WHAT AREAS ARE MOBILITY MANAGERS FOCUSED ON?

- **71%** cost control
- **63%** visa and immigration regulations
- **54%** mobility program/assignee tracking and reporting

ARE LONG-TERM ASSIGNMENTS STILL KING?

- **81%** expect long-term assignment activity to stay the same or increase over the next two years

MEETING THE NEED FOR FLEXIBILITY

- **76%** are seeing an increased need for flexibility in their mobility program
- **81%** say budget constraints are the #1 reason
MANAGING COMPLIANCE RISKS

72% are focusing on early involvement of tax and immigration providers to better manage compliance risks.

HOW ARE COMPANIES FINDING COST SAVINGS?

2014:

- POLICY
  #1 cost-saving measure implemented

2016:

- OUTSOURCING
  #1 cost-saving measure implemented

REGIONAL DIFFERENCES

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<tr>
<th>AMERICAS</th>
<th>EMEA</th>
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<tr>
<td>Slowest growth rate for traditional assignment types</td>
<td>Short-term</td>
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<td>Highest growth rate for newer assignment types</td>
<td>Commuters</td>
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