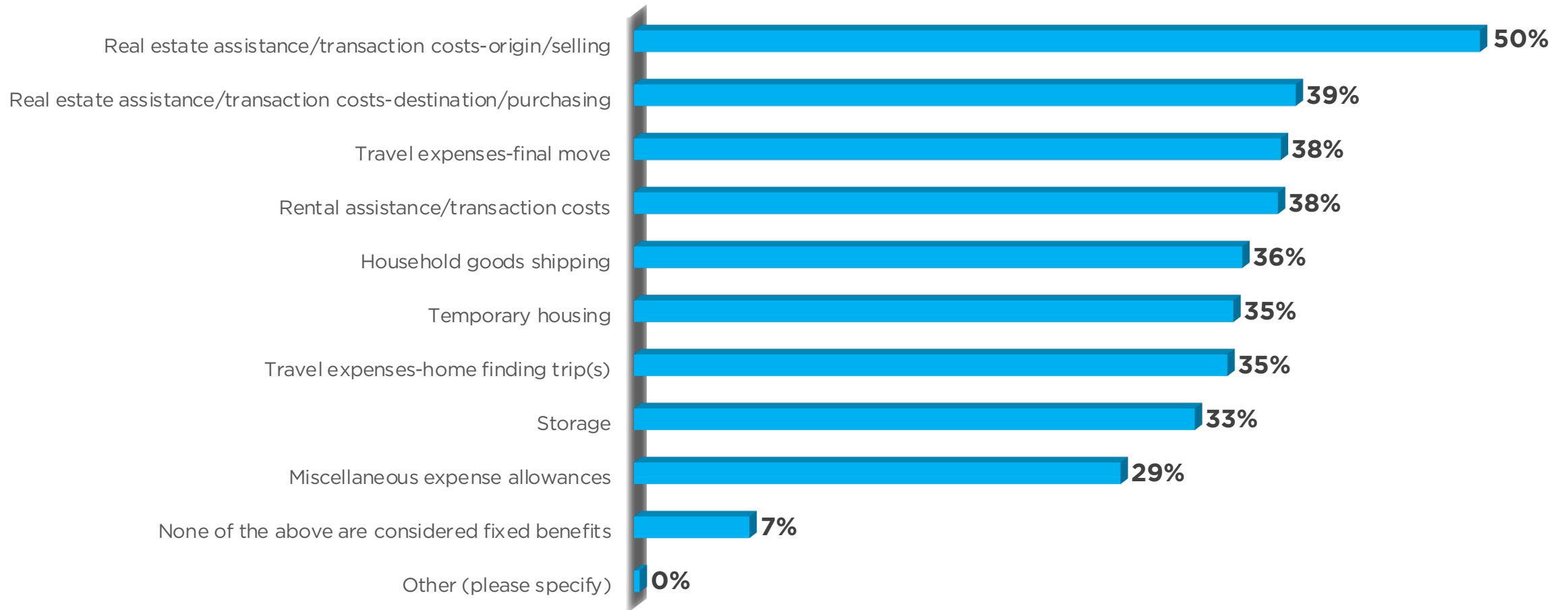
Q33. Does your relocation policy incorporate any of the following aspects of a core/flex, fixed benefits/flexible benefits, list-driven policy (i.e., structured flexibility)?

Q33c. Flexible use of a portion of relocation benefit coverage applicable to list of possible services



Question 34

Q34. What type(s) of relocation components are considered fixed benefits within your company?



Question 34

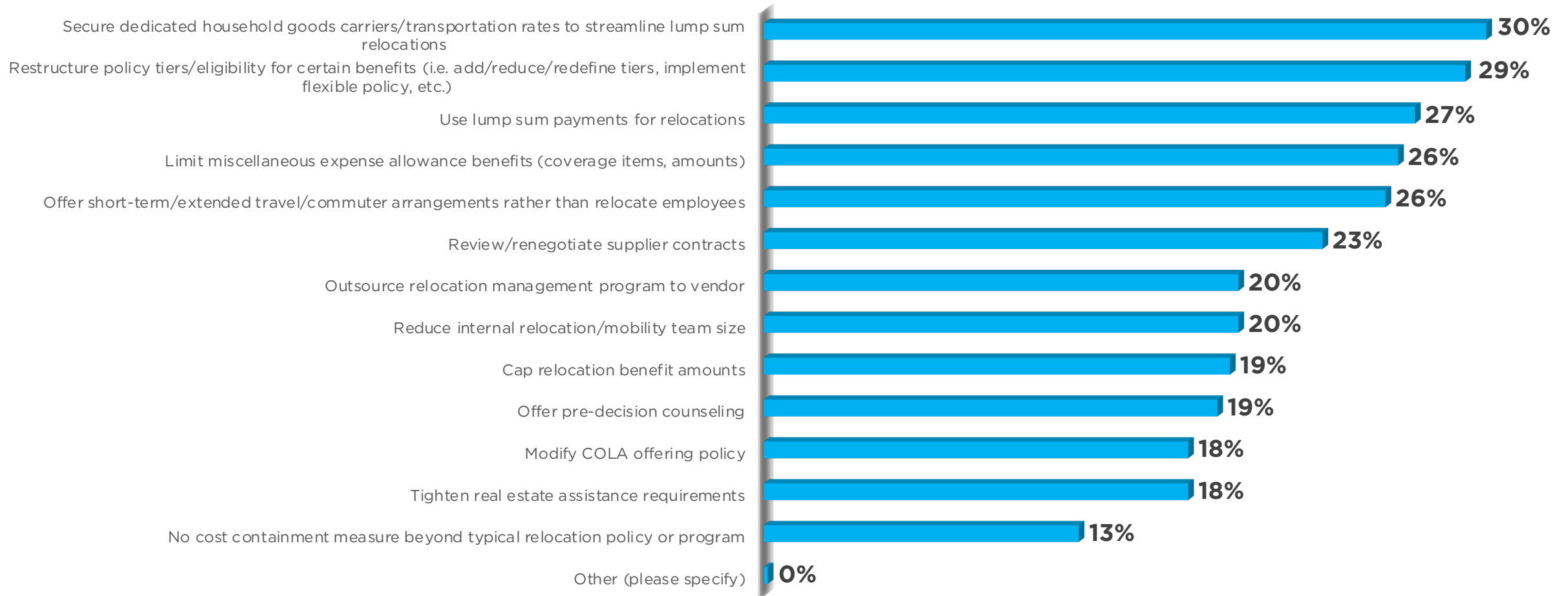
Q34. What type(s) of relocation components are considered fixed benefits within your company?

By Company Size (Salaried Employees)

Relocation Components Considered Fixed Benefits	Total	Small	Medium	Large
Real estate assistance/transaction costs-origin/selling	50%	32%	52%	57%
Real estate assistance/transaction costs-destination/purchasing	39%	20%	41%	51%
Travel expenses-final move	38%	35%	37%	47%
Rental assistance/transaction costs	38%	36%	37%	44%
Household goods shipping	36%	25%	36%	48%
Temporary housing	35%	38%	32%	49%
Travel expenses-home finding trip(s)	35%	33%	33%	49%
Storage	33%	25%	33%	42%
Miscellaneous expense allowances	29%	22%	29%	36%
None of the above are considered fixed benefits	7%	16%	4%	9%
Other (please specify)	0%	0%	0%	1%

Question 35

Q35. Is your company planning to use any of the following cost containment measures in relocation policy/practice in 2024? (Check all that apply)



Question 35

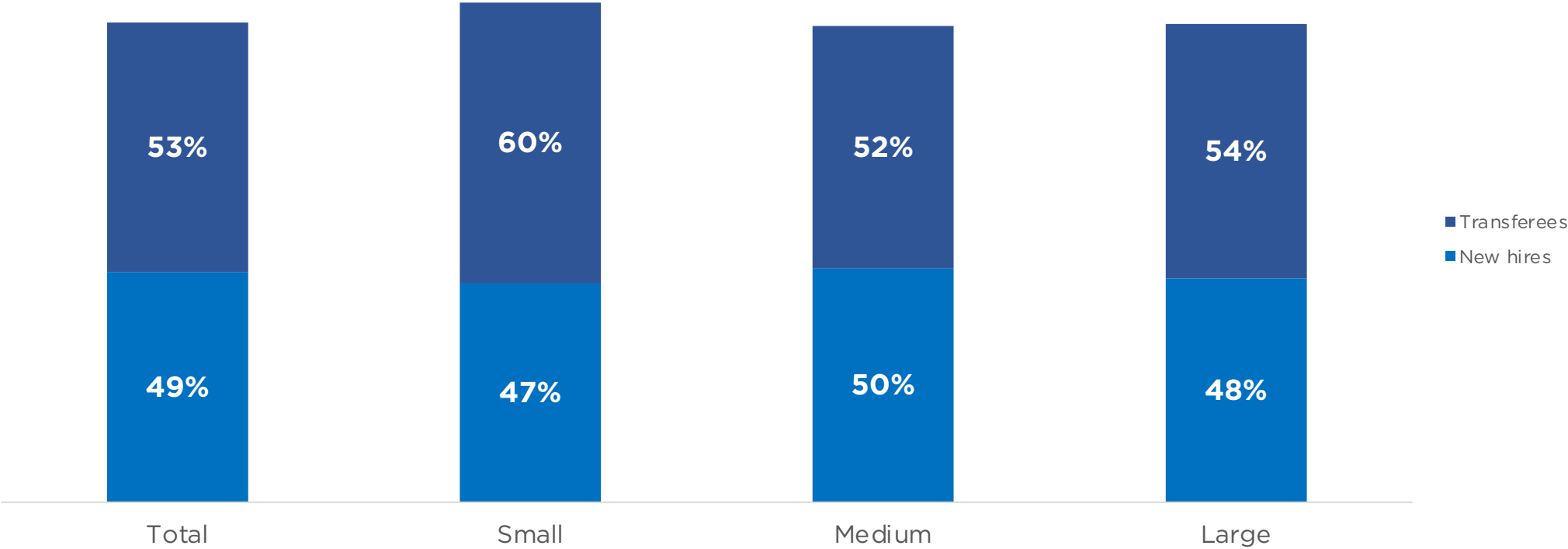
Q35. Is your company planning to use any of the following cost containment measures in relocation policy/practice in 2024? (Check all that apply)

Centralized Relocation/Mobility Department/Team	Total	Small	Medium	Large
Secure dedicated household goods carriers/transportation rates to streamline lump sum relocations	30%	16%	33%	29%
Restructure policy tiers/eligibility for certain benefits (i.e. add/reduce/redefine tiers, implement flexible policy, etc.)	29%	25%	30%	31%
Use lump sum payments for relocations	27%	24%	28%	26%
Limit miscellaneous expense allowance benefits (coverage items, amounts)	26%	23%	28%	21%
Offer short-term/extended travel/commuter arrangements rather than relocate employees	26%	22%	26%	30%
Review/renege supplier contracts	23%	14%	27%	16%
Reduce internal relocation/mobility team size	20%	11%	22%	19%
Outsource relocation management program to vendor	20%	13%	20%	26%
Cap relocation benefit amounts	19%	24%	19%	14%
Offer pre-decision counseling	19%	8%	21%	22%
Tighten real estate assistance requirements	18%	13%	18%	19%
Modify COLA offering policy	18%	14%	17%	22%
No cost containment measure beyond typical relocation policy or program	13%	16%	12%	16%
Other (please specify)	0%	0%	0%	1%

Question 36

Q36. In 2023, what approximate percentage of your company's relocating employees were classified (at origin) as...

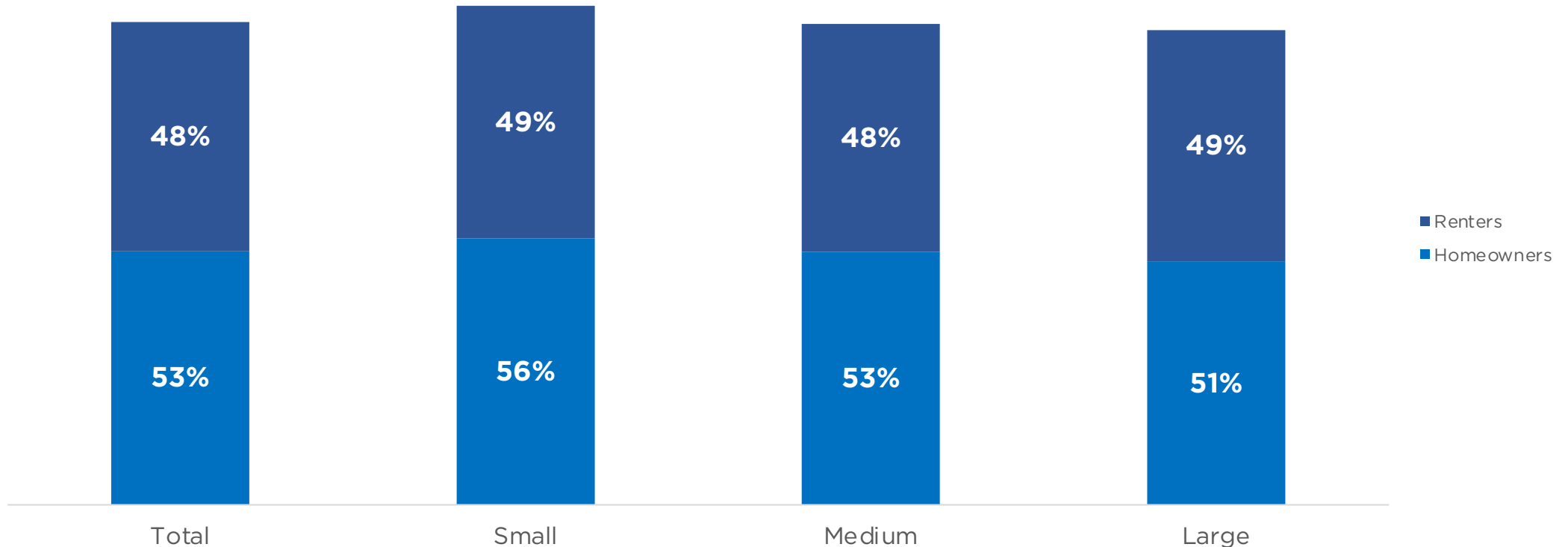
By Company Size (Salaried Employees)
(Average Percent)



Question 37

Q37. In 2023, what approximate percentage of your company's relocating employees were classified (at origin) as...

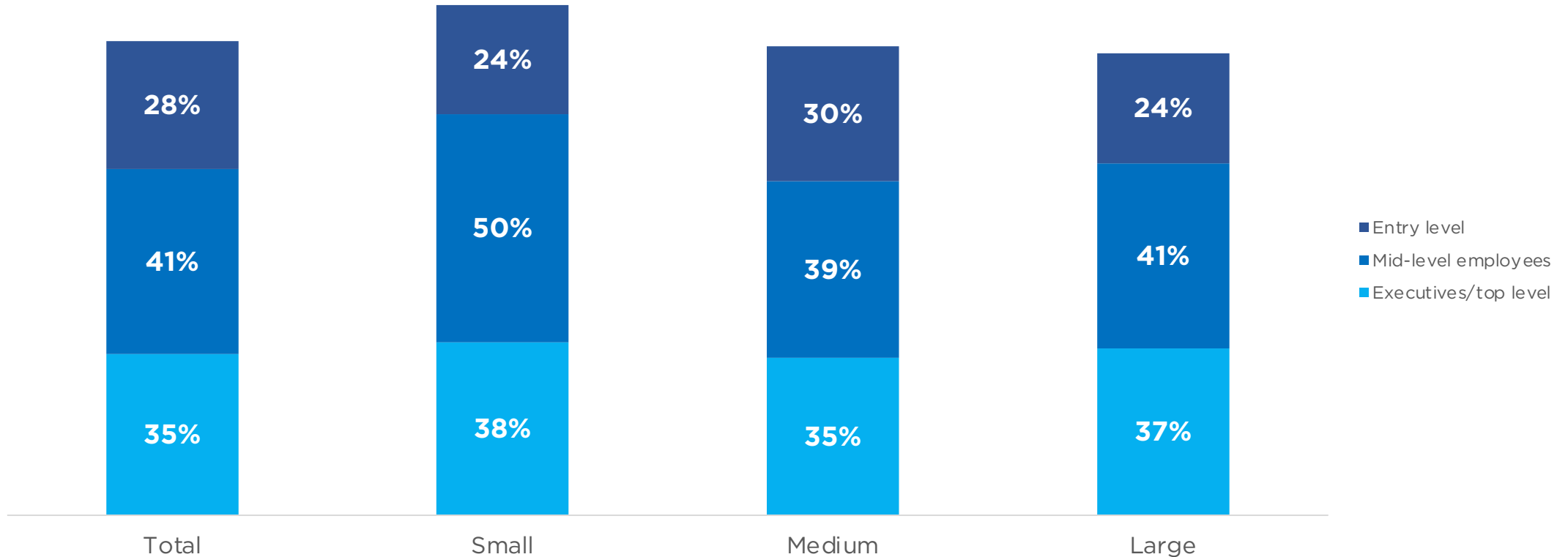
By Company Size (Salaried Employees)
(Average Percent)



Question 38

Q38. In 2023, what approximate percentage of your company's relocating employees were classified (at origin) as...

By Company Size (Salaried Employees)
(Average Percent)



Question 39

Q39. How long does an employee have to...
Q39a. Accept a relocation offer

By Company Size (Salaried Employees)

Time To Accept	Total	Small	Medium	Large
1 week or less	13%	11%	13%	14%
Up to 2 weeks	24%	24%	23%	29%
Up to 3 weeks	18%	17%	19%	14%
Up to 1 month	25%	23%	26%	23%
Up to 2 months	8%	8%	9%	6%
Up to 3 months	6%	8%	6%	5%
More than 3 months	4%	6%	3%	5%

*excludes those who don't know

Question 39

Q39. How long does an employee have to...
Q39b. Report to work at the new location

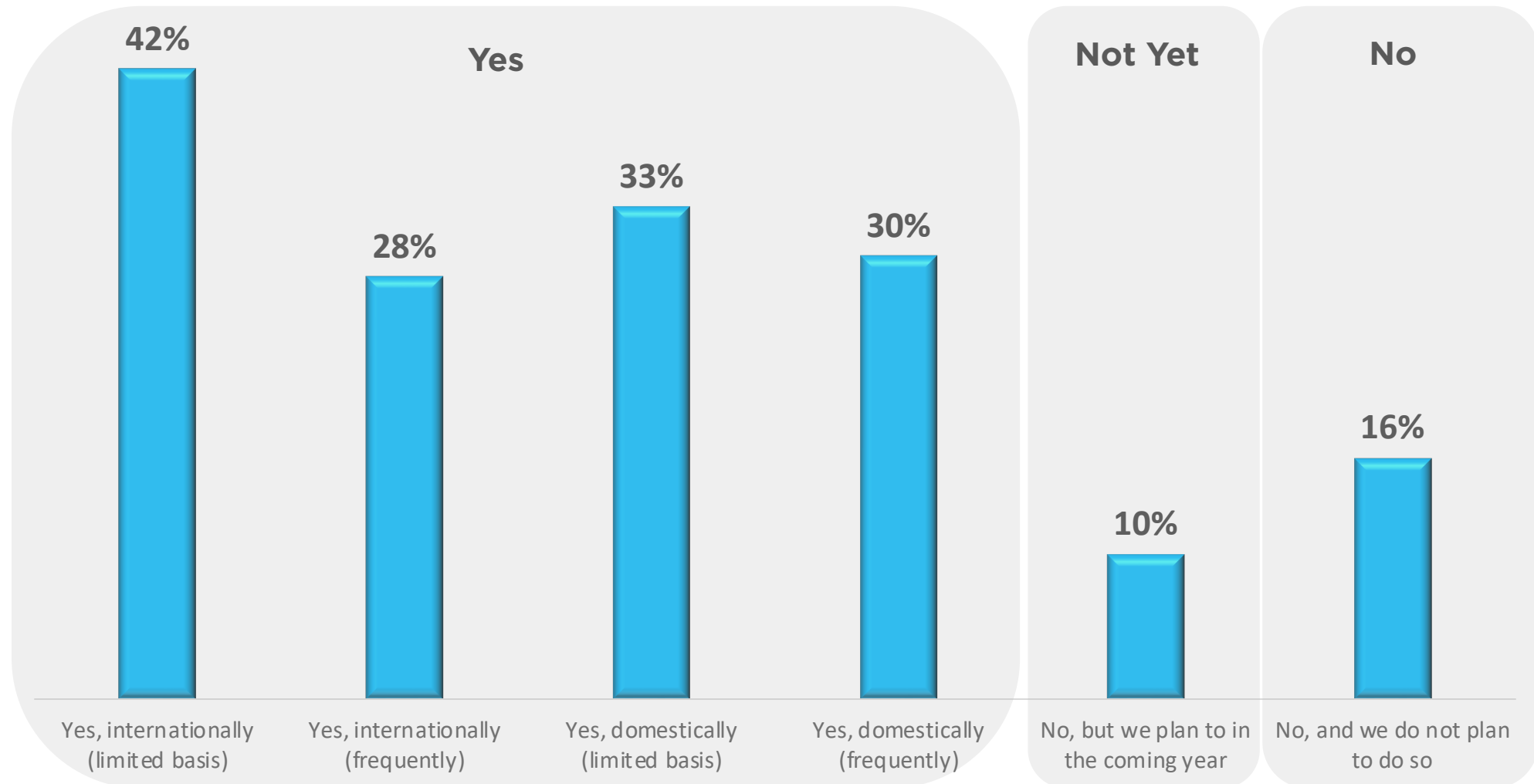
By Company Size (Salaried Employees)

Time To Report	Total	Small	Medium	Large
1 week or less	8%	6%	9%	5%
Up to 2 weeks	17%	14%	19%	9%
Up to 3 weeks	12%	12%	12%	13%
Up to 1 month	22%	20%	21%	33%
Up to 2 months	17%	19%	18%	11%
Up to 3 months	14%	19%	12%	17%
More than 3 months	6%	5%	6%	11%

*excludes those who don't know

Question 40

Q40. Is your company utilizing “alternative assignments”



Question 40

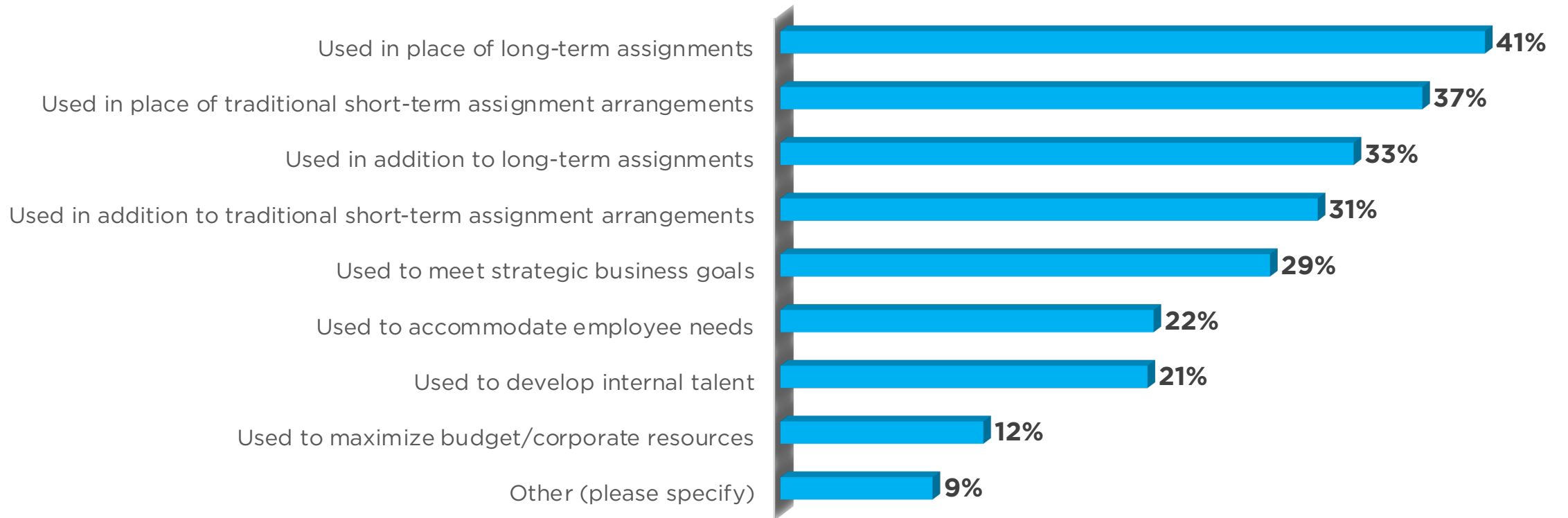
Q40. Is your company utilizing , "alternative assignments", (i.e., extended business travel, cross-border commuting, rotational, localization, permanent international transfers, etc.)?

By Company Size (Salaried Employees)

Alternate Assignment Used	Total	Small	Medium	Large
Yes, internationally (limited basis)	42%	28%	45%	45%
Yes, internationally (frequently)	28%	16%	32%	23%
Yes, domestically (limited basis)	33%	26%	36%	26%
Yes, domestically (frequently)	30%	20%	32%	29%
No, but we plan to in the coming year	10%	9%	11%	3%
No, and we do not plan to do so	16%	31%	12%	22%
Other	0%	0%	0%	1%

Question 41

Q41. How are these "alternative assignment" arrangements incorporated into your organization's overall employee mobility strategy?



Question 41

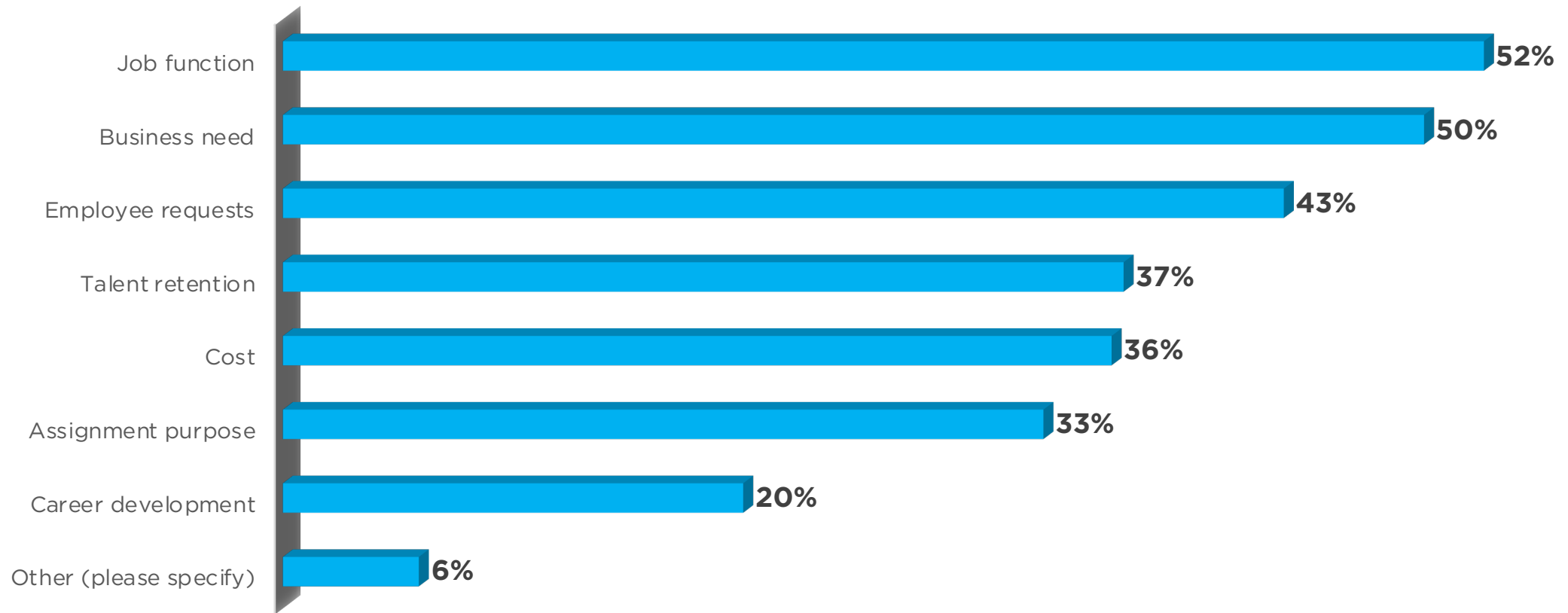
Q41. How are these "alternative assignment" arrangements incorporated into your organization's overall employee mobility strategy?

By Company Size (Salaried Employees)

Alternate Assignment Incorporation	Total	Small	Medium	Large
Used in place of long-term assignments	41%	23%	44%	47%
Used in place of traditional short-term assignment arrangements	37%	34%	41%	25%
Used in addition to long-term assignments	33%	20%	35%	38%
Used in addition to traditional short-term assignment arrangements	31%	18%	36%	22%
Used to meet strategic business goals	29%	27%	29%	26%
Used to accommodate employee needs	22%	19%	22%	22%
Used to develop internal talent	21%	17%	22%	22%
Used to maximize budget/corporate resources	12%	15%	11%	10%
Other (please specify)	9%	14%	6%	18%

Question 42

Q42. What are the key factors that determine if an "alternative assignment" method will be used?



Question 42

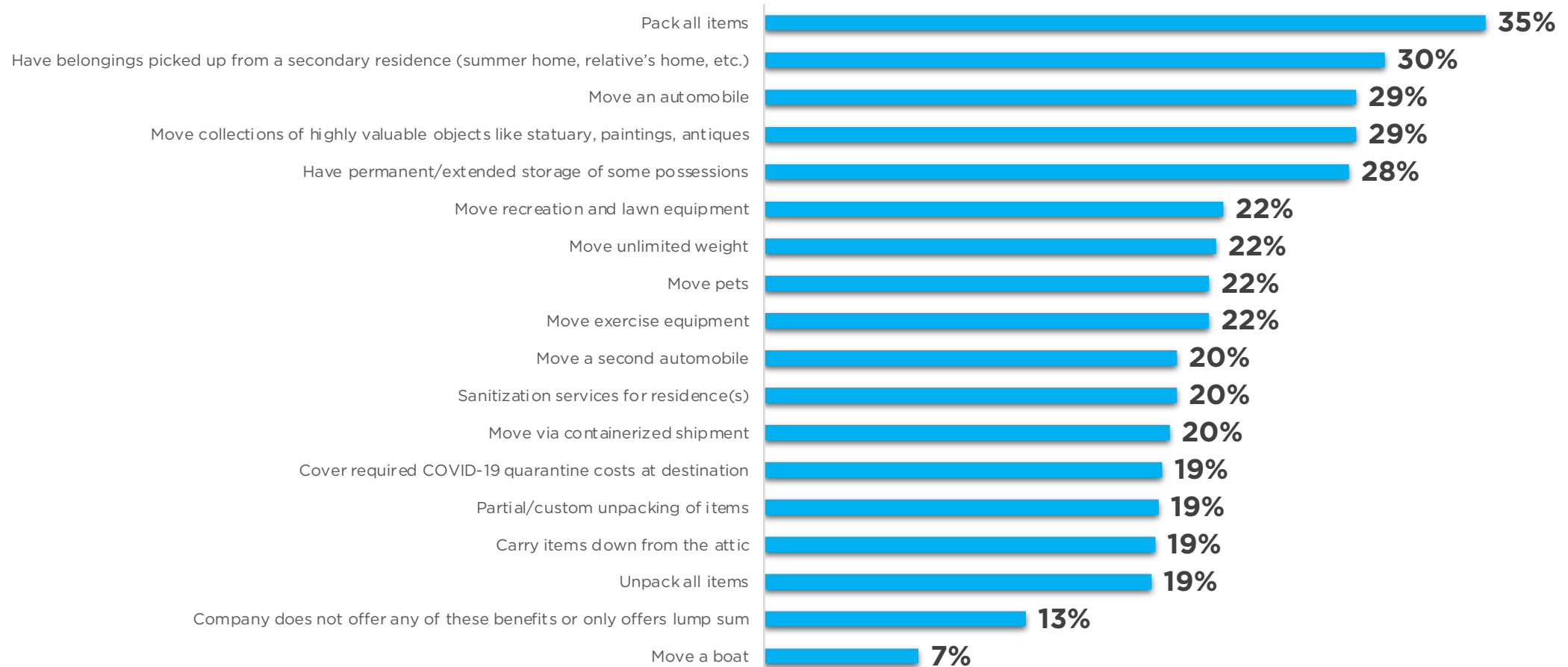
Q42. What are the key factors that determine if an "alternative assignment" method will be used?

By Company Size (Salaried Employees)

Key Factors Determining "Alternate Assignment"	Total	Small	Medium	Large
Job function	52%	47%	55%	47%
Business need	50%	42%	50%	57%
Employee requests	43%	39%	45%	40%
Talent retention	37%	30%	38%	38%
Cost	36%	33%	36%	39%
Assignment purpose	33%	20%	36%	32%
Career development	20%	18%	21%	18%
Other	6%	8%	4%	14%

Question 43

Q43. For relocating employees, for your most commonly used domestic policy, does your company reimburse/pay to...(Check all that apply)



Question 43

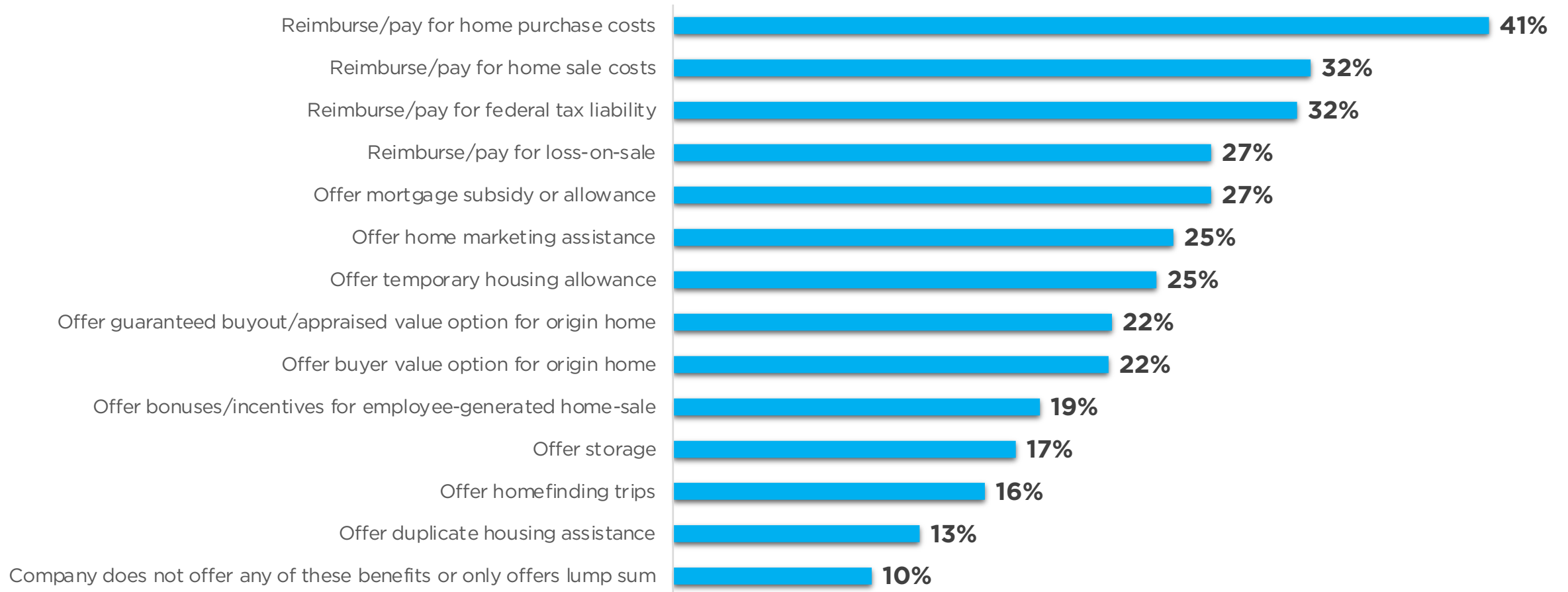
Q43. For relocating employees (transferees or new hires), does your company reimburse/pay to...

By Company Size (Salaried Employees)

Covered Relocation Expenses - Composite	Total	Small	Medium	Large
Pack all items	35%	28%	32%	58%
Have belongings picked up from a secondary residence (summer home, relative's home, etc.)	30%	25%	31%	29%
Move an automobile	29%	17%	28%	45%
Move collections of highly valuable objects like statuary, paintings, antiques	29%	19%	29%	36%
Have permanent/extended storage of some possessions	28%	20%	30%	27%
Move recreation and lawn equipment	22%	16%	24%	19%
Move unlimited weight	22%	14%	20%	40%
Move pets	22%	22%	20%	30%
Move exercise equipment	22%	11%	22%	32%
Move a second automobile	20%	19%	18%	30%
Sanitization services for residence(s)	20%	13%	22%	21%
Move via containerized shipment	20%	16%	19%	27%
Cover required COVID-19 quarantine costs at destination	19%	14%	19%	27%
Partial/custom unpacking of items	19%	10%	19%	32%
Carry items down from the attic	19%	13%	18%	30%
Unpack all items	19%	10%	20%	21%
Company does not offer any of these benefits or only offers lump sum	13%	32%	10%	8%
Move a boat	7%	6%	7%	10%

Question 44

Q44. When a relocating employee (transferee OR new hire) is a current homeowner who will be buying (not renting), does your company... (Check all that apply)



Question 44

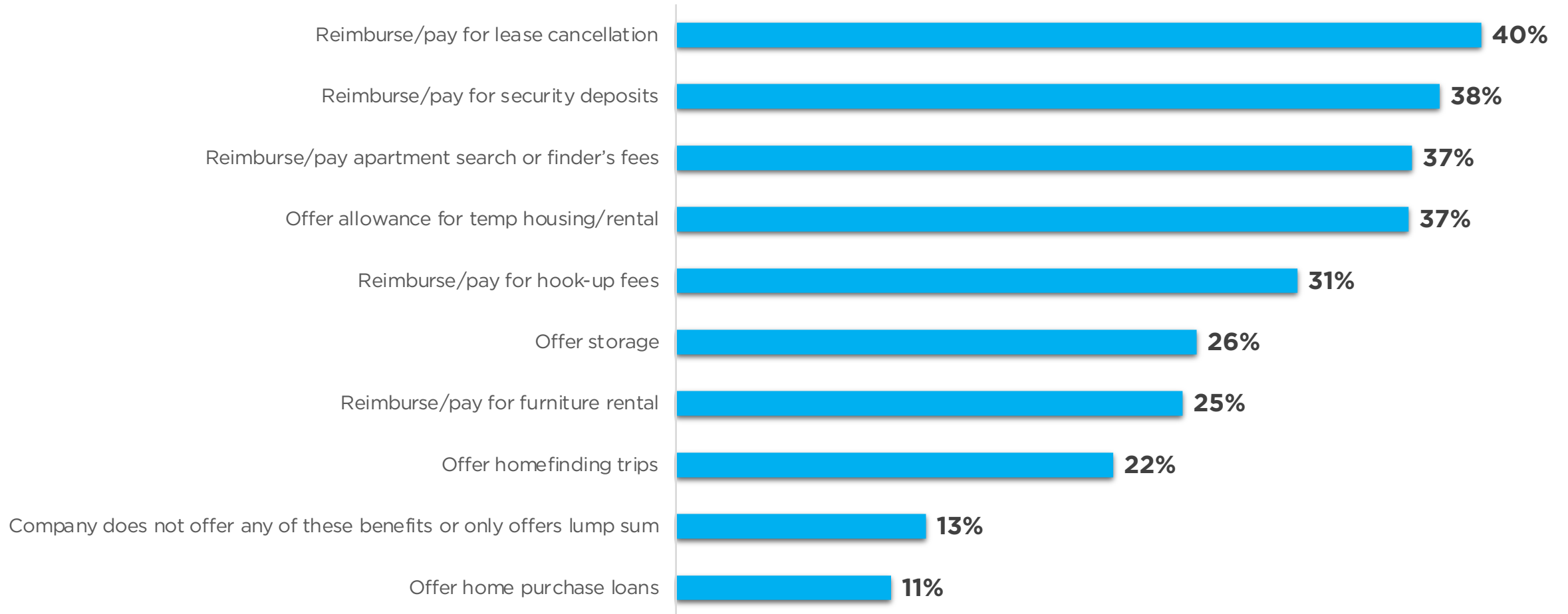
Q44. When a relocating employee (transferee OR new hire) is a current homeowner who will be buying (not renting), does your company...

By Company Size (Salaried Employees)

Covered Relocation Expense: Employee Buying - Composite	Total	Small	Medium	Large
Reimburse/pay for home purchase costs	41%	27%	42%	52%
Reimburse/pay for home sale costs	32%	19%	32%	52%
Reimburse/pay for federal tax liability	32%	22%	34%	32%
Reimburse/pay for loss-on-sale	27%	17%	29%	32%
Offer mortgage subsidy or allowance	27%	16%	30%	23%
Offer home marketing assistance	25%	20%	26%	29%
Offer temporary housing allowance	25%	23%	22%	40%
Offer guaranteed buyout/appraised value option for origin home	22%	9%	24%	26%
Offer buyer value option for origin home	22%	11%	23%	31%
Offer bonuses/incentives for employee-generated home-sale	19%	13%	20%	16%
Offer storage	17%	9%	14%	44%
Offer homefinding trips	16%	14%	13%	35%
Offer duplicate housing assistance	13%	9%	11%	22%
Company does not offer any of these benefits or only offers lump sum	10%	26%	8%	5%

Question 45

Q45. When a relocating employee (transferee OR new hire) is a current renter, does your company...



Question 45

Q45. When a relocating employee (transferee OR new hire) is a current renter, does your company...

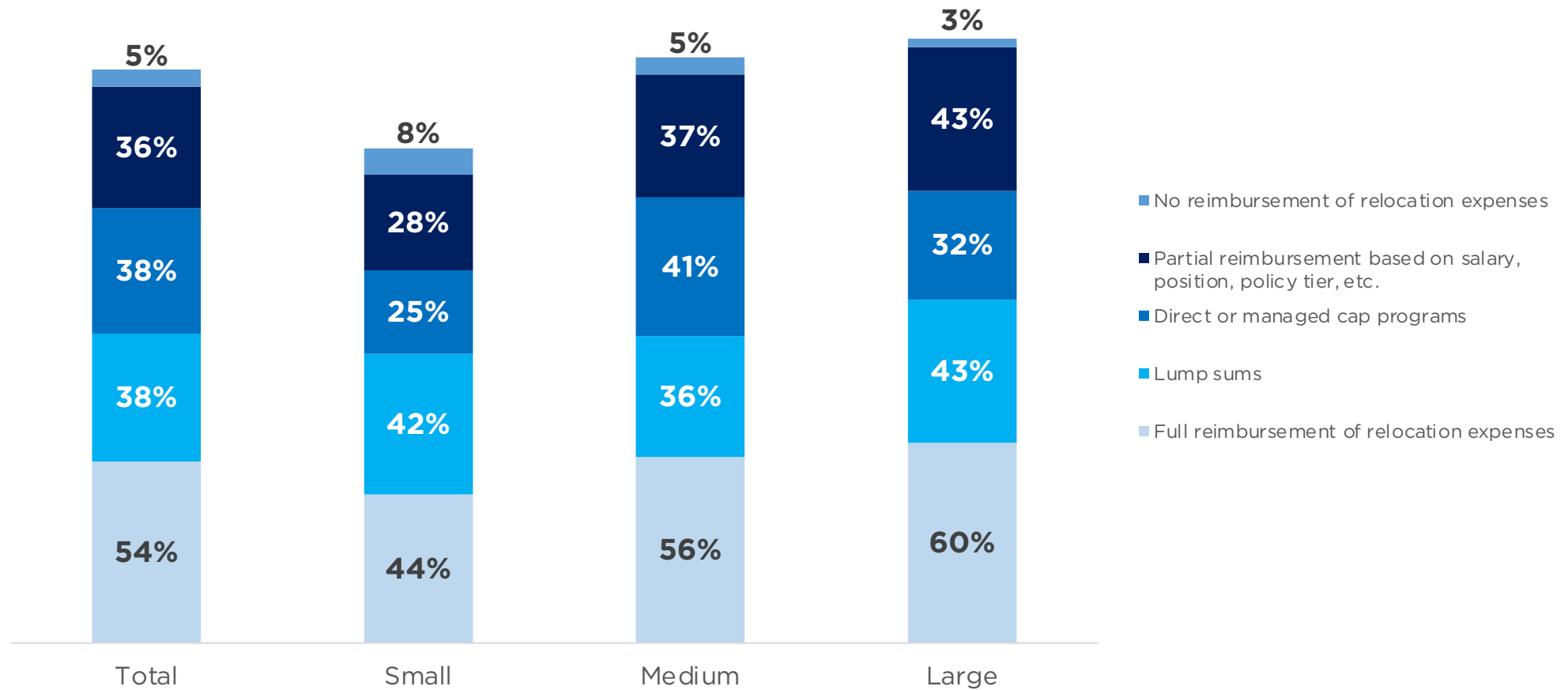
By Company Size (Salaried Employees)

Covered Relocation Expense: Renter	Total	Small	Medium	Large
Reimburse/pay for lease cancellation	40%	42%	36%	62%
Reimburse/pay for security deposits	38%	34%	39%	38%
Reimburse/pay apartment search or finder's fees	37%	26%	38%	45%
Offer allowance for temp housing/rental	37%	30%	36%	47%
Reimburse/pay for hook-up fees	31%	22%	34%	27%
Offer storage	26%	15%	25%	47%
Reimburse/pay for furniture rental	25%	14%	28%	26%
Offer homefinding trips	22%	18%	20%	38%
Company does not offer any of these benefits or only offers lump sum	13%	23%	11%	9%
Offer home purchase loans	11%	2%	11%	22%

Question 46

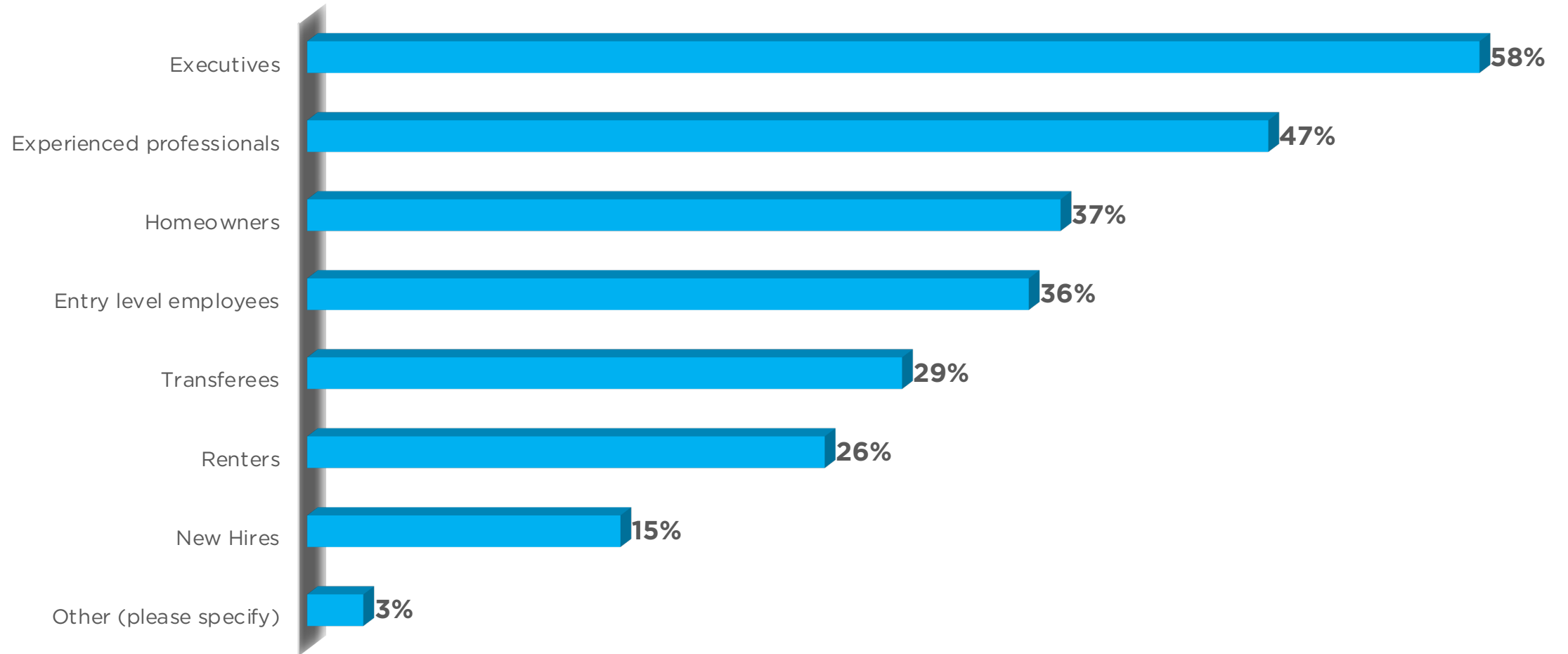
Q46. To what extent does your company reimburse relocation expenses

By Company Size (Salaried Employees)



Question 47

Q47. What types of relocating employees most commonly receive lump sum payments?



Question 47

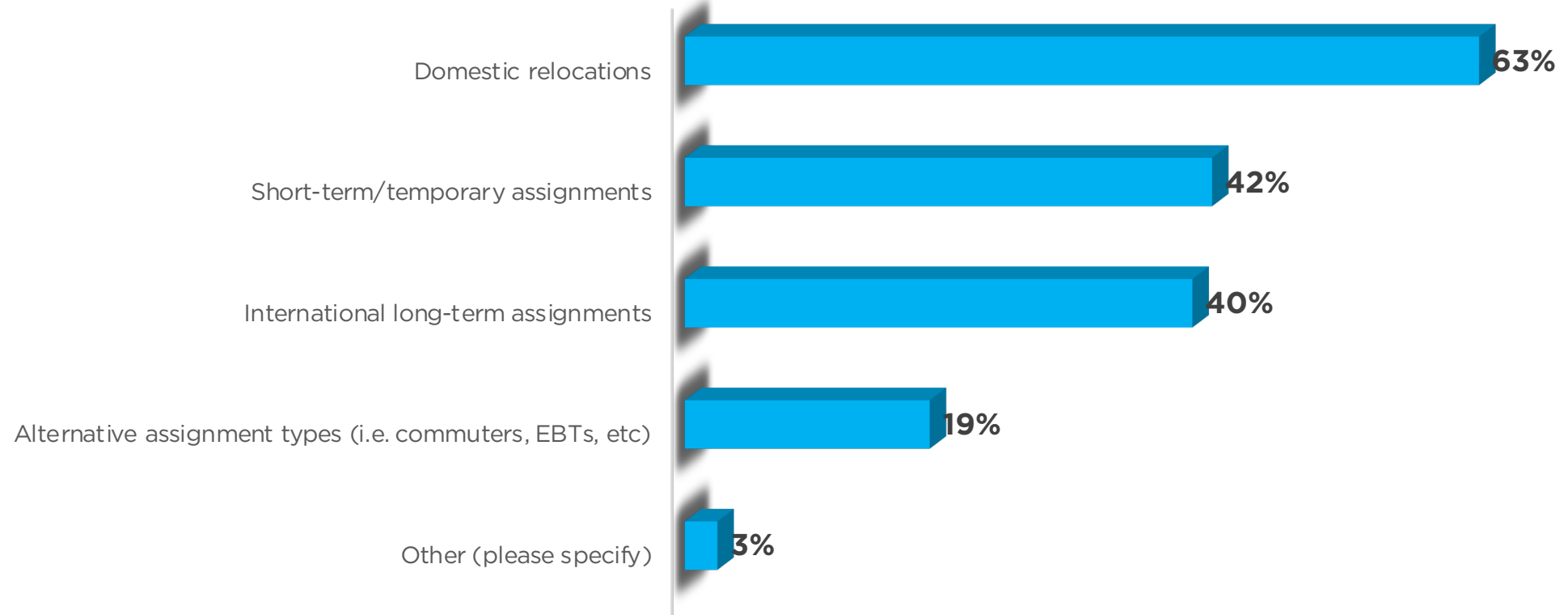
Q47. What types of relocating employees most commonly receive lump sum payments?

By Company Size (Salaried Employees)

Employees Most Commonly Receiving Lump Sums	Total	Small	Medium	Large
Executives	58%	55%	58%	61%
Experienced professionals	47%	48%	46%	56%
Entry level employees	36%	27%	36%	42%
Homeowners	37%	20%	41%	38%
Renters	26%	22%	25%	31%
Transferees	29%	24%	30%	35%
New Hires	15%	13%	15%	23%
Other	3%	2%	2%	5%

Question 48

Q48. What types of relocation types most commonly receive lump sum payments?



Question 48

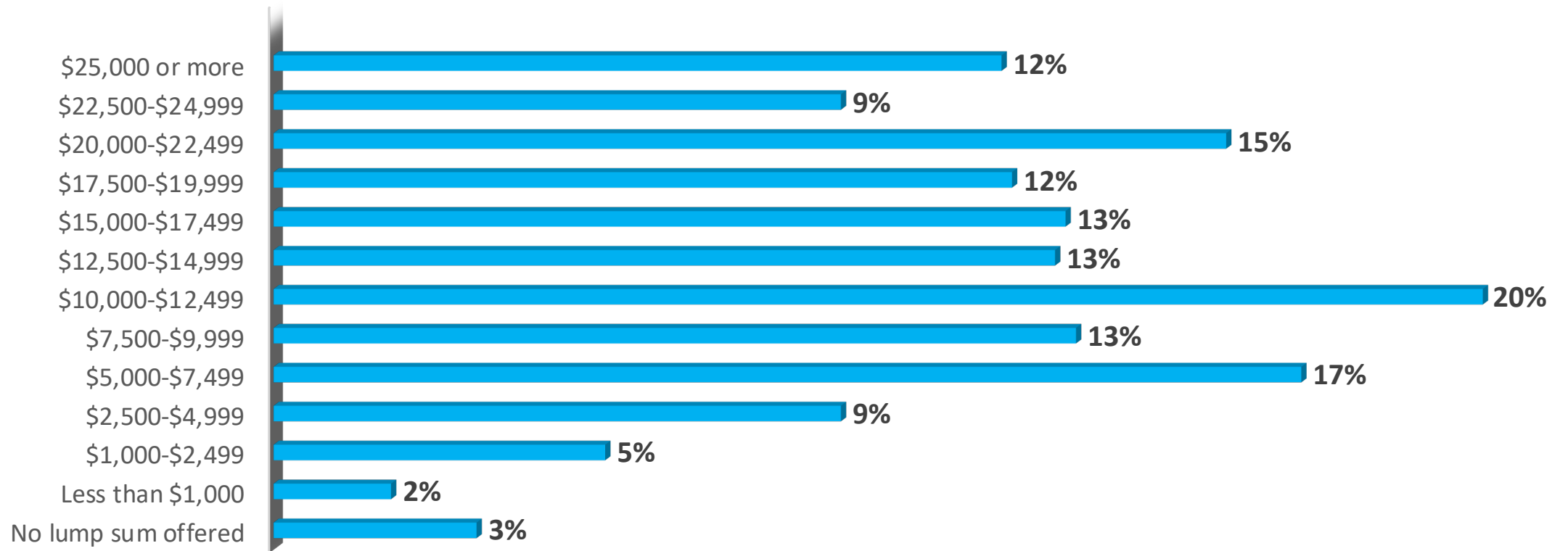
Q48. What types of relocation types most commonly receive lump sum payments?

By Company Size (Salaried Employees)

Relocations Most Commonly Receiving Lump Sums	Total	Small	Medium	Large
Domestic relocations	63%	69%	61%	69%
Short-term/temporary assignments	42%	26%	47%	34%
International long-term assignments	40%	26%	44%	38%
Alternative assignment types (i.e., commuters, EBTs, etc.)	19%	11%	22%	17%
Other	3%	2%	2%	8%

Question 49

Q49. What is the typical range of lump sums offered?



* excludes those who don't know

Question 49

Q49. What is the typical range of lump sums offered?

By Company Size (Salaried Employees)

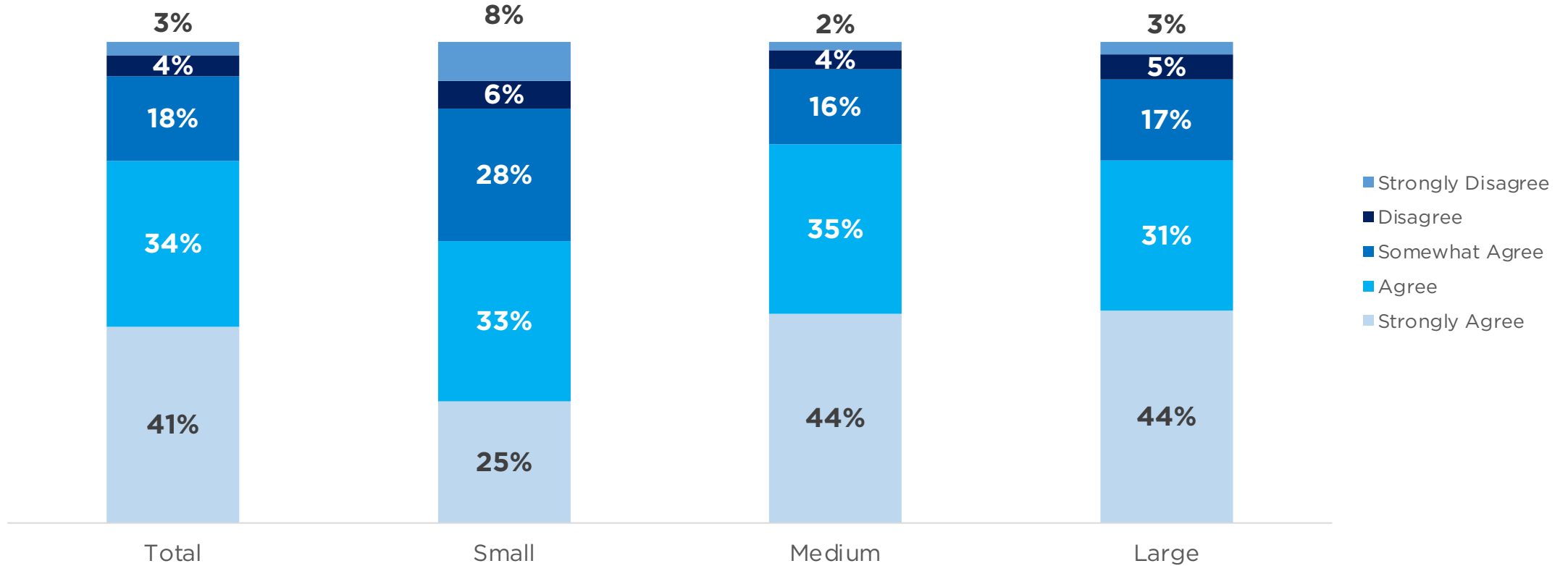
Lump Sums Offered	Total	Small	Medium	Large
No lump sum offered	3%	5%	3%	4%
Less than \$1,000	2%	1%	2%	1%
\$1,000-\$2,499	5%	6%	6%	1%
\$2,500-\$4,999	9%	6%	10%	8%
\$5,000-\$7,499	17%	22%	16%	12%
\$7,500-\$9,999	13%	15%	13%	10%
\$10,000-\$12,499	20%	11%	22%	14%
\$12,500-\$14,999	13%	11%	14%	8%
\$15,000-\$17,499	13%	16%	12%	13%
\$17,500-\$19,999	12%	2%	14%	14%
\$20,000-\$22,499	15%	8%	16%	19%
\$22,500-\$24,999	9%	3%	10%	12%
\$25,000 or more	12%	3%	11%	27%

* excludes those who don't know

Question 50

Q50. Please rate your agreement with the following statements
Q50a. I would entertain having a sole HHG provider if corporate pricing were extended to lump sum payouts

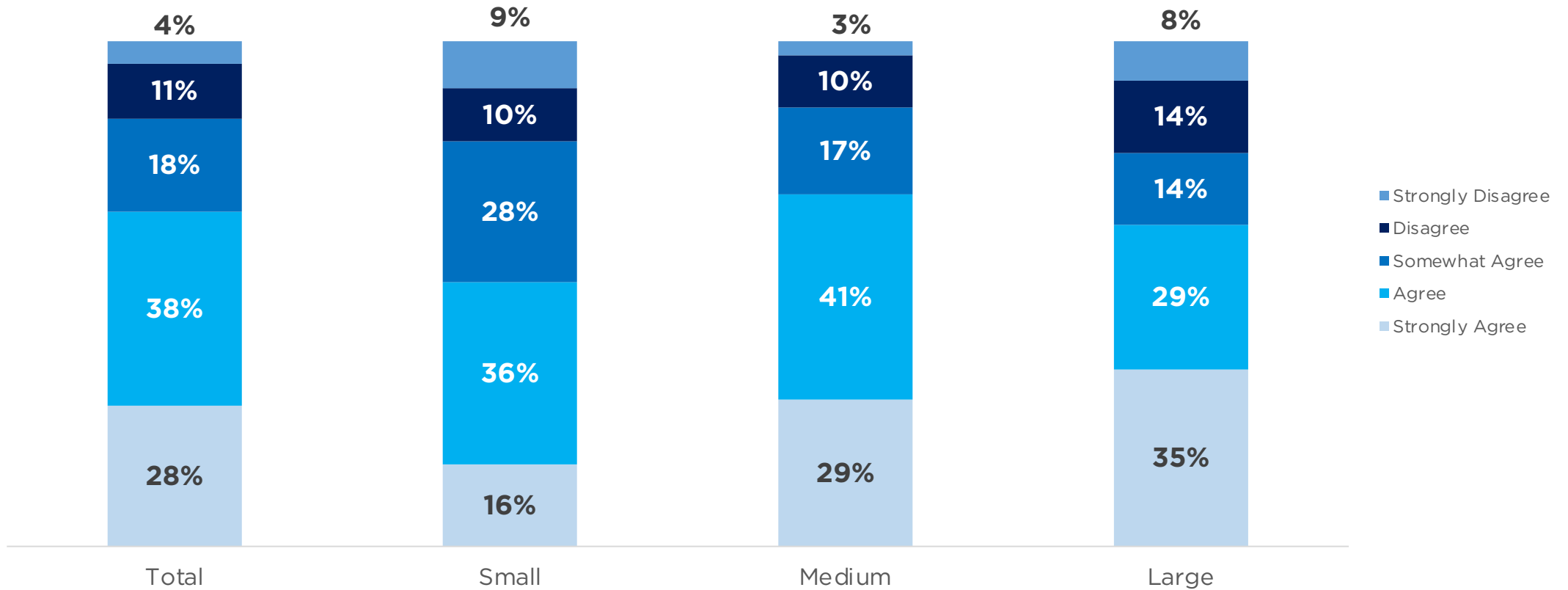
By Company Size (Salaried Employees)



Question 50

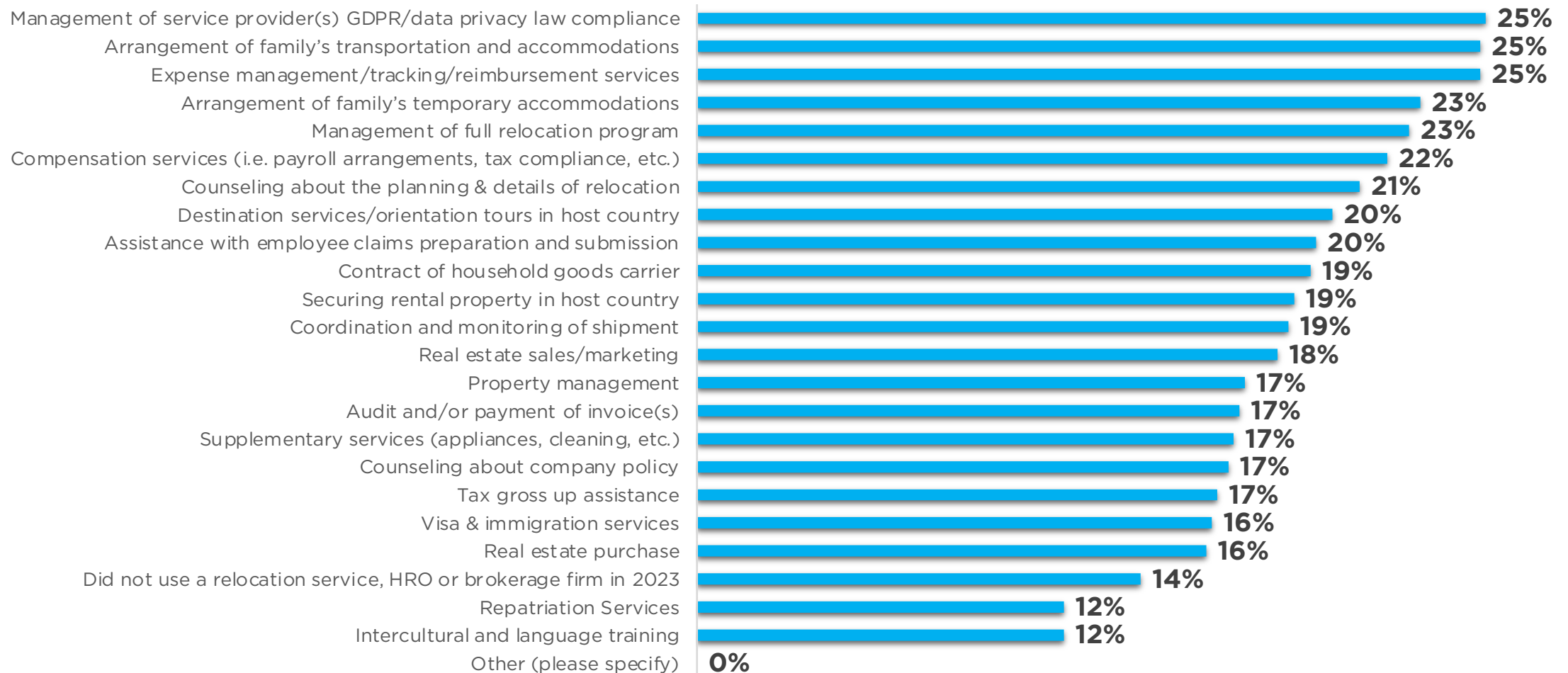
Q50. Please rate your agreement with the following statements
Q50b. I would consider excluding HHG from lump sum

By Company Size (Salaried Employees)



Question 51

Q51. Which of the following services did your company outsource to a relocation service, HERO or brokerage firm in 2023?



Question 51

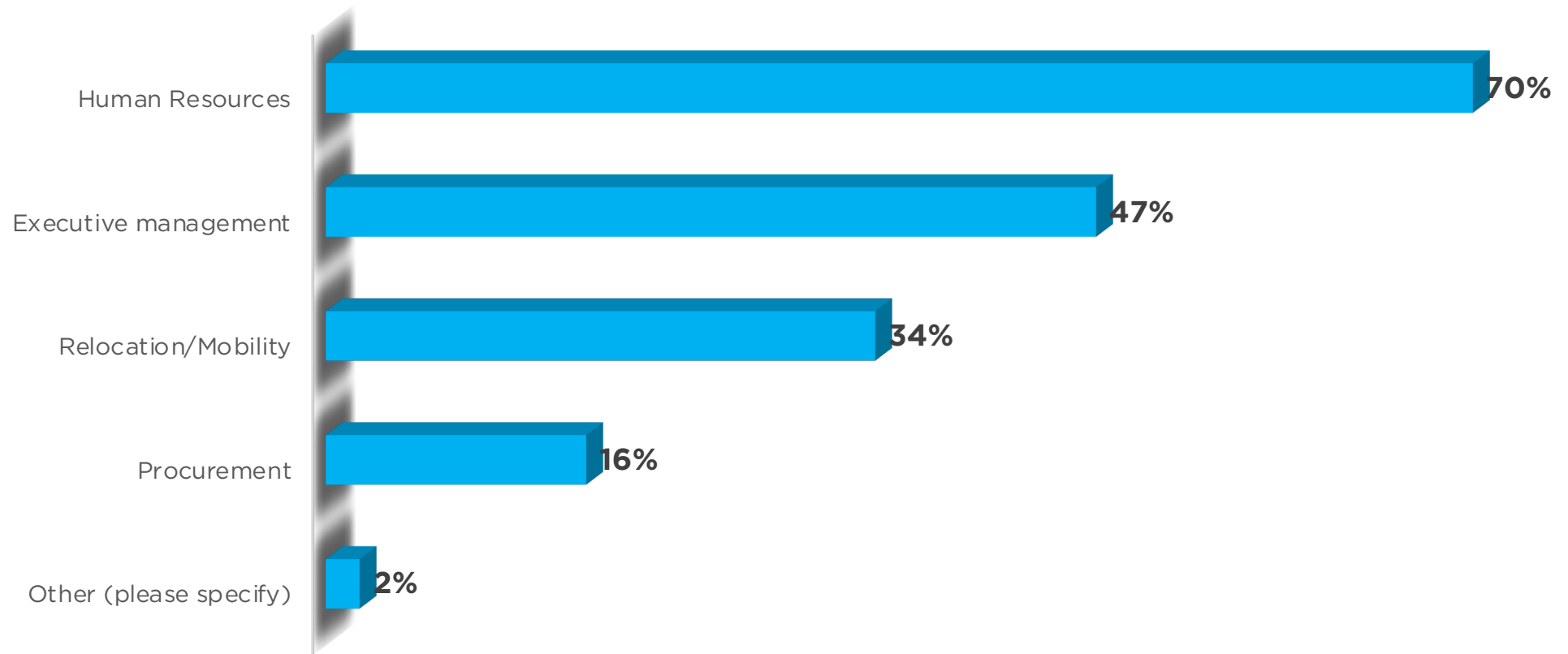
Q51. Which of the following services did your company outsource to a relocation service, HERO or brokerage firm in 2023?

By Company Size (Salaried Employees)

Services Outsourced in 2023	Total	Small	Medium	Large
Management of service provider(s) GDPR/data privacy law compliance	25%	15%	28%	22%
Arrangement of family's transportation and accommodations	25%	10%	28%	26%
Expense management/tracking/reimbursement services	25%	7%	25%	44%
Arrangement of family's temporary accommodations	23%	10%	23%	35%
Management of full relocation program	23%	15%	24%	26%
Compensation services (i.e. payroll arrangements, tax compliance, etc.)	22%	17%	22%	27%
Counseling about the planning & details of relocation	21%	9%	22%	32%
Destination services/orientation tours in host country	20%	14%	20%	29%
Assistance with employee claims preparation and submission	20%	14%	20%	27%
Contract of household goods carrier	19%	10%	19%	31%
Securing rental property in host country	19%	13%	18%	32%
Coordination and monitoring of shipment	19%	10%	18%	35%
Real estate sales/marketing	18%	15%	17%	32%
Property management	17%	10%	18%	23%
Audit and/or payment of invoice(s)	17%	8%	16%	34%
Supplementary services (appliances, cleaning, etc.)	17%	10%	17%	26%
Counseling about company policy	17%	13%	16%	27%
Tax gross up assistance	17%	10%	16%	25%
Visa & immigration services	16%	5%	17%	27%
Real estate purchase	16%	14%	14%	29%
Did not use a relocation service, HRO or brokerage firm in 2023	14%	36%	9%	14%
Repatriation Services	12%	3%	12%	18%
Intercultural and language training	12%	7%	11%	22%
Other (please specify)	0%	0%	0%	0%

Question 52

Q52. Which department(s) at your company select a relocation service, HERO or brokerage firm?



Question 52

Q52. Which department(s) at your company select a relocation service, HERO or brokerage firm?

By Company Size (Salaried Employees)

Department(s) Selecting Outsourcing Vendor	Total	Small	Medium	Large
Human Resources	70%	68%	70%	74%
Executive management	47%	35%	51%	42%
Relocation/Mobility	34%	28%	34%	38%
Procurement	16%	11%	17%	14%
Other (please specify)	2%	6%	1%	3%

Question 53

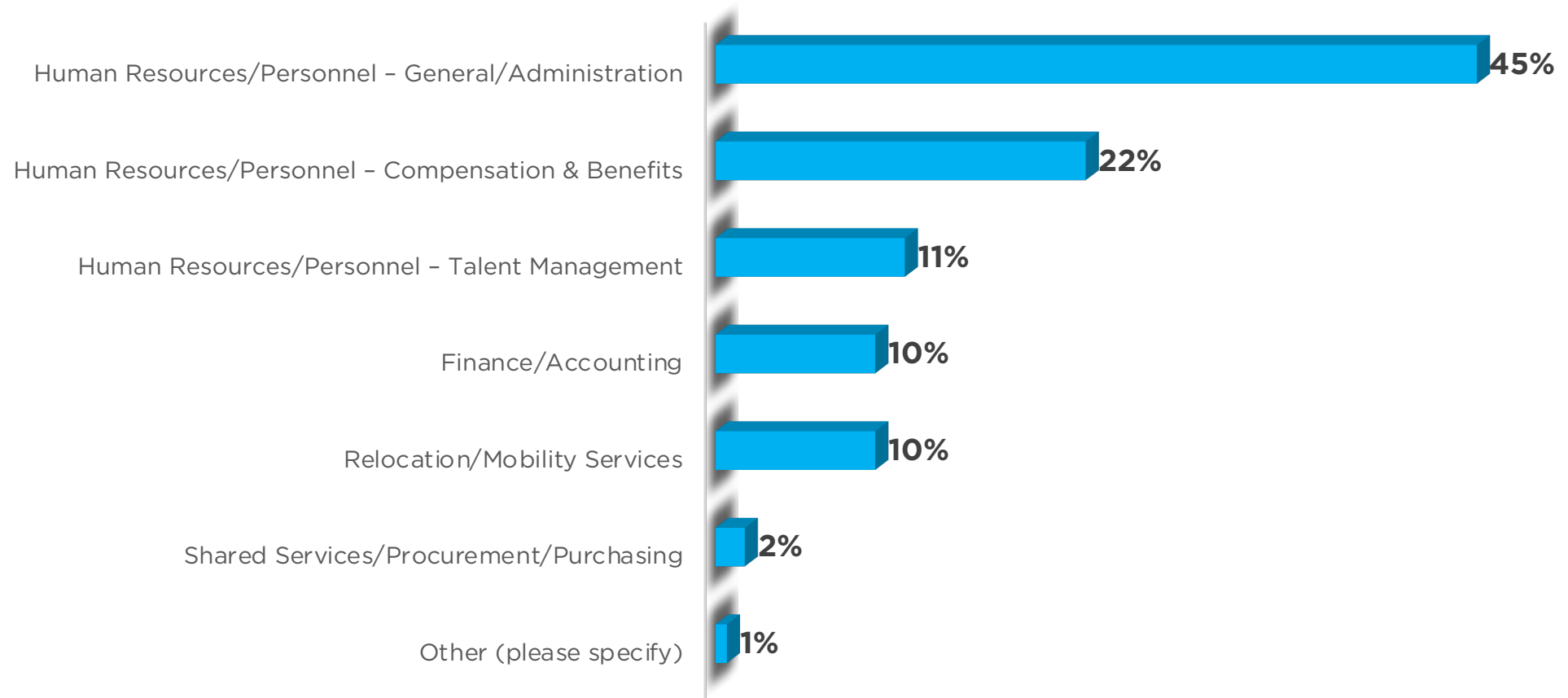
Q53. Are carrier transportation expenses paid directly by the company or paid by the employee and then reimbursed?

By Company Size (Salaried Employees)

Department(s) Selecting Outsourcing Vendor	Total	Small	Medium	Large
Paid directly by the company	68%	53%	71%	71%
Paid by the employee then reimbursed	28%	35%	26%	27%
Paid by the employee and not reimbursed	4%	11%	3%	1%

Question 54

Q54. What is your department's function?



Question 54

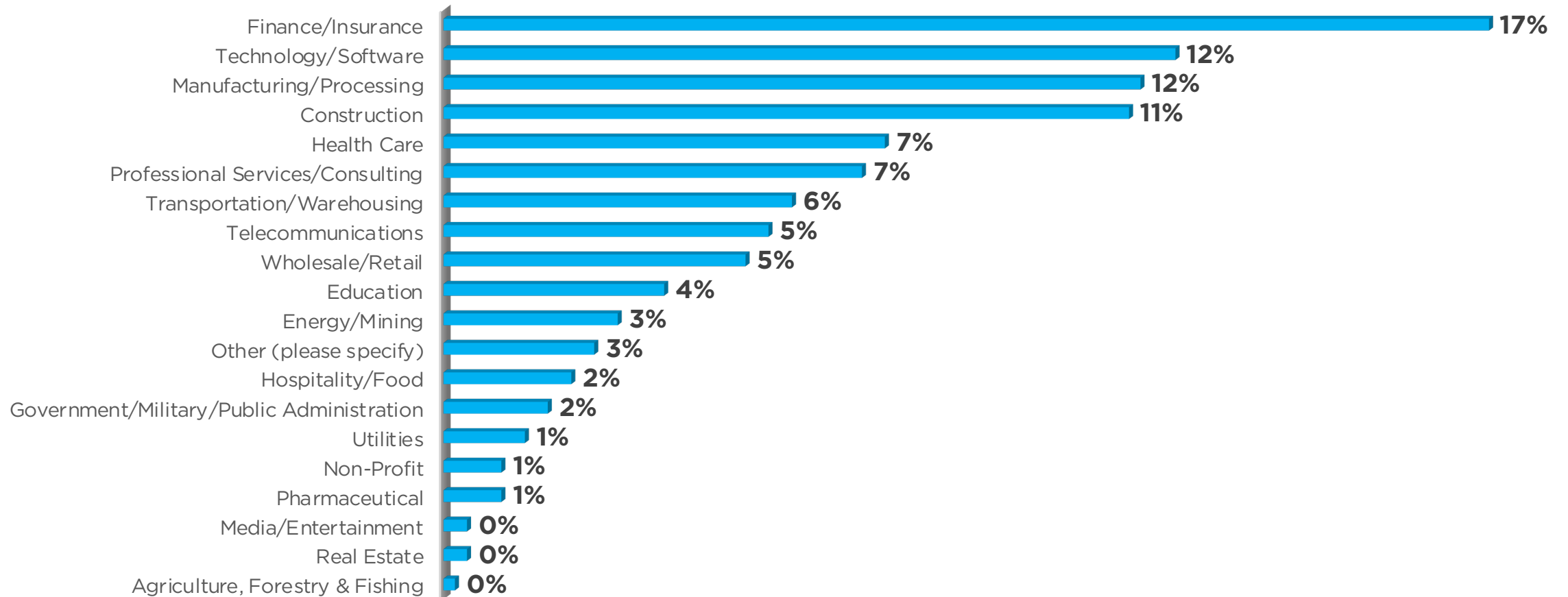
Q54. What is your department's function?

By Company Size (Salaried Employees)

Department Function	Total	Small	Medium	Large
Human Resources/Personnel - General/Administration	45%	47%	47%	36%
Human Resources/Personnel - Compensation & Benefits	22%	27%	20%	25%
Human Resources/Personnel - Talent Management	11%	7%	11%	16%
Relocation/Mobility Services	10%	7%	9%	16%
Finance/Accounting	10%	7%	11%	5%
Shared Services/Procurement/Purchasing	2%	3%	1%	3%
Other (please specify)	1%	2%	1%	0%

Question 55

Q55. Which one of the following industry categories most accurately fits your company's business classification?



Question 55

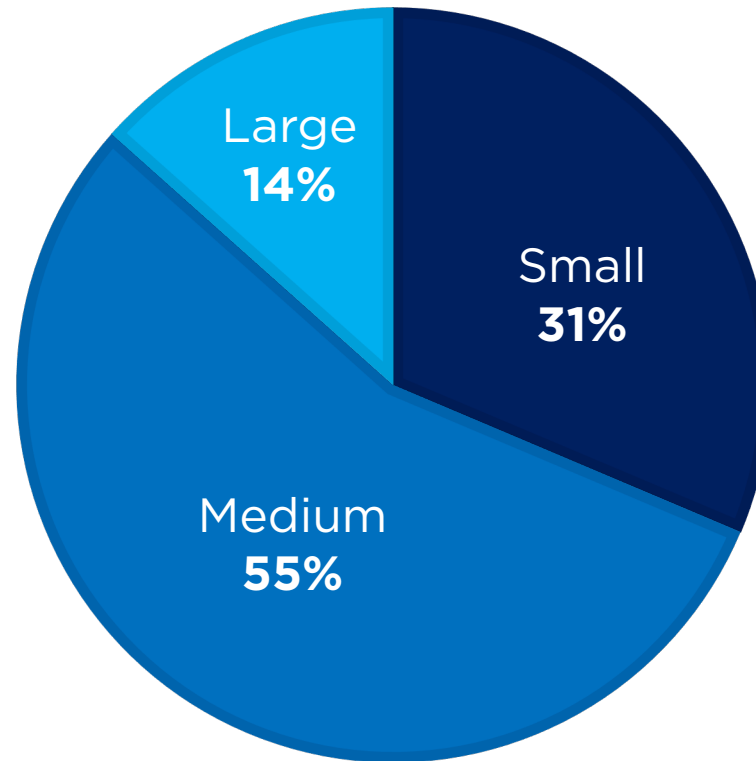
Q55. Which one of the following industry categories most accurately fits your company's business classification?

By Company Size (Salaried Employees)

Business Classification	Total	Small	Medium	Large
Finance/Insurance	17%	6%	20%	19%
Technology/Software	12%	9%	13%	10%
Manufacturing/Processing	12%	15%	10%	14%
Construction	11%	11%	13%	5%
Health Care	7%	5%	7%	14%
Professional Services/Consulting	7%	11%	7%	3%
Transportation/Warehousing	6%	6%	6%	5%
Telecommunications	5%	6%	6%	1%
Wholesale/Retail	5%	6%	4%	7%
Education	4%	1%	4%	4%
Energy/Mining	3%	6%	2%	1%
Other (please specify)	3%	4%	2%	1%
Hospitality/Food	2%	4%	1%	5%
Government/Military/Public Administration	2%	4%	1%	4%
Utilities	1%	1%	1%	3%
Pharmaceutical	1%	1%	1%	3%
Non-Profit	1%	2%	1%	0%
Real Estate	0%	1%	0%	0%
Media/Entertainment	0%	1%	0%	0%
Agriculture, Forestry & Fishing	0%	0%	0%	0%

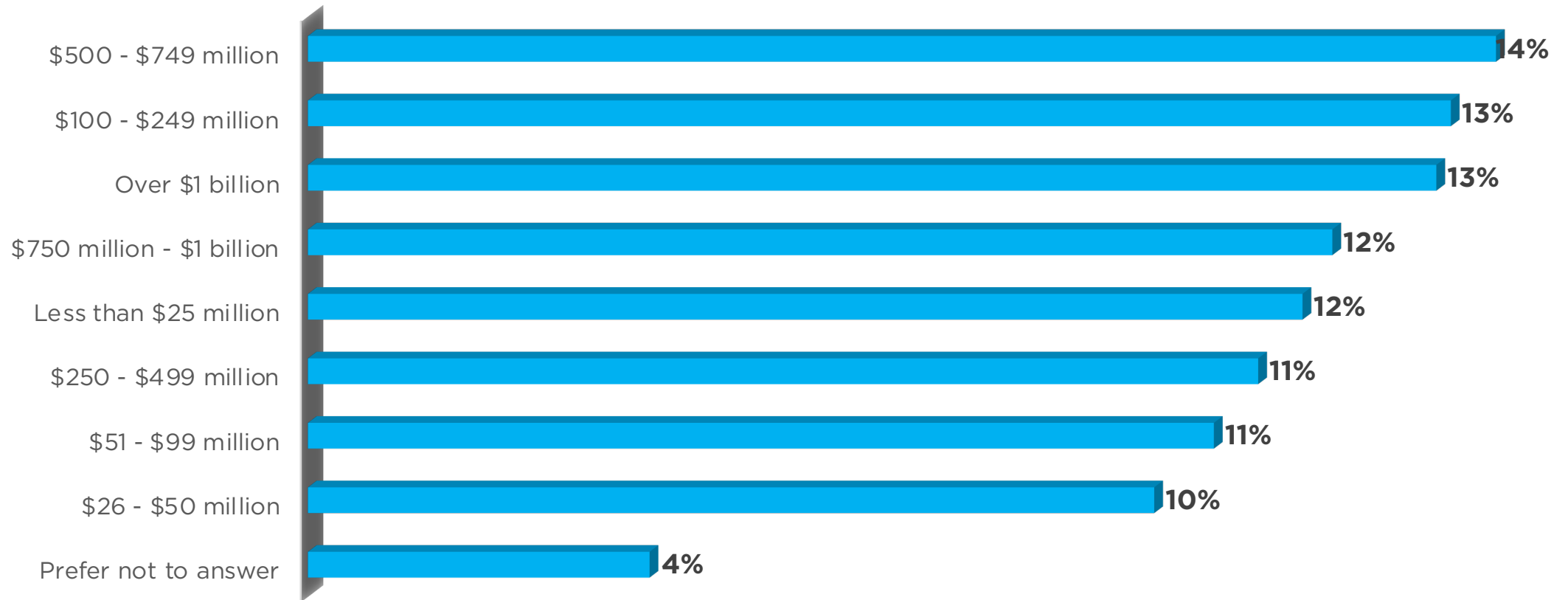
Question 56

Q56. How many salaried (non-hourly) employees work for your company?



Question 57

Q57. What were your company's annual sales for 2023?



Question 57

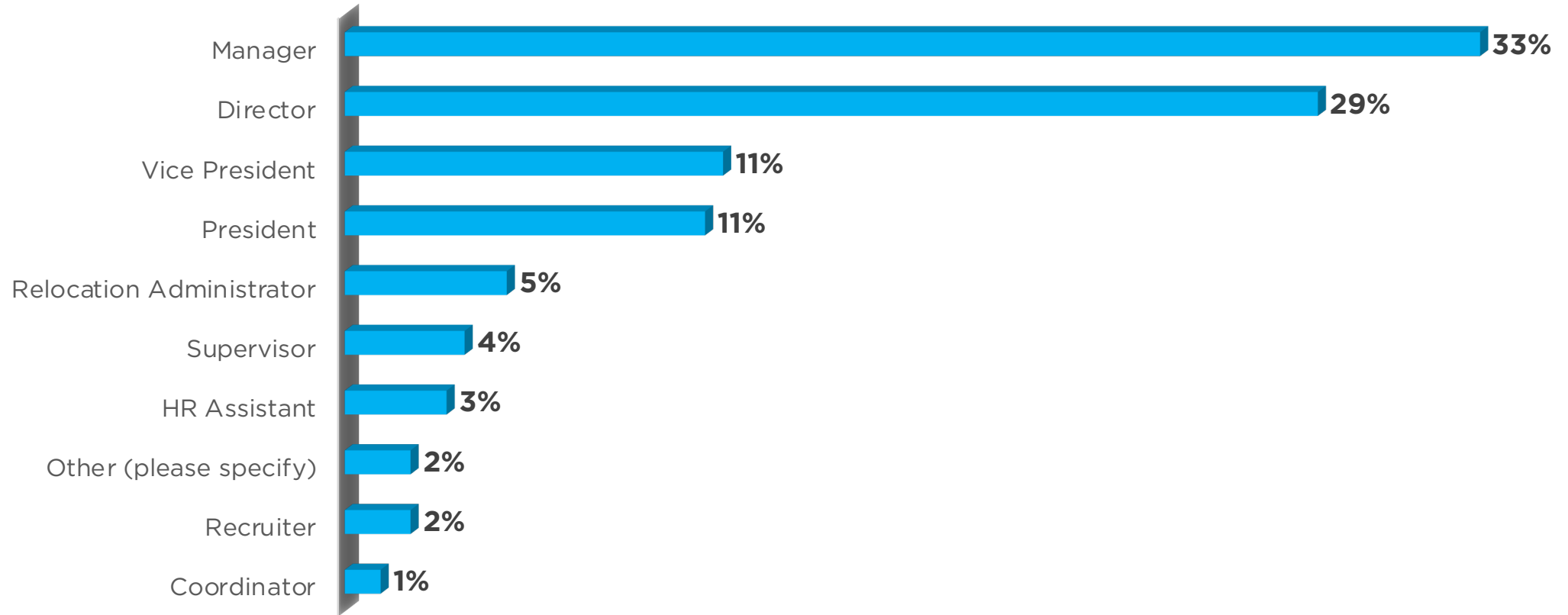
Q57. What were your company's annual sales for 2023?

By Company Size (Salaried Employees)

2021 Annual Sales	Total	Small	Medium	Large
Less than \$25 million	12%	27%	10%	3%
\$26 - \$50 million	10%	23%	9%	3%
\$51 - \$99 million	11%	13%	12%	1%
\$100 - \$249 million	13%	10%	15%	6%
\$250 - \$499 million	11%	7%	12%	12%
\$500 - \$749 million	14%	5%	15%	19%
\$750 million - \$1 billion	12%	6%	15%	5%
Over \$1 billion	13%	3%	9%	47%
Prefer not to answer	4%	7%	3%	4%

Question 58

Q58. What is your position within the company?



Question 58

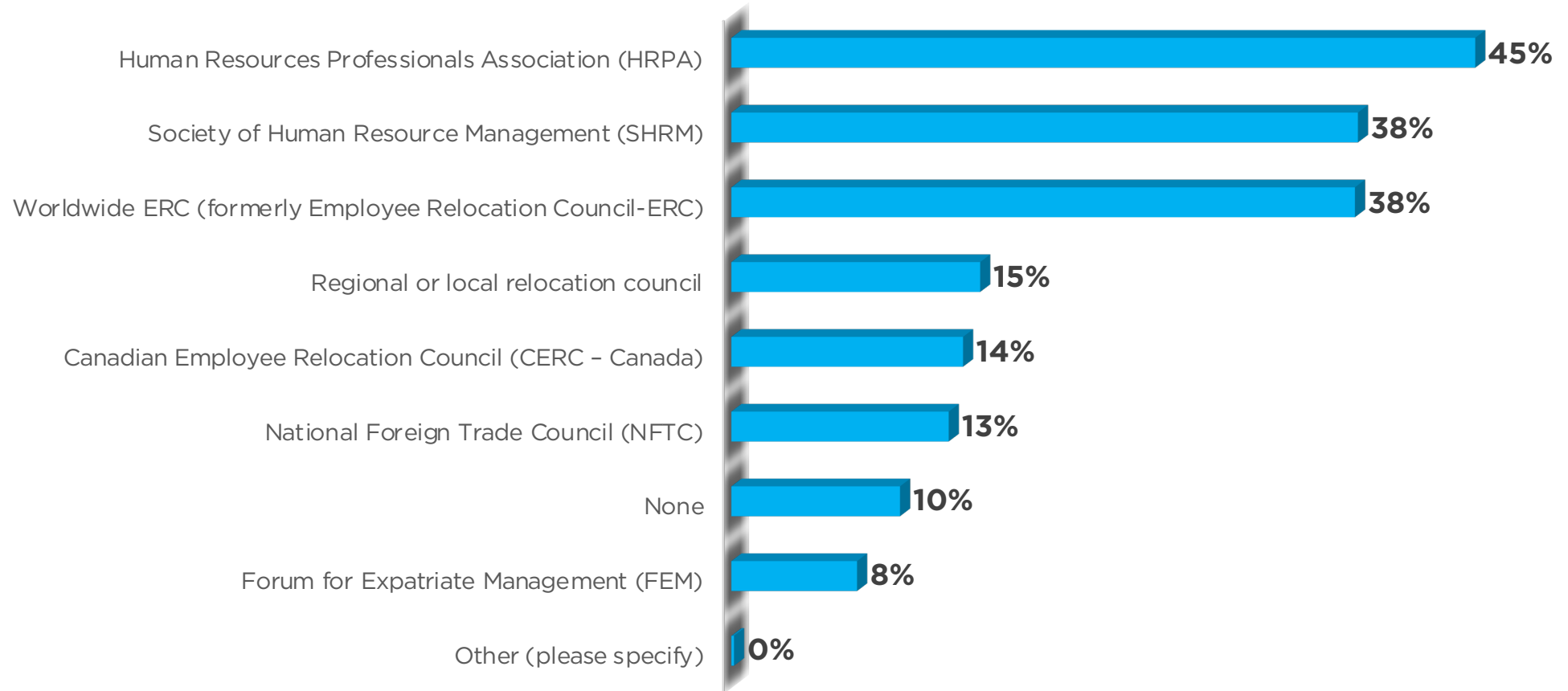
Q58. What is your position within the company?

By Company Size (Salaried Employees)

Respondent's Position	Total	Small	Medium	Large
President	11%	7%	12%	9%
Vice President	11%	14%	10%	13%
Director	29%	29%	29%	25%
Manager	33%	35%	34%	29%
Supervisor	4%	4%	4%	1%
Relocation Administrator	5%	1%	5%	9%
Coordinator	1%	1%	1%	1%
Recruiter	2%	2%	1%	7%
HR Assistant	3%	5%	2%	4%
Other	2%	1%	2%	1%

Question 59

Q59. To what relocation-related associations do you currently belong?



Question 59

Q59. To what relocation-related associations do you currently belong?

By Company Size (Salaried Employees)

Relocation - Related Association Membership	Total	Small	Medium	Large
Human Resources Professionals Association (HRPA)	45%	30%	50%	36%
Society of Human Resource Management (SHRM)	38%	36%	38%	40%
Worldwide ERC (formerly Employee Relocation Council-ERC)	38%	27%	39%	43%
Regional or local relocation council	15%	6%	16%	22%
Canadian Employee Relocation Council (CERC - Canada)	14%	9%	16%	12%
National Foreign Trade Council (NFTC)	13%	5%	15%	13%
None	10%	20%	8%	12%
Forum for Expatriate Management (FEM)	8%	8%	8%	6%
Other (please specify)	0%	0%	0%	0%