

# ZIKA VIRUS

## IMPACT ON RELOCATION PROGRAMS

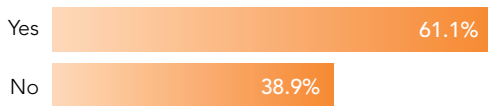


Cartus recently surveyed our client base to determine what effects the Zika virus was having on their relocation programs. With many uncertainties about the disease, and many issues surrounding the possible approaches companies should take to protect their employees, most are opting to provide up to date information from recognized sources. While many respondents have employees moving into or out of affected areas, most did not foresee cost impacts from the situation. Respondents were split almost evenly on whether or not they had a formal policy in place to address health situations like the Zika virus.

Cartus has found that when dealing with similar issues, best practices among companies can range from providing information from recognized authorities to in-person health or security briefings. Companies are also making sure that they have up to date information on employees' travel plans and whereabouts in case situations escalate.

Survey Responses:

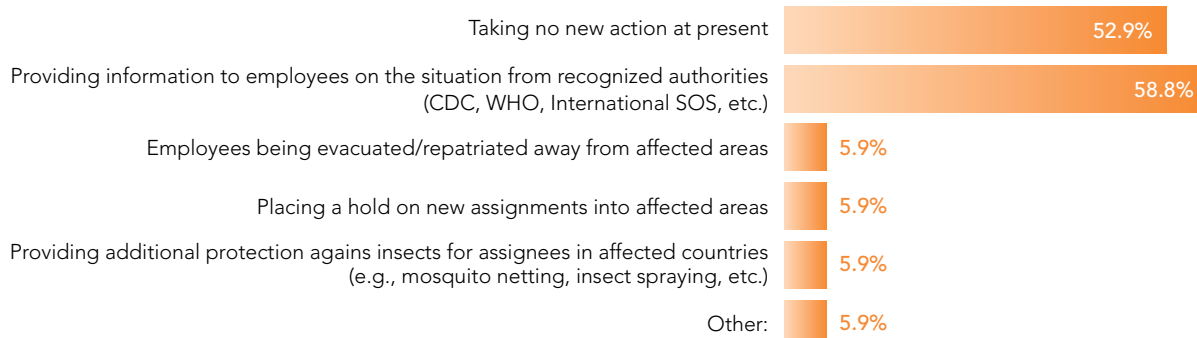
1. Do you have employees moving into/out of areas where the zika virus has been identified?



2. Have you received requests from assignees or their family members in affected areas to be repatriated/evacuated?



3. From a relocation program perspective, what actions has your company taken to date with respect to the Zika virus? (please select all that apply)



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4. Are you planning on taking additional actions?



5. Do you anticipate any cost impacts as a result of any actions your company may take?



6. Do you have a formal policy in place to address health crises?



Send an email to [trustedguidance@cartus.com](mailto:trustedguidance@cartus.com) and let us know what actions your company is taking. And if you would like to speak with our Consulting Solutions team about policy approaches during health and other crises, email [consultingsolutions@cartus.com](mailto:consultingsolutions@cartus.com) or contact your Cartus representative.