

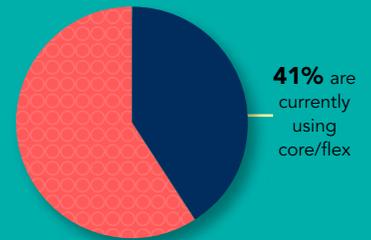
If there's one thing the global pandemic has taught us, it's that flexibility is key to success. A core/flex policy approach is becoming the number one trend in relocation for a reason: it provides ultimate flexibility to companies *and* employees.

Core/flex allows companies to create a unique program designed around "core" benefits, which are selected based upon a company's culture and business goals while engaging employees to choose the "flexible" options that work best for them and their families. To learn more about the growing core/flex trend within the mobility sphere, Cartus recently conducted a survey about core/flex implementation within organizations and their paths moving forward.

WHY COMPANIES ARE CHOOSING CORE/FLEX SOLUTIONS

Within the group of 41 respondents, Cartus found that **41%** are already using core/flex within their existing policy framework.

Of those currently utilizing core/flex solutions, **41%** of the group are using core/flex in order to take advantage of the increased flexibility to their program offerings. Cost management and cost savings were the second most important reasons for choosing core/flex—**29%** of respondents selected this option as business partners call for more budget control.



How are companies using core/flex within their existing policy framework?*



* Top three responses for those currently using core/flex policy.



BENEFITS OF USING CORE/FLEX

Not only does core/flex offer extensive benefits—like flexibility and an improved employee experience—to organizations and their employees, but a core/flex structure can also result in considerable cost savings for companies.

Based on internal Cartus benchmarking, companies that implement a core/flex program reduce overall program costs by **10-20%**, on average, with some seeing savings as high as **60%**. In fact, one multinational consumer packaged goods company saved more than **US\$20 million** in just their first year of using a core/flex program.



CONSIDERATIONS WHEN USING CORE/FLEX

As with any other global mobility program, improvement is a constant process. Reviewing data from previous years can help a program improve tremendously for both the company and its employees.

Of the 17 respondents currently using core/flex, nearly **59%** conduct a regular review of their program, generally on an annual or quarterly basis. While nearly **65%** of these respondents have *not* made changes to their policy since implementing core/flex, six respondents noted small changes, typically related to monetary allocation or slight alterations to adapt to their company's specific needs. Other comments focused on growth and a mindset of constant improvement to the benefits available to their employees.

As Cartus' core/flex technology evolves, we plan to harness data that companies can use to make more informed decisions about their core/flex policies in order to drive growth and create a better environment for their employees.



STICKING WITH TRADITION

When considering adding core/flex elements to a traditional policy, there are many factors to keep in mind. Mobility and HR professionals must meet their goals in areas of cost,

compliance, talent management, and duty of care. While core/flex is designed to facilitate the harmonious union of these key elements, some companies are not yet aware of the potential growth associated with core/flex. One way in which companies may grow over time is by harnessing the data of a core/flex program in order to continuously develop their policy and employee benefits.

Of the respondents not currently using core/flex, nearly **38%** cited a "need for consistency" while another **50%** listed other reasons primarily reflecting a "lack of information" regarding core/flex strategy, benefits, and implementation. **63%** of non-users have not even considered core/flex, while the other **37%** have decided to forgo the change. Those that had considered using core/flex cited the following reasons: to improve employee experience and to increase flexibility.



33% plan to use core/flex in the future

THE FUTURE OF CORE/FLEX

While some companies may be slow to adopt core/flex due to a preference for traditional policies, **33%** of those not currently using core/flex plan to do so in the next three to five years.

As technology becomes more advanced, Cartus will be able to offer core/flex solutions unlike any before—from **user-friendly dashboards to a gamified selection system**, incorporating a core/flex approach into your company's existing program framework will be easier and more rewarding.

For more information about implementing a core/flex policy into your global talent mobility program, please contact us at cartussolutions@cartus.com.