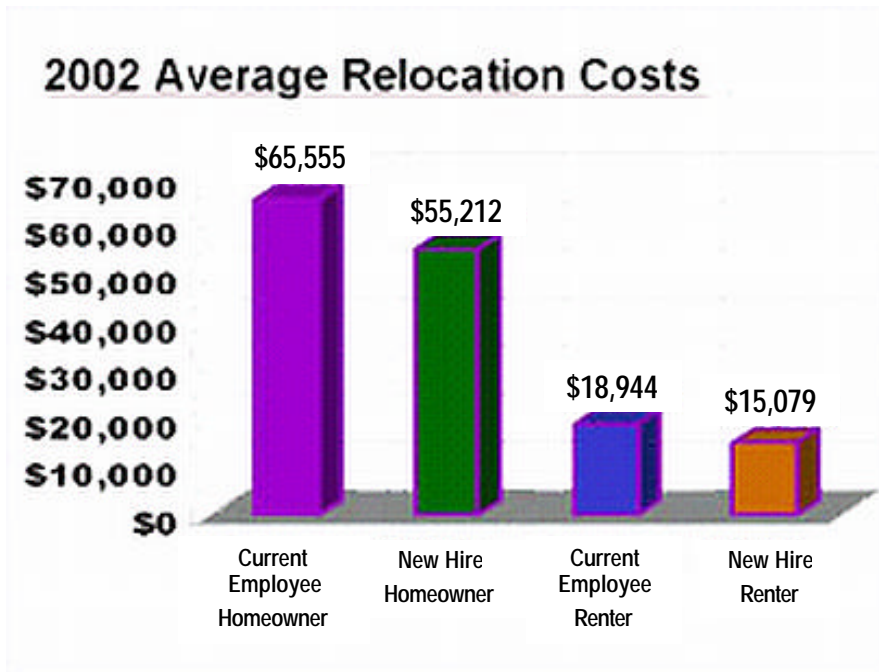


**Corporate Relocation  
Costs & Productivity Impact**  
(Source: 2002 ERC Survey / Mobility Magazine)



<u>Potential Loss of Productivity</u>	<u>One Transferee</u>
• Avg. Monthly Salary	\$6,000
• 60% Effective (Due to relocation)	\$3,600
• 1 Mo. Loss of Productivity	\$2,400
• 3 Mo. Loss of Productivity	\$7,200
• 6 Mo. Loss of Productivity	\$14,400

“Since the normal relocation process takes from three to six months, this is a long time to have an ineffective employee. The above table demonstrates the potential loss of productivity and the estimated cost to the company over that time period. Imagine the cost savings if a company provided additional services to reduce the “loss of productivity” period from six months to only three.”

Terry Baxter Davis, SCRP

## Relocation TRIP<sup>o</sup> Kit Impact on Cost of Employee Transfers

<b>HR Objectives</b>	<ul style="list-style-type: none"> <li>• Package of relocation services for a \$595 flat fee can be purchased on behalf of any employee.</li> <li>• \$2,500 potential in service use credits &amp; real estate commission rebates is assigned to transferee.</li> <li>• Employee chooses appropriate services and receives applicable credits and rebates.</li> <li>• HR department involvement limited to TRIP<sup>o</sup> Kit purchase and transferee hand-off to BHIF.</li> </ul>				
<b>Cost Comparison</b>	<p>Estimated hourly and equivalent dollar cost of transferee for departure, transition &amp; destination efforts.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">Example without Relocation TRIP<sup>o</sup> Kit</td> <td style="text-align: center;">Estimated 200 transferee hours @ \$30/hour = \$6,000</td> </tr> <tr> <td style="text-align: center;">Example with Relocation TRIP<sup>o</sup> Kit and Personal Relocation Counselor</td> <td style="text-align: center;">Estimated 60 transferee hours @ \$30/hour = \$1,800 (Based on current relocation file sampling)</td> </tr> </table>	Example without Relocation TRIP <sup>o</sup> Kit	Estimated 200 transferee hours @ \$30/hour = \$6,000	Example with Relocation TRIP <sup>o</sup> Kit and Personal Relocation Counselor	Estimated 60 transferee hours @ \$30/hour = \$1,800 (Based on current relocation file sampling)
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<b>Credits and Rebates</b>	<ul style="list-style-type: none"> <li>• Employee access to service use credits &amp; real estate commission rebates is offered via the Consumer Disclosure, Services and Referral Agreement.</li> <li>• Credits are deducted from applicable service invoices.</li> <li>• Moving van service billing may be billed directly to employer.</li> <li>• Real estate commission rebates are paid from referral fees received by BHIF Relocation Group.</li> </ul>				

## Relocation Impact on Transferee Time Worksheet

Relocation Cost Categories	Estimated Transferee Time	Equivalent Wage Cost
<b>Departure Services</b>		
Home sale REALTOR®		
Utility disconnections		
Travel arrangements		
Destination information		
<b>Subtotal</b>		
<b>Transition Services</b>		
Moving van line		
Vehicle transport		
Pet transport		
Locate storage facilities		
Temporary housing		
<b>Subtotal</b>		
<b>Destination Services</b>		
Home finding REALTOR®		
Mortgage lender		
Inspectors and appraisers		
Community information		
New bank / deposit box		
Various insurances		
<b>Subtotal</b>		
<b>Settling-in Services</b>		
Local maps		
Utility connections		
Spouse career counseling		
Tax accountant		
Concierge services		
<b>Subtotal</b>		
<b>TOTAL</b>		
<b>Additional Service Features</b>		
Accounting tracking		
Archival tracking for multiple moves		