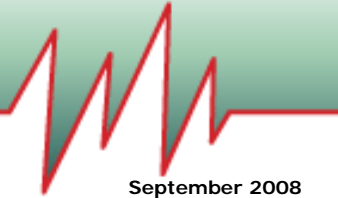


Paragon Pulse



Family Transition Support Assistance

September 2008

Families that move together...

The 2007 Worldwide ERC Transfer, Volume & Cost Survey notes "employee/family resistance to move" as the third most common reason for reluctance to relocate to the new work location. To overcome potential concerns, Family Transition Support Assistance, sponsored by the Employer, could provide enhanced support as it offers the employee and family customized research on child-care and elder-care facilities along with programs of interest in the new location.

Nearly two-thirds of respondents to this month's Pulse perceived value in offering Family Transition Support Assistance. However, despite the positive perception of the benefit, only 19% currently include some form of Family Transition and Support benefit in their relocation program, furthermore 5% offer this assistance on an exception basis.

While 89% of companies surveyed have not seen an increase in the request for these type of services, recent data from the U.S. Census Bureau projects a significant increase in the population over the age of 65 between the years of 2010 and 2030. The results suggest family transition support, specifically elder-care, may be more important in the future as family demographics change. In fact, as the definition of "family" expands to include elderly parents in addition to children, many organizations now offer pre-tax flexible spending accounts that allow employees to set aside dollars to assist in covering the costs of child-care and elder-care (although 67% require dependent status in order to be considered for support). The percentage of utilization of Family Transition Support Assistance varied from less than 1% to up 30% based on total US Intra-country moves.



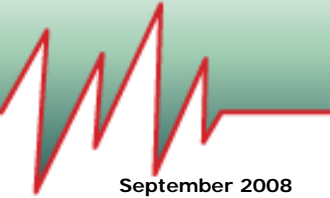
Survey Participation

September's Pulse data represents results from 21 corporate relocation professionals in the following industries:

Industrial Manufacturing	42%
Retail	14%
Technology	14%
Healthcare/Pharma	10%
Financial Services	5%
Energy/Utilities	5%
Other	10%

Survey results are included in this document.





Family Transition Support Assistance

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Families that move together... *(cont.)*

In order to ease anxiety about relocating and willingness to move, companies may need to consider not only providing family-friendly policies to their employees, but also raising awareness of such family support benefits. In the end, continuity for the family unit will provide overall stability for the employee who might not hesitate the next time a relocation opportunity presents itself.

Survey Results

Does your relocation program offer a Child Care/Elder Care benefit?

Yes	19%
No	76%
Exception basis	5%

Must Elder person be a "dependent" for benefits to apply?

Yes	67%
No	33%

Have you seen an increase in requests for these family services?

Yes	11%
No	89%

Do you perceive there is a value in offering this type of family benefit?

Yes	61%
No	39%