

WHAT AREAS ARE MOBILITY MANAGERS FOCUSED ON?



71%

cost control



63%

visa and immigration
regulations



54%

mobility program/
assignee tracking
and reporting

ARE LONG-TERM ASSIGNMENTS STILL KING?

81% expect long-term assignment
activity to stay the same or
increase over the next two years



MEETING THE NEED FOR FLEXIBILITY



76% are seeing an increased need for
flexibility in their mobility program
81% say budget constraints are the #1 reason

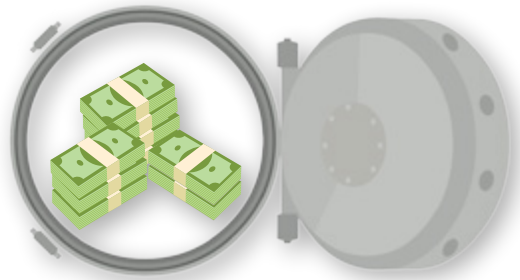
MANAGING COMPLIANCE RISKS



72%

are focusing on early involvement of tax and immigration providers to better manage compliance risks

HOW ARE COMPANIES FINDING COST SAVINGS?



**2014:
POLICY**

#1 cost-saving measure implemented

**2016:
OUTSOURCING**

#1 cost-saving measure implemented

REGIONAL DIFFERENCES

AMERICAS



EMEA



APAC



Slowest growth rate for traditional assignment types

Short-term

Long-term

Permanent Transfers

Highest growth rate for newer assignment types

Commuters

Extended Business Travel

Rotational

To download the Key Survey Trends and Insights for the 2016 Global Mobility Policy & Practices survey, go to <http://guidance.cartusrelocation.com/global-mobility-policy-and-practices-survey>.