

2010 Total Employee Mobility® Benchmarking SnapShot

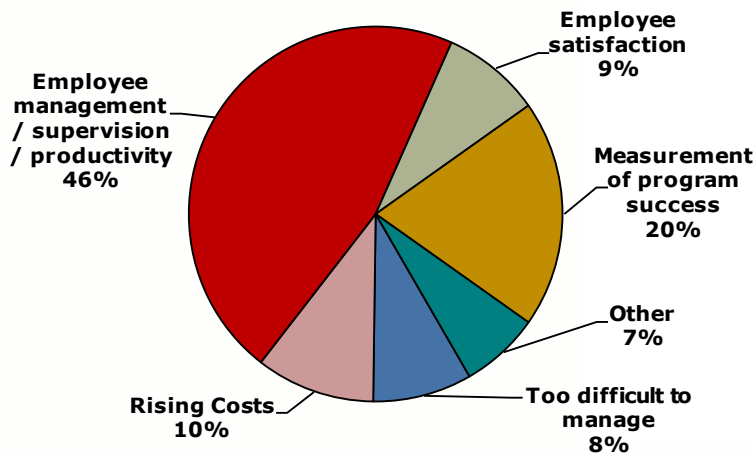
Report Background

The Total Employee Mobility® benchmarking survey has been conducted annually since 2005. This Total Employee Mobility Benchmarking SnapShot highlights how organizations reported on costs, challenges and benefits of the mobile workforce. Areas of mobility include Business Vehicles, Business Travel, Corporate Aircraft, Domestic Relocation, International Assignments and Virtual Office. The mobile workforce continues to be a strong presence at 45%. Costs also remain significant at \$7,350 per employee.

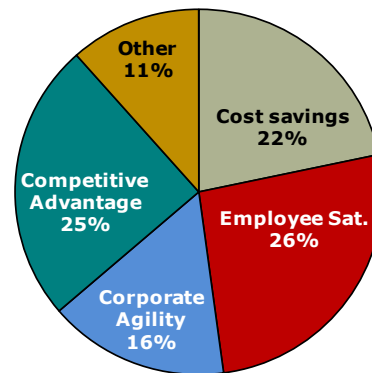
Mobile Employees—Supervision Biggest Concern, Employee Satisfaction Key Benefit

The benchmarking report found that 46% of participants indicated ‘employee management/supervision/productivity’ was their biggest concern for the mobile workforce. The greatest benefit of the mobile workforce is employee satisfaction and a competitive advantage. To address the concerns, organizations need to perform a detailed review of their mobile workforce programs, including employee satisfaction, manager challenges and cost/return-on-investment analysis.

Biggest Concern



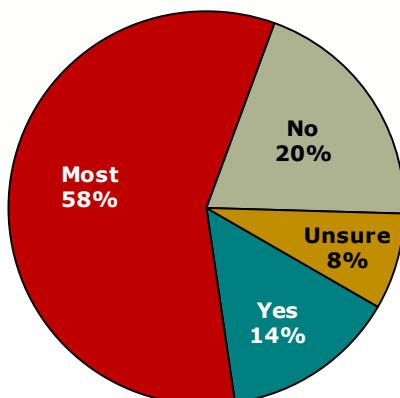
Most Important Benefit



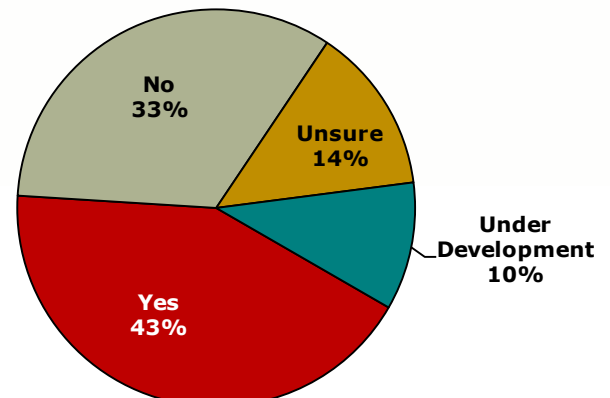
Effective Management is Key

Many organizations (72%) perceive they are effectively managing mobile workforce programs, however do not have the necessary measurement mechanisms in place. Fifty-seven percent (57%) of these organizations stated that they have not yet implemented, are unsure, or are currently implementing formal, centralized processes. The most common formal processes in place include tracking costs (33%) and the use of benchmarks (31%).

Effectively Managing Programs



Use of Formal Processes



Cost is Significant

Although effective management of the mobile workforce is key, controlling costs is critical to business growth. According to an IDC research study, there will be over 1 billion mobile workers by the end of 2011. With the growing mobile workforce, costs remain significant. The average investment per employee per year, regardless if they are mobile or not, held steady at **\$7,350**.

*Mobile Investment per Employee per Year
regardless of whether the employee is mobile*
\$7,350

Mobility Programs are Growing

Organizations reported that many areas of employee mobility will see an increase in the next year.

Rapid/Moderate Growth	Mobile device use and business travel
Slow Growth	Virtual office/telecommuting, automobile programs/driving for work

Key Benchmark Findings

A number of key benchmark findings were discovered in this year's report and include:

- Business Travel—32% of participants anticipate an increase in travel program spending
- Business Vehicles—67% of participants are concerned with 24/7 liability obligations of company-provided vehicles
- Corporate Aircraft—Executive level use dropped 34% while use by managers of multiple sites increased 41%

Additional key benchmarks can be found in the published report.

Best Practice Winners Experience Real Results

Organizations who have taken steps to strengthen programs have achieved real results. The full report offers summaries of the steps taken by best practice organizations in achieving these results. Here are just a few highlights these best practice organizations have experienced.

Business Travel	Thrivent Financial for Lutherans	82% adoption rate of online booking tool; 100% compliant use of preferred agency and hotels
Business Vehicles	USAA	Vehicle transition and all-electric vehicle pilot resulted in \$1.5 million reduction in operating costs
Corporate Aircraft	Deere & Company	Fuel farm limited jet fuel purchasing to less than 40%, saving \$1.2 million

Order the full report today by contacting 800-558-1702 or email marketing@runzheimer.com.

About Runzheimer International

Founded in 1933, Runzheimer International serves 60% of the Fortune 500 and numerous government agencies. Recognized for providing innovative solutions relating to Total Employee Mobility®, Runzheimer International is the global leader in workforce mobility programs including business vehicle, logistics, business travel, corporate aircraft, employee relocation and compensation, and virtual office.

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For more information on Runzheimer's Total Employee Mobility Benchmarking Survey, contact us at 800-558-1702 or email marketing@runzheimer.com.