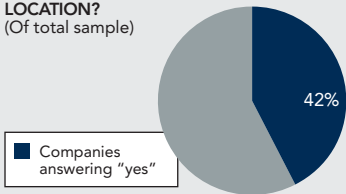


SPOUSAL ISSUES IN RELOCATION

Less than half of the companies surveyed said they offer assistance to an employee's spouse or partner in finding employment in a new location. At those offering assistance, it most often takes the form of help in networking, followed by résumé assistance and outplacement or career services aid. Most companies said that a spouse's employment status is not a factor in the relocation, while nearly 40 percent said it comes into play.

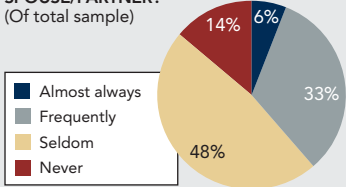
DOES YOUR COMPANY ASSIST AN EMPLOYEE'S SPOUSE OR PARTNER IN FINDING EMPLOYMENT IN THE NEW LOCATION?

(Of total sample)



HOW FREQUENTLY IS AN EMPLOYEE'S RELOCATION AFFECTED BY THE EMPLOYMENT STATUS OF THAT EMPLOYEE'S SPOUSE/PARTNER?

(Of total sample)



Total greater than 100% because of rounding.

HOW DOES YOUR COMPANY ASSIST AN EMPLOYEE'S SPOUSE OR PARTNER IN FINDING EMPLOYMENT IN THE NEW LOCATION?

(Of those indicating they provide assistance)

Provide networking assistance	61%
Provide résumé preparation assistance	38
Pay for outplacement/career services from an outside firm	30
Provide interviewing skill training	22
Find employment within company	18
Find employment outside company	16
Pay job finder's fee	7
Pay spouse's full or partial salary until hired	2
Other	10