

## UK Domestic Relocation Benchmark Early 2019

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### Objective

AIRINC is running a benchmark on domestic relocations within the United Kingdom (UK). The objective of the study is to understand the spectrum of relocation benefits provided for UK domestic relocations and how those benefits vary by employee profile/level or other circumstances. The resulting report will help companies stay ahead of potential policy usage and provision changes made in consideration of Brexit's impact on the local talent economy.

### Scope

AIRINC will collect information on the following relocation topics and provisions:

- Number of UK relocation policies in use and associated eligibility
- Pre-transfer visits provided prior to relocation
- Home sale/purchase assistance
- Relocation travel type and class supported
- Shipping (household goods, pets, etc.)
- Relocation allowances and lump sums
- Transitional support (e.g. temporary housing, meals, transportation, etc.)
- Family support
- Tax treatment of relocation provisions

The survey will exclude other employment compensation such as salary and short and long-term incentives.

The benchmark will commence once AIRINC receives commitments to participate from a minimum of 10 companies. Target participants are global firms with more than 5,000 employees and a significant UK presence.

### Data Collection and Reporting

Data will be gathered by an online survey questionnaire, or a brief telephone interview, or some combination of both.

AIRINC will analyze survey information and all reporting will be done on an aggregated basis. Results will be delivered via written report. Any identifying information will be withheld and/or will be displayed in a manner to conceal the participating company identity. All participants will receive a blind copy of the report.

### Timing

The estimated time to complete this benchmark is 8-10 weeks, assuming there are no unavoidable delays associated with obtaining participants and data collection.

### Fees

The fee to participate in this survey is USD 1,250 billed upon delivery of the report.