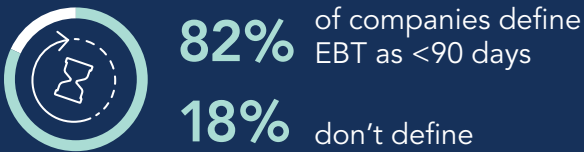


As the mobility landscape continues to evolve, is your program keeping pace? Extended Business Travelers (EBTs) are on the rise as organizations seek cost-effective alternatives to long-term assignments and employees look for flexible career development opportunities that do not involve a longer-term move. Cartus' recent pulse survey takes a look at the unique challenges facing organizations as they manage EBTs, and the steps you can take to make your program more strategic when supporting this growing population of employees.

EBTS DEFINED



WHO IS MANAGING EBTS?



"With the increase in immigration and tax compliance, Mobility is the natural place for EBTs."

DEMOGRAPHICS OF EBTS

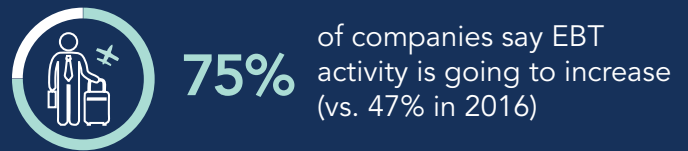


TOP COUNTRIES COMPANIES SEND EBTS

United States of America	China	Singapore
United Kingdom	Germany	India
	Canada	



EBTS ARE ON THE RISE: IS YOUR PROGRAM READY?



Only **1/3** of companies have a formal EBT policy in place

More than **1/3** don't know how many EBTs they have

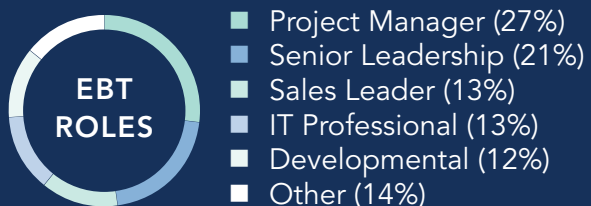


"We need a formal policy in place to ensure better consistency and governance."

ARE COMPANIES TRACKING EBTS?



MOST COMMON JOB ROLES FOR EBTS



WHY ARE EBTS AN EFFECTIVE APPROACH FOR YOU AND YOUR EMPLOYEES?



MEETS BUSINESS NEEDS

Short-term business needs **97%**
Project needs **87%**



MEETS EMPLOYEE NEEDS

Offers employees flexibility **57%**
Enhances employee development **36%**

MOST COMMON EBT SUPPORT



77% Immigration support (passport, visas, work permits)



75% Extended hotel stay/ temp housing

MOST COMMON EBT CHALLENGES

Challenges	2018	INCREASE 2014-2018*
Tax compliance	83%	↑ 24%
Immigration	76%	↑ 23%
Tracking EBTS	75%	↑ 67%

*Source: Cartus 2014 Global Mobility Policy & Practices Survey

5 KEY TAKEAWAYS TO TAKE CONTROL OF YOUR EBT PROGRAM

- 

1 Identify an overall owner of the EBT process.
- 

2 Define the duration of your EBT population. This differentiates EBTS from other policy types.
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3 Develop a formal policy and guidelines outlining the compliance elements and level of support for your EBTS. Consider offering language and cross-cultural training to promote the business success of your extended trips.
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4 It is important to enlist the services of a tax and an immigration provider to support your EBT program early in the process.
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5 Implement a tracking mechanism for tax and immigration purposes and have a consistent travel booking process in place through a designated external travel provider or your internal travel team.

If you would like to discuss how we can help you make your EBT program more strategic, please contact your Cartus representative or email us at cartussolutions@cartus.com.