

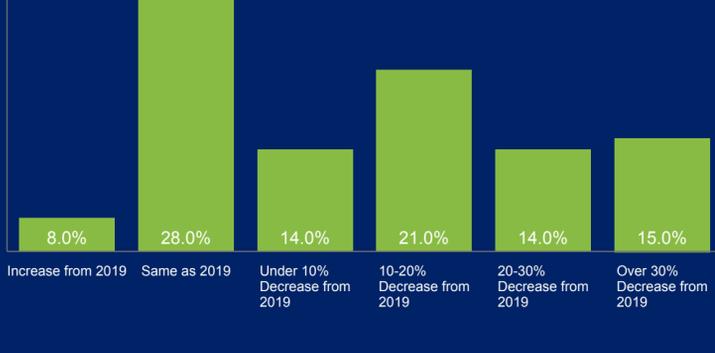
# 2021 Mobility Outlook: COVID-19 Impact - Market Survey

Effective July 14, 2020

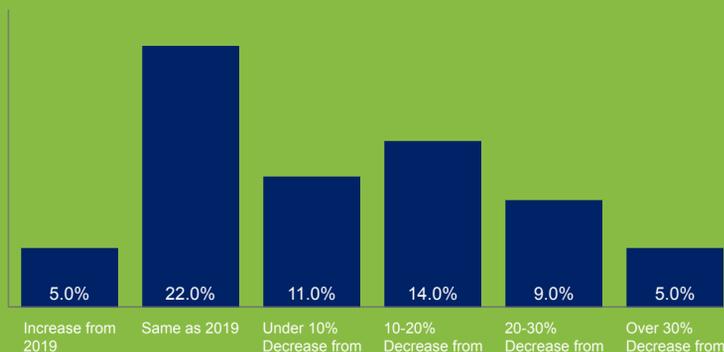
162

162 global organizations were surveyed regarding the potential impacts of COVID-19 on 2021 mobility volumes and relocation support packages. The results are shown below.

## 1 What is your anticipated relocation volume for 2021?

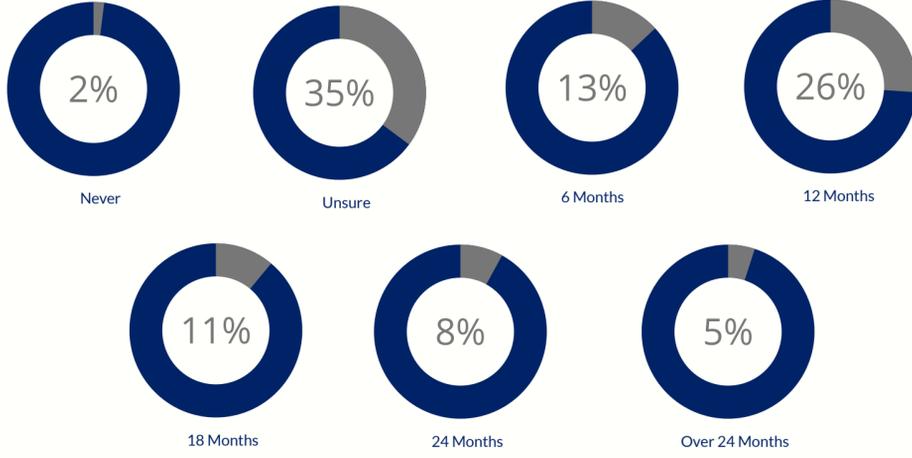


## 2 What is your anticipated relocation volume for 2021 for U.S. Homeowners?

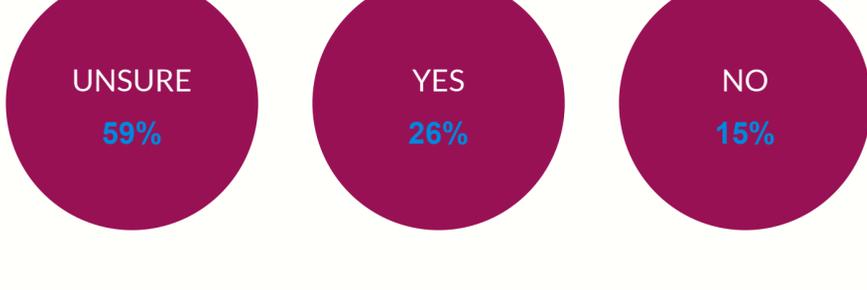


\*Not Applicable for 35% of survey participants

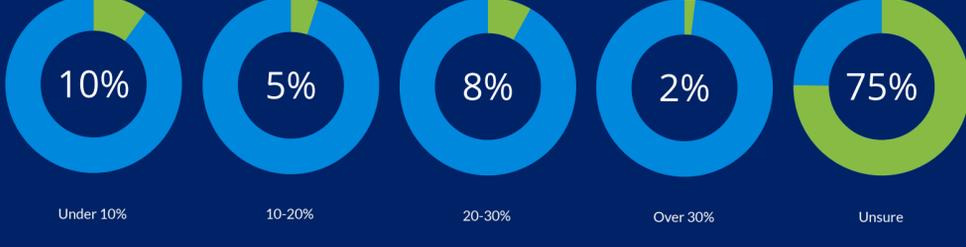
## 3 When will the organization move back to "typical" pre-2020 relocation volumes?



## 4 Will your organization implement a "work from home" (WFH) program in lieu of physical relocation for some, or all, of your employee population in 2021?



## 5 If yes, what percentage of the traditional mobile employee population will be impacted?



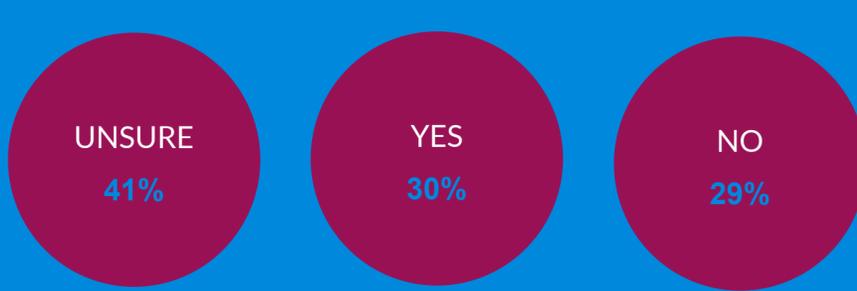
## 6 Will WFH employees who opt to relocate receive relocation benefits?



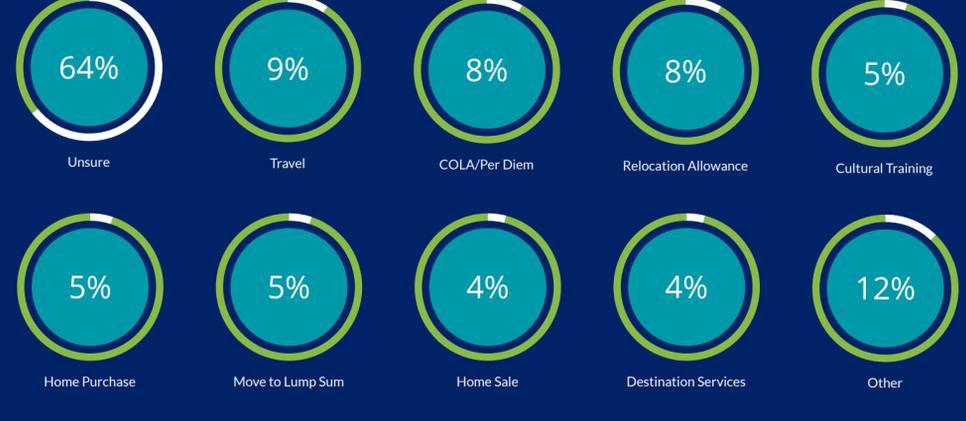
## 7 If a WFH employee receives relocation benefits, who will be responsible for the cost?



## 8 Is your organization considering a reduction in mobility spend for 2021?



## 9 If yes, cost minimization will focus on the following policy components:



## 10 If the ability to relocate employees in 2021 is impacted, what employee populations will continue to relocate?

