

BROUGHT TO YOU BY THE
52nd Annual Atlas Corporate Relocation Survey



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DECLINING vs **ACCEPTING**
RELOCATION RELOCATION

6 out of 10 firms

SAW EMPLOYEES DECLINE RELOCATION LAST YEAR.

26% of companies surveyed said declining relocation increased from 2017.

TOP THREE REASONS WHY EMPLOYEES DECLINED RELOCATION IN 2018

For the past six years, **family issues/ties** has taken the **top spot** among reasons for declined relocations, while **spouse/partner employment** has held **second place**.

58%

of Employees Declined
Relocation due to
Family Issues or Ties.

53%

of Employees Declined
Relocation due to **Spouse's
or Partner's Employment.**

23%

of Employees Declined
Relocation due to **Housing or
Mortgage Concerns.**

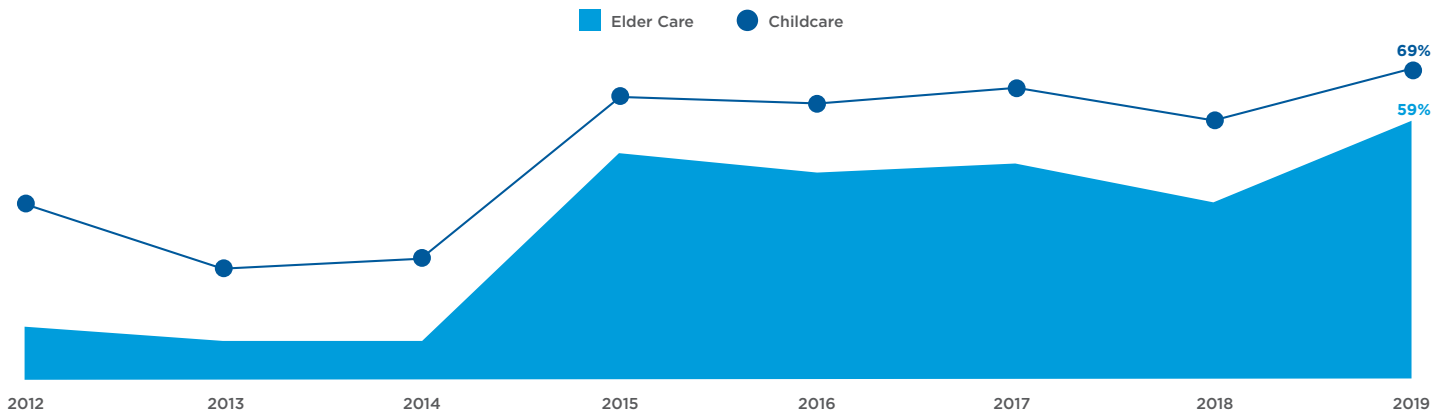
Relocating for a job comes with **what-ifs** and **reluctance**.

There are so many factors to consider when thinking about relocating for work. Every employee has different obstacles and challenges, which is why **greater flexibility in relocation programs has become the norm** within companies.

What if an employee is taking care of a parent or a child?

An estimated **one in ten relocations** last year involved an **employee in a caregiving role**; **two in every five** involved an **employee with children**.

CAREGIVING ASSISTANCE OFFERED OVER TIME



60% of companies

OFFER DISABILITY-CAREGIVING ASSISTANCE.

What if their spouse or partner doesn't want to move?

Underscoring a key challenge of dual-income households with family commitments, for the fifth year in a row **roughly six in ten firms indicate spousal/partner employment "almost always" or "frequently" affects relocations.**

SPOUSE AND PARTNER EMPLOYMENT ASSISTANCE

69%

International Firms
offer Spouse/Partner
Employment Assistance

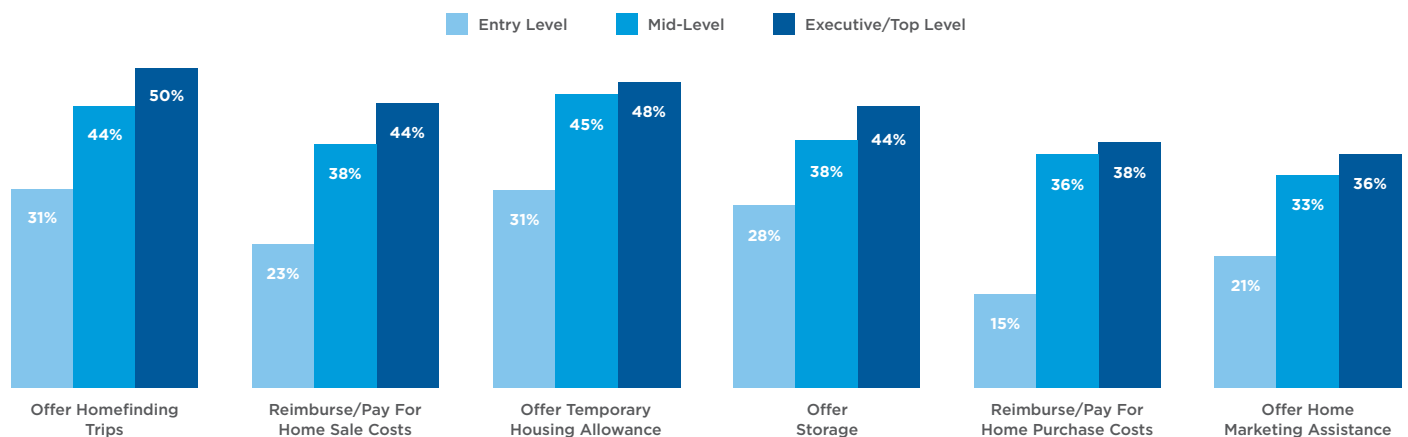
61%

Overall Firms
offer Spouse/Partner
Employment Assistance

What if they just bought a house?

Generally, homeowner assistance for specific items is **more likely for mid-level and executive/top level relocations** than for entry-level positions.

HOMEOWNER ASSISTANCE BY EMPLOYEE LEVEL



With factors like these, companies are responding with **incentives**.

**TOP THREE INCENTIVES
OFFERED BY COMPANIES IN 2018**

63%

Overall Firms

Offer Relocation or
Sign-On Bonuses

49%

Overall Firms

Extended Temporary
Housing Benefits

49%

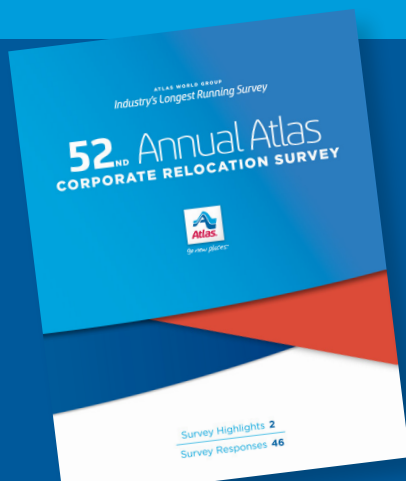
Overall Firms

COLAs in Salary at
New Location

9 out of 10 firms

REPORT INCENTIVES WORKED ALMOST ALWAYS OR FREQUENTLY.

Overall, it appears the majority of firms are trying to ensure that **employees who relocate get the support they need to transition successfully.**



To see full survey results:
atlasvanlines.com/corporate-relocation/survey