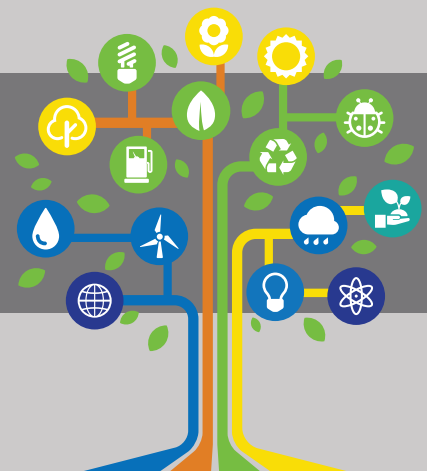


RELOCATION TRENDS FOR THE ENERGY INDUSTRY

(Includes Petroleum, Gas, Chemicals, Utilities, and Mining)



Our 2015 Workforce Mobility Survey asked 170 North American companies how they manage their mobile talent. Here's what we learned from the energy industry companies that responded:

TALENT LANDSCAPE

72% of companies do NOT track an employee's willingness to relocate



of companies feel that the competitive nature of the industry is driving the demand for a more agile workforce



78% cited Talent Shortage as the top EXTERNAL factor driving demand for a more agile workforce

THE TOP THREE INTERNSHIP CHALLENGES ARE HOUSING RELATED

#1

Inadequate supply of suitable housing (**83%**)



#2

Inadequate supply of affordable housing (**67%**)



#3

Lack of knowledge about housing options (**50%**)



SUPPORTING COMPANIES' OVERARCHING/GROWTH OPPORTUNITIES



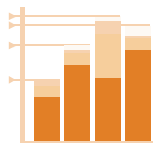
74% cited organizational changes as the top INTERNAL factor that has impacted the ability of their organization's workforce to be agile

70% determine the value derived from their workforce mobility program based on whether the business goals were achieved



CONCERN WITH COSTS

79% of companies cap costs either by dollar limit or by the provision



52%

of companies indicate that budget plays a role in determining relocation benefits offered to mobile employees

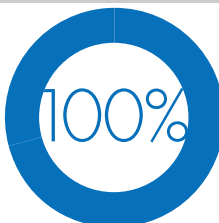


For **57%** of companies, the Mobility Manager determines the limit when it comes to capped programs

RECRUITMENT



72% of companies feel that their mobility policy is critical in recruiting new talent



have a formal mobility program for new hires



100%

feel that from the intern's perspective, future position within the company is the most important factor when selecting an internship

For more industry-specific insight,
contact solutions@weichertwm.com
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