

VEHICLE-RELATED BENEFITS

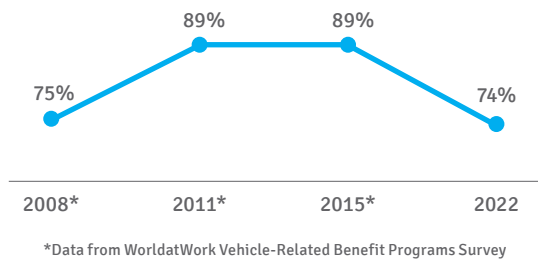
WorldatWork invited its broader membership and customer base to participate in an electronic survey to learn about vehicle-related benefits organizations are providing.

A total of 189 responses were received, representing organizations of different sizes and across multiple industries. Results were collected over a 14-day period, beginning on 03/28/2022. Sample sizes vary by question.

Fewer organizations are offering vehicle-related benefits (74%) with this pulse poll reporting levels near 2008, which is a 15-percentage point drop from 2011 and 2015. Of those offering vehicle-related benefits, they have remained relatively stable over the past 12 months for most categories with the exception of fuel or mileage reimbursement where 14% are reporting being more generous to employees.

VEHICLE-RELATED BENEFIT PREVALENCE

Does your organization currently offer a vehicle-related benefit (e.g., car allowance, company car, fuel or mileage reimbursement) to any employee or group of employees?

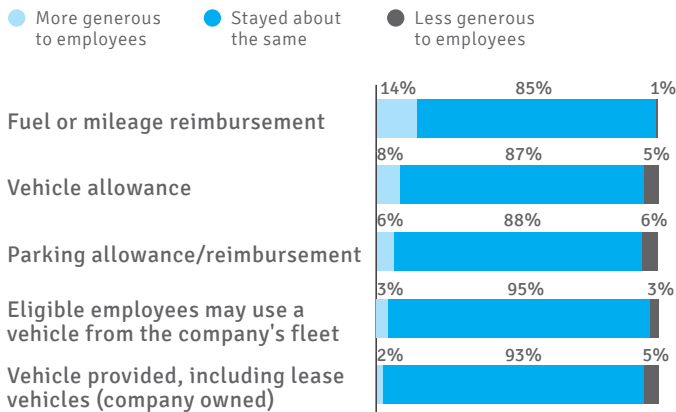


For each of the following vehicle-related programs, please select the option that applies to your organization. *Participants responding that their organization currently offers a vehicle-related benefit received this question.*

	Eliminated in the past 12 months	Currently offering	Adding in the next 12 months	Considering	Not considering
Fuel or mileage reimbursement	0%	81%	0%	2%	17%
Vehicle allowance	1%	65%	1%	0%	33%
Vehicle provided, including lease vehicles (company owned)	0%	47%	1%	0%	52%
Eligible employees may use a vehicle from the company's fleet	1%	44%	0%	2%	53%
Parking allowance/reimbursement	0%	38%	0%	1%	61%
Fuel or mileage subsidy or discounted fuel	0%	17%	0%	6%	78%

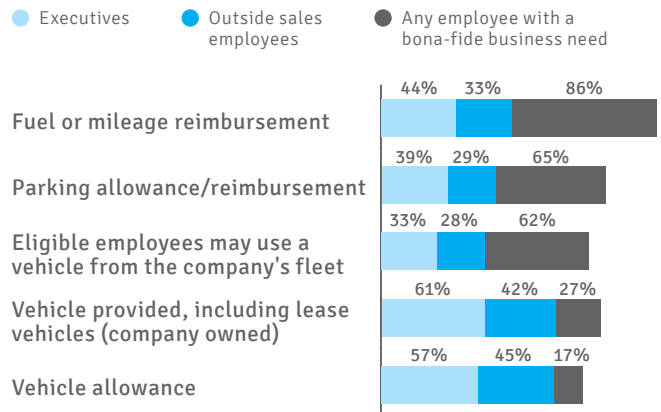
PROGRAM CHANGES OVER PAST 12 MONTHS

For the vehicle-related benefit program(s) your organization is currently offering, how (if at all) have these programs changed over the past 12 months? *Participants responding that their organization currently offers a vehicle-related benefit received this question.*



ELIGIBLE GROUPS BY PROGRAM

Please specify which groups are eligible for each vehicle-related benefit. Please select all that apply. *Participants responding that their organization currently offers a vehicle-related benefit received this question.*



Compared to the 2015 Vehicle-Related Benefits Survey, executives and outside sales employees are seeing reduced benefit eligibility in parking allowance/reimbursement and vehicle allowance while any employee with a bona-fide business need is being granted more access to fuel or mileage reimbursement.

