

Top Three Challenges

Cost Control, Compliance, and Compensation Issues
TOP THREE CHALLENGES for Relocation Managers

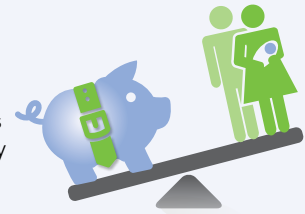
#1



78%
Controlling
relocation/
assignment
costs

COST CONTROL

99% said that **cost control**
was the same or a larger concern this
year versus last, and outweighs family
issues by more than **5:1**



#2



62%
Complying
with laws and
regulations

COMPLIANCE

63% said they
were experiencing
longer visa **wait times**



#3



44%
Compensation,
allowances,
and payroll

COMPENSATION

51% said they
were impacted by
currency **fluctuations**



OTHER CHALLENGES

INTERNATIONAL SCHOOLS



77%
Lack of available
spaces in
desirable schools

HOUSING

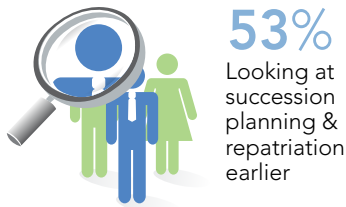


64% High
costs

52%
Quality different
than expectations

Talent Management

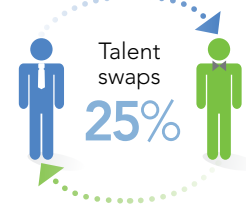
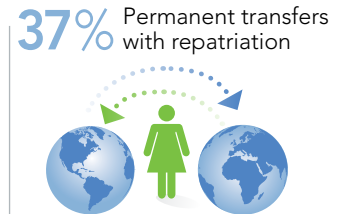
HOW ARE COMPANIES ACHIEVING VALUE FROM ASSIGNMENTS?



ASSIGNMENT IMPACT ON CAREER POSITIVE?

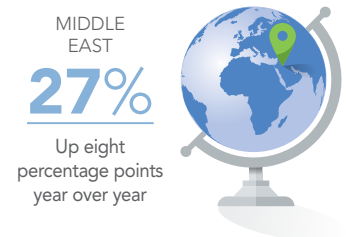
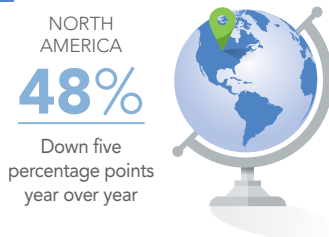


EMERGING MOVE TYPES



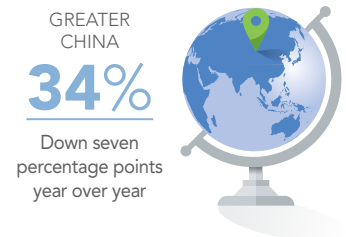
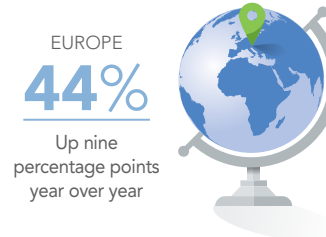
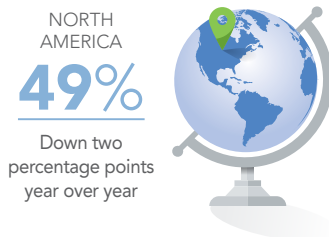
Increases in Relocation Volume

North America Sees **LARGEST INCREASE** in Relocation Volume



Importance to Business Goals

North America Remains **NUMBER ONE** for Importance to Business Goals



For more information, request a full copy of Cartus' Trends in Global Relocation: 2015 Biggest Challenges Survey or email trustedguidance@cartus.com.