

Workforce Housing Research

For the Urban Land Institute

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Research Objectives

- **Company Survey**
 - To gauge the awareness and perception of the lack of affordable housing for their employees and the impact of commute times on worker productivity
 - To identify segments of companies that believe the lack of affordable housing has a negative effect on their employees
 - To identify segments of companies that will be receptive to ULI initiatives
- **Employee Survey**
 - To gauge the perceptions and impact of the lack of affordable housing and commute times on U.S. workers



Research Methods

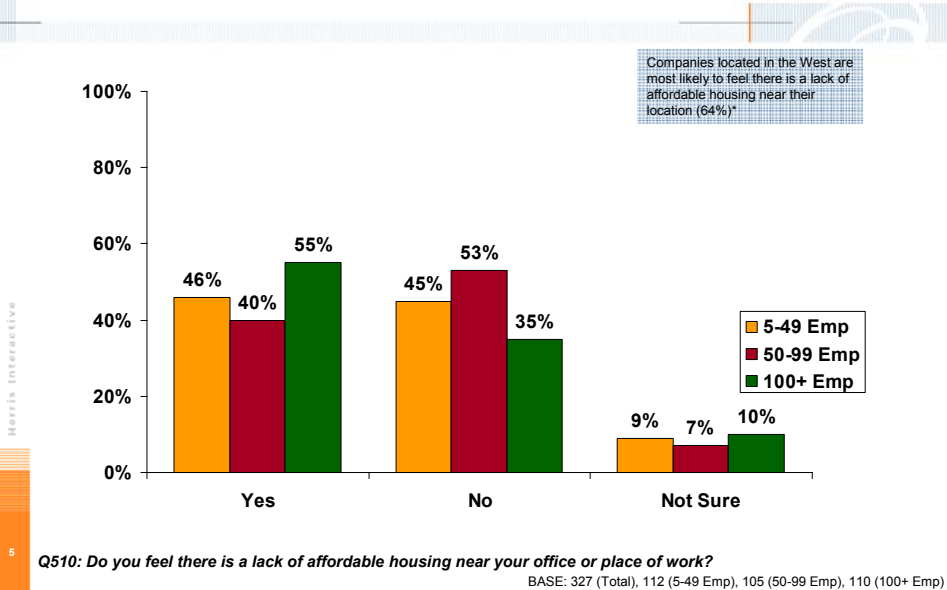
- **Company Survey**
 - Field dates: April 26 – May 1, 2007
 - Data from the responses of 327 U.S. companies whose primary place of business is an office building
 - The data is not weighted but quotas were set to include 112 U.S. companies that have 5-49 employees, 105 U.S. companies that have 50-99 employees, and 110 U.S. companies that 100+ employees
- **Worker Survey**
 - Field dates: April 27 – May 1, 2007
 - Data from the responses of 1,215 U.S. workers (employed full or part-time or self-employed) that commute to work 3 or more days each week
 - The data is weighted to be representative of the U.S. general adult population



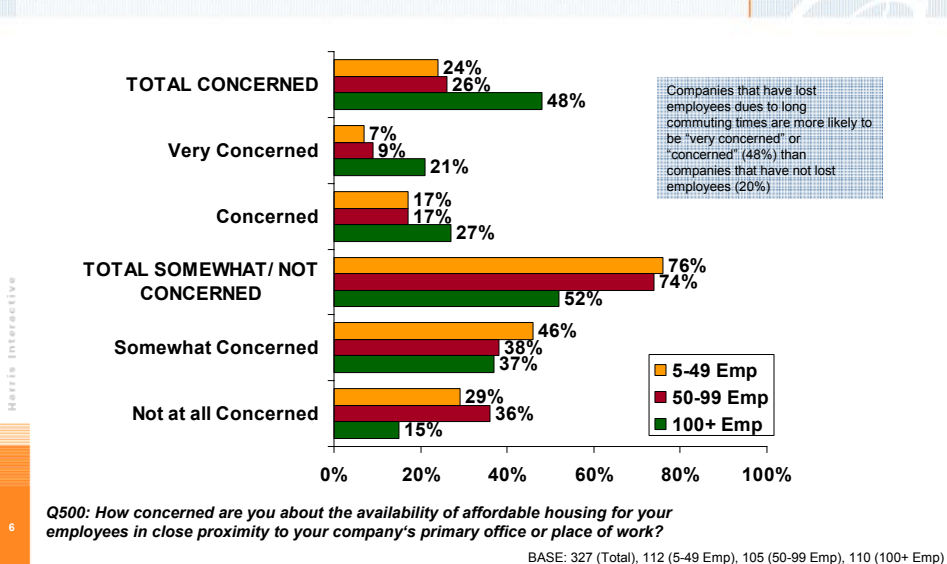
Research Results: Companies



More Than Half (55%) Of Larger Companies (100+ Emp.) Report There Is A Lack Of Affordable Housing Near The Company

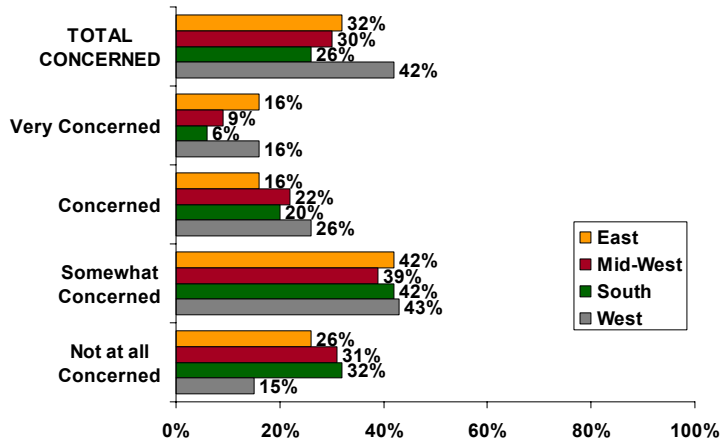


Almost Half (48%) Of Larger Companies (100+ Employees) Are Concerned About The Lack Of Affordable Housing For Their Employees





Companies In The West Are Most Concerned About The Availability Of Affordable Housing

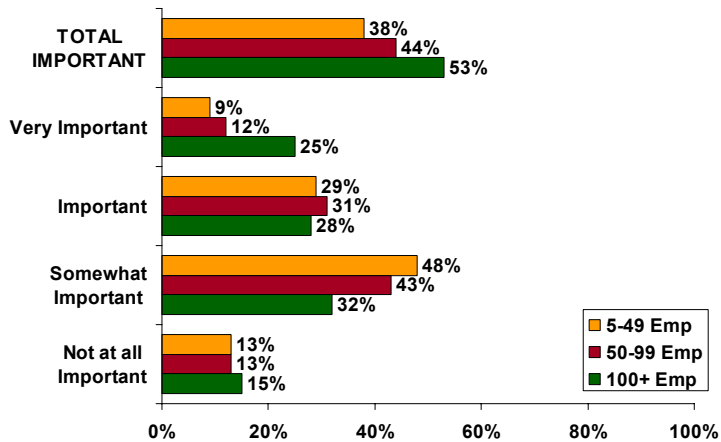


Q500: How concerned are you about the availability of affordable housing for your employees in close proximity to your company's primary office or place of work?

BASE: 327 (Total), 112 (5-49 Emp), 105 (50-99 Emp), 110 (100+ Emp)



Half (53%) Of Larger Companies (100+ Employees) Report Being Located In An Area Where Employees Have Access To Affordable Housing Is Very Important Or Important

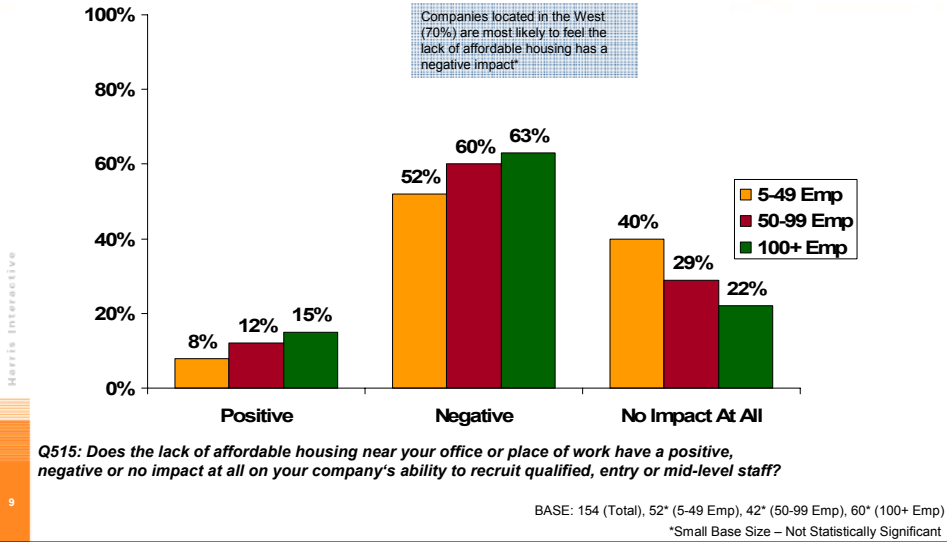


Q505: How important do you think it is for your company to be located in an area where your employees have access to affordable housing in close proximity to your business?

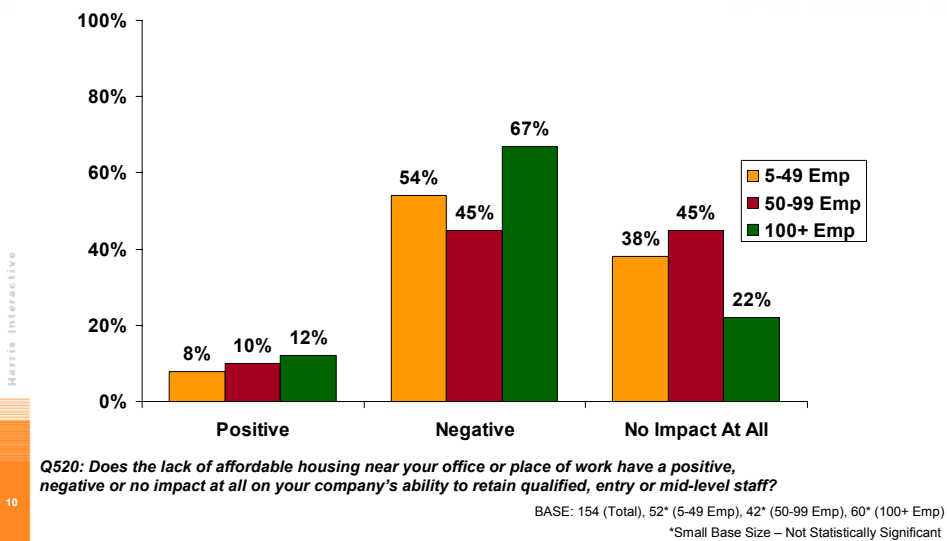
BASE: 327 (Total), 112 (5-49 Emp), 105 (50-99 Emp), 110 (100+ Emp)



The Majority Of Companies Who Report A Lack Of Affordable Housing Indicate This Has A Negative Effect On Recruiting Entry Or Mid-Level Staff

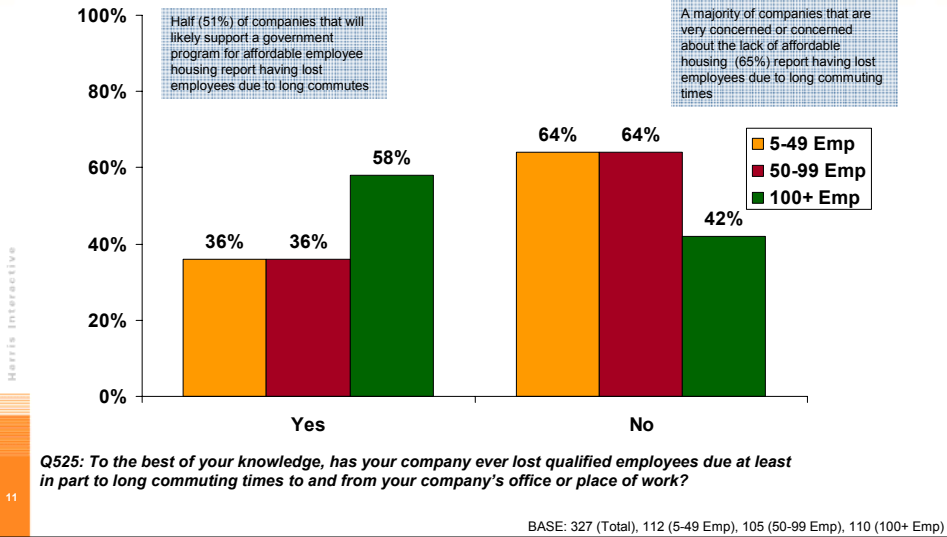


The Majority Of Companies Who Report A Lack Of Affordable Housing Indicate Also Feel It Has A Negative Impact On Retaining Entry Or Mid-Level Staff

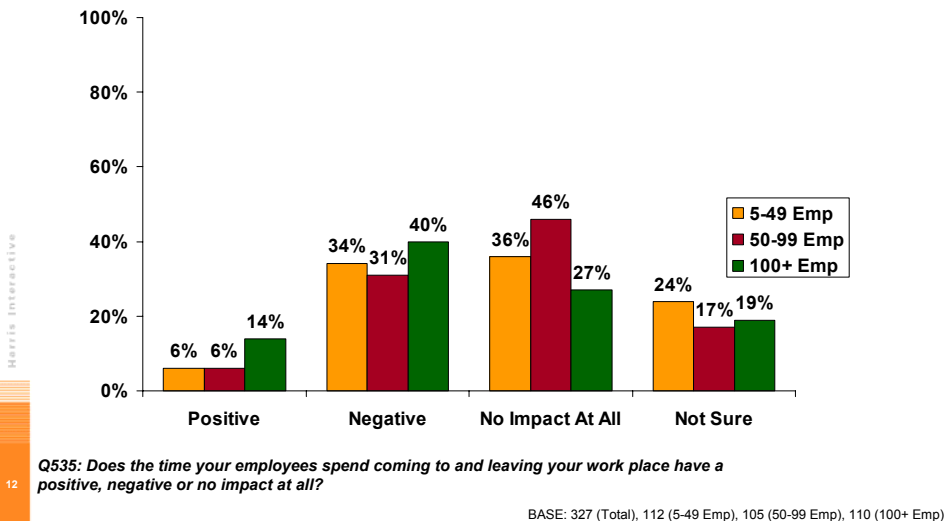




Six-in-ten (58%) Larger Companies (100+ Emp) Report Having Lost Employees Due In Part To Long Commuting Times



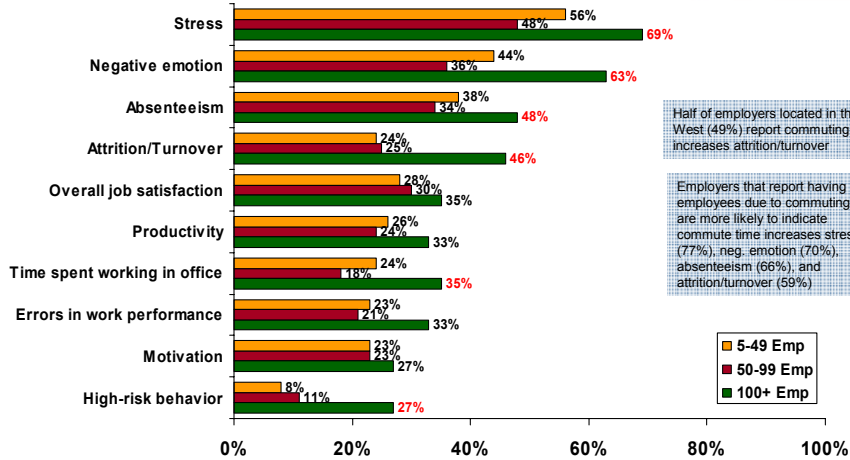
Most Companies Indicate The Time Employees Spend Commuting Has Either A Negative Impact Or No Impact At All





Larger Companies (100+ Emp) Are More Likely To Report Commute Time Increases Stress (69%), Neg. Emotion (63%), Absenteeism (48%), Attrition (46%), and High-risk Behavior (27%)

Summary Table of 'Increasing' As a Result of Commute Times



Half of employers located in the West (49%) report commuting time increases attrition/turnover

Employers that report having lost employees due to commuting time are more likely to indicate commute time increases stress (77%), neg. emotion (70%), absenteeism (66%), and attrition/turnover (59%)

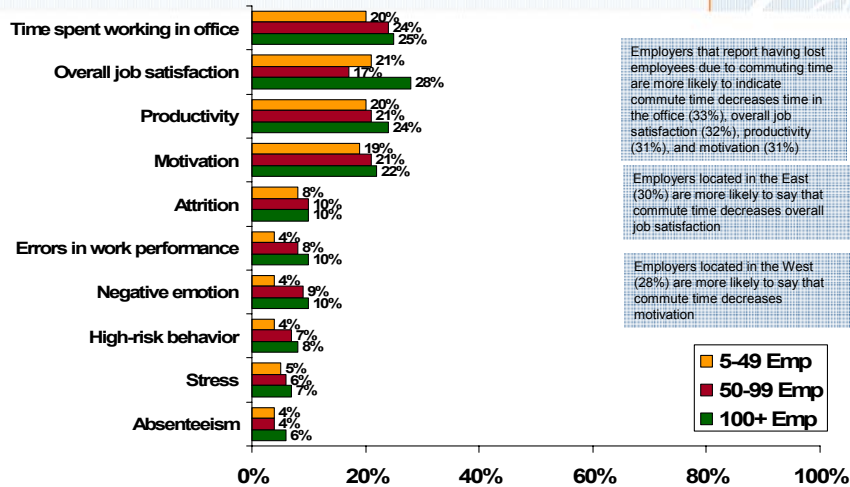
Q541: For each of the characteristics listed, please indicate if you feel your employees daily commute to and from your place of work are increasing, decreasing or having no influence on the following employee characteristics?

BASE: 327 (Total), 112 (5-49 Emp), 105 (50-99 Emp), 110 (100+ Emp)



Two-in-ten (23%) Employers Report Commute Times Decrease Time Spent Working In The Office

Summary Table of 'Decreasing' As a Result of Commute Times



Employers that report having lost employees due to commuting time are more likely to indicate commute time decreases time in the office (33%), overall job satisfaction (32%), productivity (31%), and motivation (31%)

Employers located in the East (30%) are more likely to say that commute time decreases overall job satisfaction

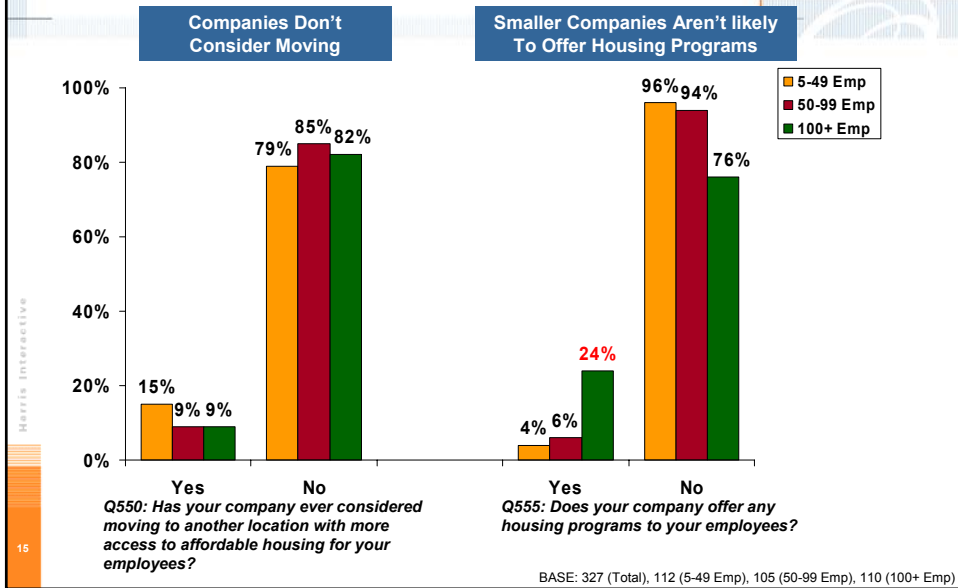
Employers located in the West (28%) are more likely to say that commute time decreases motivation

Q541: For each of the characteristics listed, please indicate if you feel your employees daily commute to and from your place of work are increasing, decreasing or having no influence on the following employee characteristics?

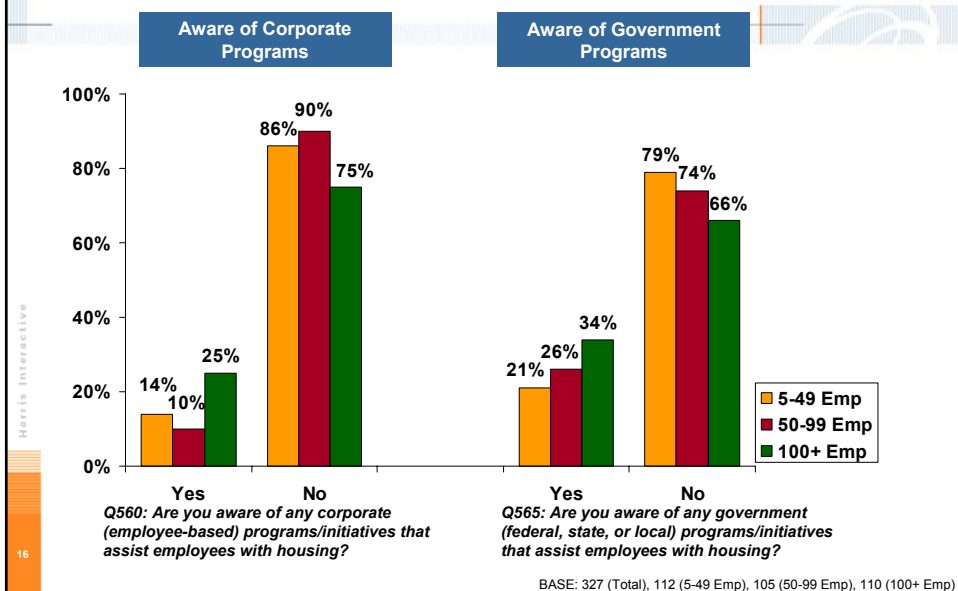
BASE: 327 (Total), 112 (5-49 Emp), 105 (50-99 Emp), 110 (100+ Emp)



The Majority Of Companies Do Not Consider Moving Locations And Do Not Offer Housing Programs

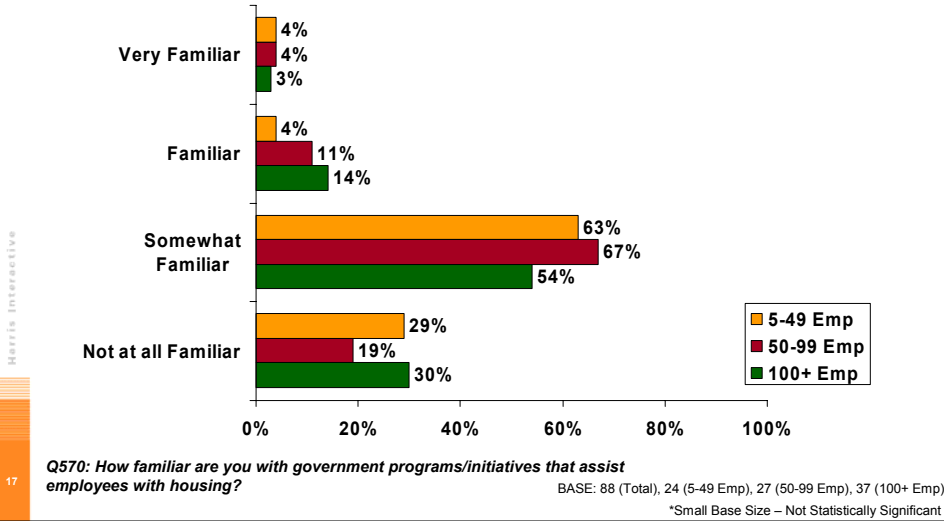


Larger Companies (100+ Emp.) Are More Likely To Be Aware Of Corporate (25%) And Government Programs (34%)





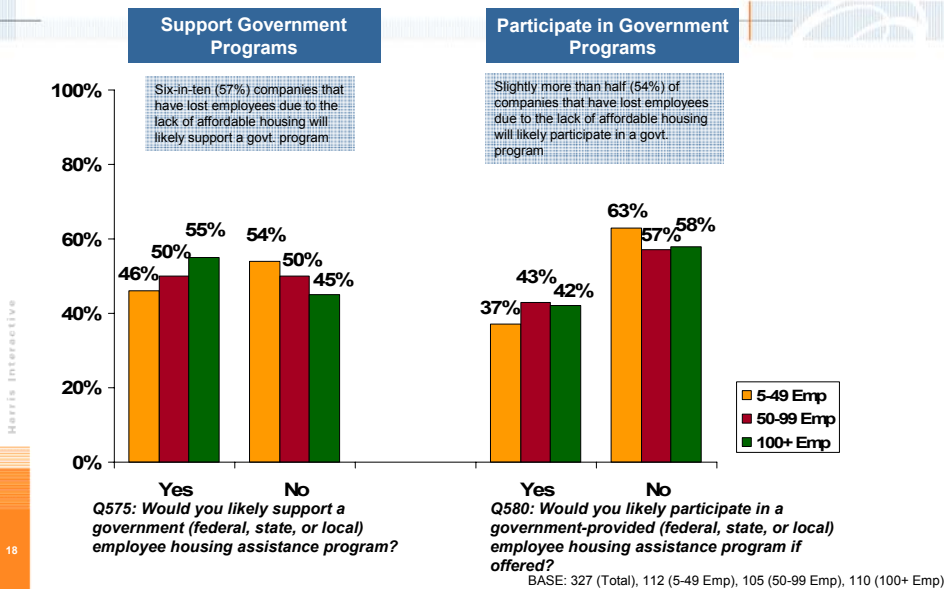
Familiarity With Government Housing Programs Is Low



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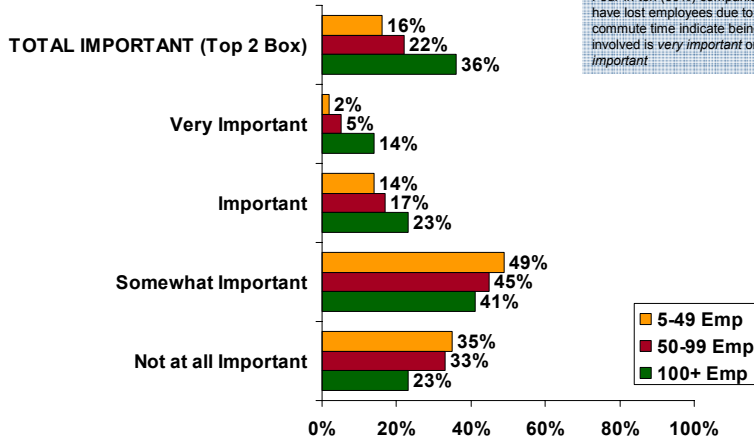
Nearly Half of Companies Would Support Programs And Four-in-Six Would Participate



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More Large Companies (100+ Emp.) Place High Importance On Being Involved Providing Employee Access To Affordable Housing



Four-in-ten (39%) companies that have lost employees due to commute time indicate being involved is very important or important

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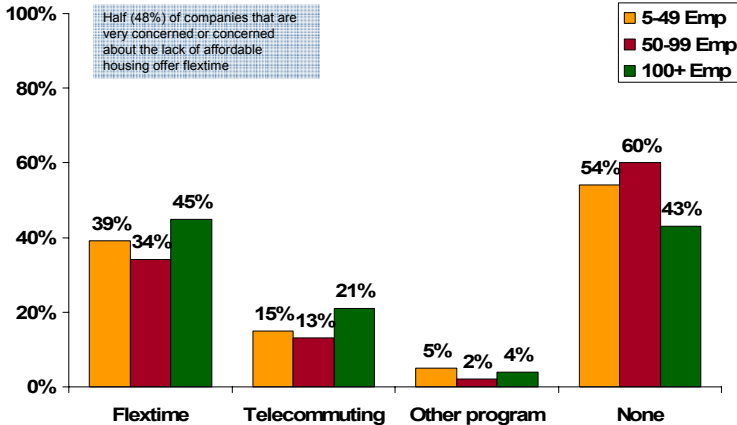
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Q585: How important would you say it is for companies like yours to be actively involved in providing employee access to affordable housing?

BASE: 327 (Total), 112 (5-49 Emp), 105 (50-99 Emp), 110 (100+ Emp)



Flextime Is The Most Common Program Offered



Half (48%) of companies that are very concerned or concerned about the lack of affordable housing offer flextime

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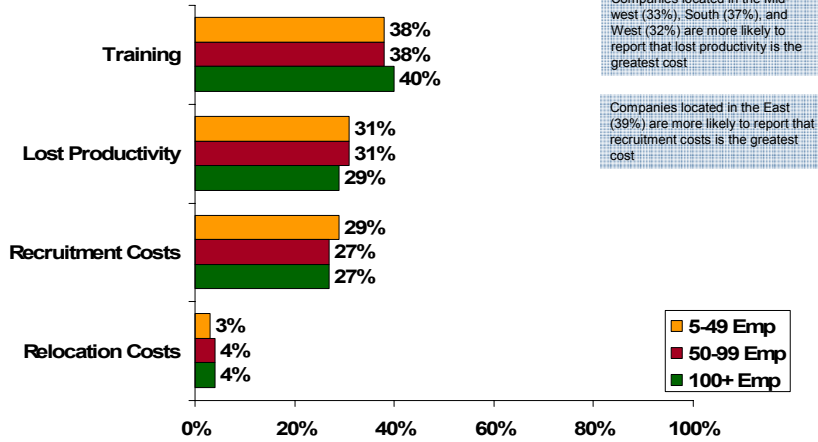
20

Q545: Which of the following does your company offer in an effort to help employees cope with their commuting time?

BASE: 327 (Total), 112 (5-49 Emp), 105 (50-99 Emp), 110 (100+ Emp)



Training Is Biggest Cost In Employee Replacement



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Q530: In your experience, what is the greatest cost to you as an employer in replacing an employee?

BASE: 327 (Total), 112 (5-49 Emp), 105 (50-99 Emp), 110 (100+ Emp)



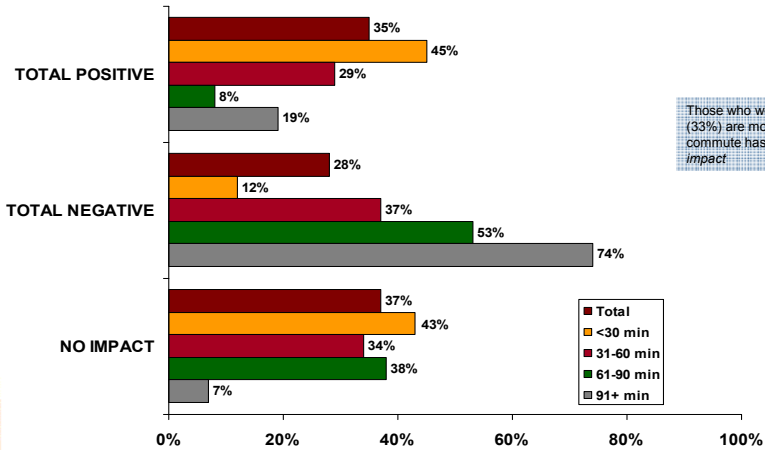
Research Results: Workers

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Longer Commutes Have A More Negative Impact On Workers' Quality of Life



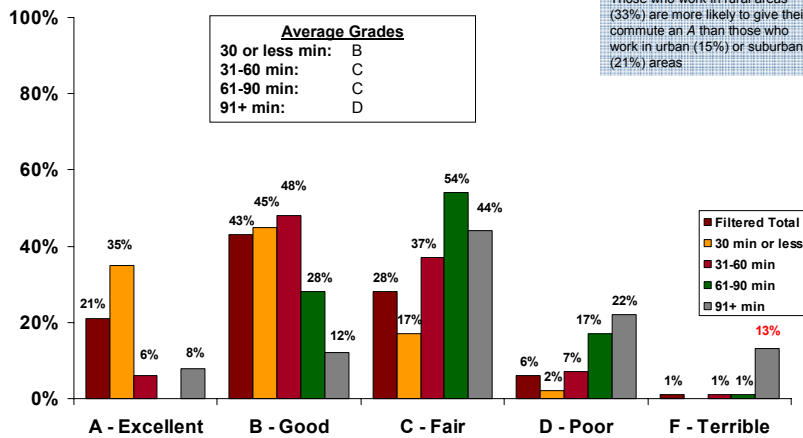
Those who work in rural areas (33%) are more likely to say their commute has a *somewhat positive* impact.

Q1130. What type of impact does your daily commute have on your overall quality of life, including the balance between your work and personal life?

BASE: 1215 (Total) 631 (<30 min), 369 (31-60 min), 120 (61-90 min), 95 (91+ min)



Commutes Lasting Over One Hour Are More Likely To Receive Lower Grades And Vice Versa



Those who work in rural areas (33%) are more likely to give their commute an A than those who work in urban (15%) or suburban (21%) areas.

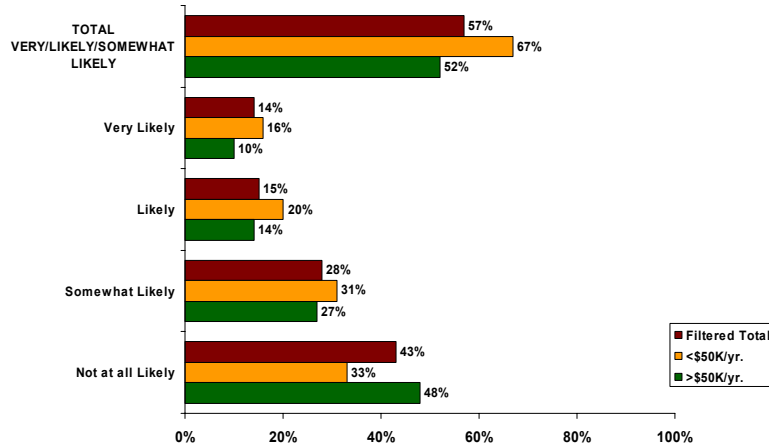
Average Grades
 30 or less min: B
 31-60 min: C
 61-90 min: C
 91+ min: D

Q1135: If you had to give your daily work commute a grade, what would it be?

BASE: 1215 (Total) 631 (<30 min), 369 (31-60 min), 120 (61-90 min), 95 (91+ min)



Workers Earning Less Than \$50,000/yr Are More Likely To Move Closer To Work If There Were More Affordable Housing Available

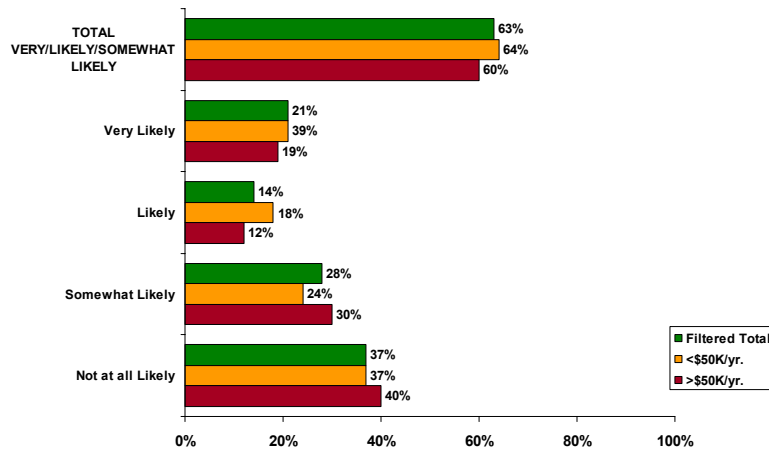


Q1150. How likely would you be to move closer to your place of work if there were more affordable housing options available?

BASE: 1215 (Total) 347 (<\$50K), 596 (>\$50K)



Workers Earning Less Than \$50,000/yr Are More Likely To Change Jobs If Given An Equal Opportunity For Half The Commute

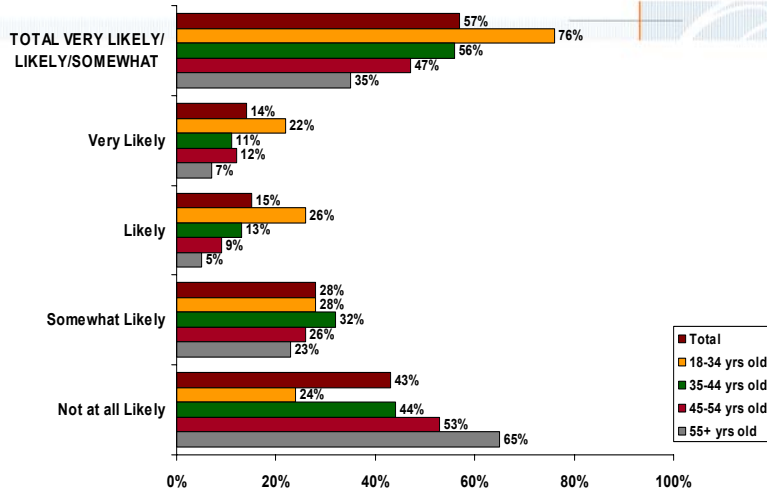


Q1145. How likely would you be to change jobs if you had an opportunity with the same level of responsibility, same salary and benefits but with half of your current commute?

BASE: 1215 (Total) 347 (<\$50K), 596 (>\$50K)



Younger Workers More Likely To Move Closer To Work If There Were More Affordable Housing Available



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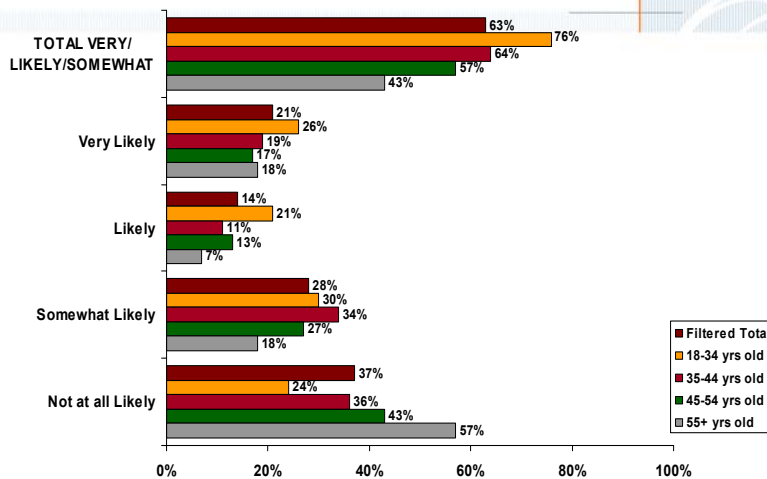
27

Q1150. How likely would you be to move closer to your place of work if there were more affordable housing options available?

BASE: 1215 (Total) 452 (18-24 yrs. old), 296 (35-44 yrs. old), 247 (45-54 yrs. old), 220 (55+ yrs. old)



Younger Workers Are More Likely To Switch Jobs If Given An Equal Opportunity For Half The Commute



Metris Interactive

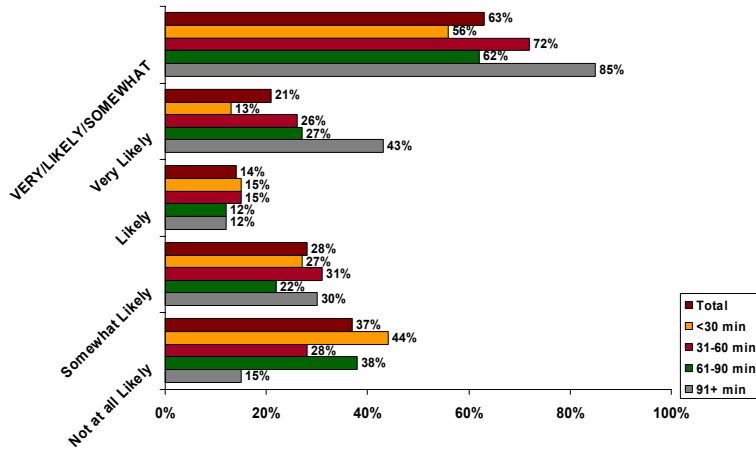
28

Q1145. How likely would you be to change jobs if you had an opportunity with the same level of responsibility, same salary and benefits but with half of your current commute?

BASE: 1215 (Total) 452 (18-24 yrs. old), 296 (35-44 yrs. old), 247 (45-54 yrs. old), 220 (55+ yrs. old)



Workers With Longer Commutes Are More Likely To Switch Jobs If Given An Equal Opportunity For Half The Commute

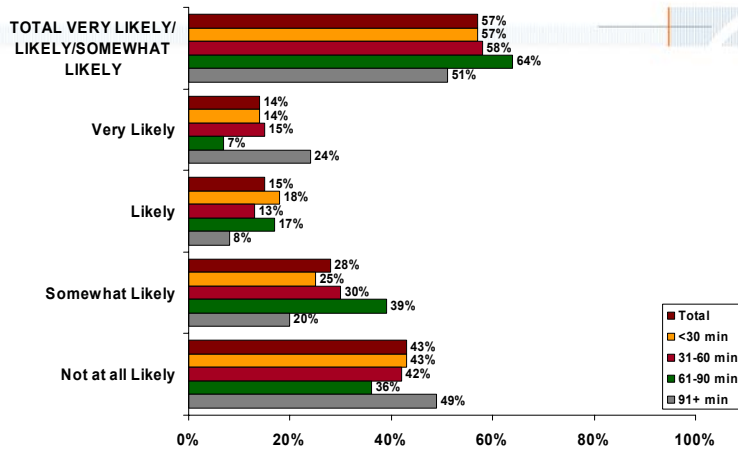


Q1145. How likely would you be to change jobs if you had an opportunity with the same level of responsibility, same salary and benefits but with half of your current commute?

BASE: 1215 (Total) 631 (<30 min), 369 (31-60 min), 120 (61-90 min), 95 (91+ min)



Majority Of Workers In All Commute Categories At Least Somewhat Likely To Move Closer To Work If There Were More Affordable Housing



Q1150. How likely would you be to move closer to your place of work if there were more affordable housing options available?

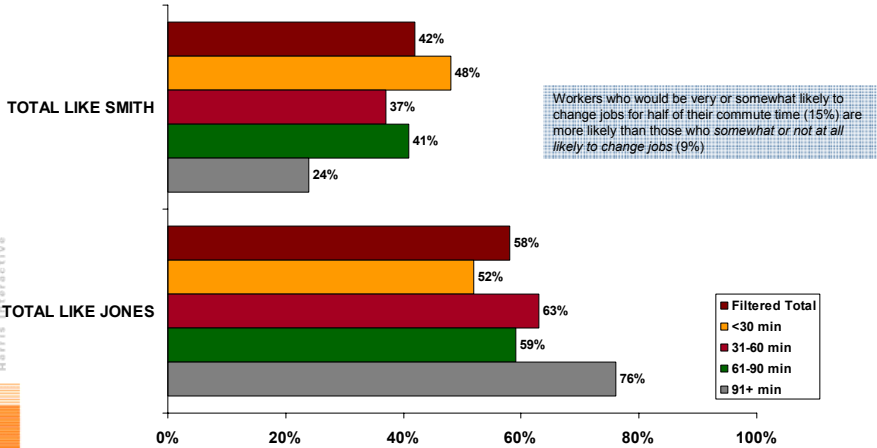
BASE: 1215 (Total) 631 (<30 min), 369 (31-60 min), 120 (61-90 min), 95 (91+ min)



Affordable Housing Versus Shorter Commute

Smith prefers to live in an area closer to work so that he has a shorter or more convenient commute, even though it may mean higher housing prices and less disposable income.

Jones prefers to live in an area with affordable housing opportunities and more disposable income, even if it means living further away from his place of work and having a longer commute.



Q1140. Please read the following opinions of two different people. After you have read both opinions, please indicate which opinion comes closest to your own.

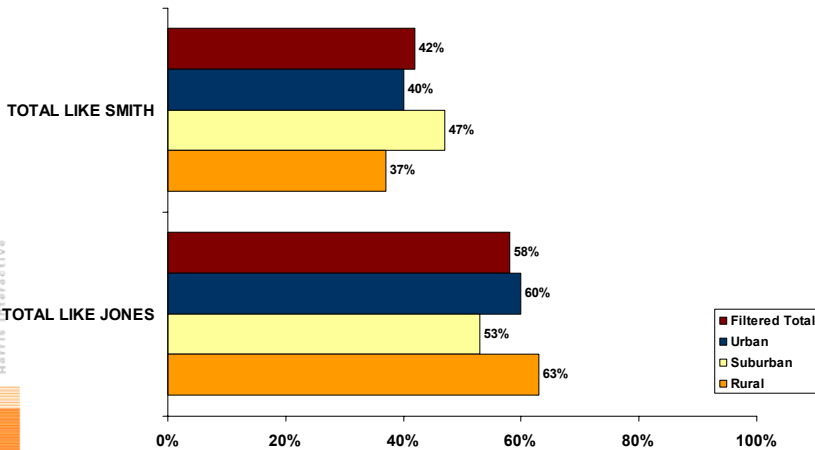
BASE: 1215 (Total) 631 (<30 min), 369 (31-60 min), 120 (61-90 min), 95 (91+ min)



Suburban Workers Are Split Over Housing Preferences

Smith prefers to live in an area closer to work so that he has a shorter or more convenient commute, even though it may mean higher housing prices and less disposable income.

Jones prefers to live in an area with affordable housing opportunities and more disposable income, even if it means living further away from his place of work and having a longer commute.



Q1140. Please read the following opinions of two different people. After you have read both opinions, please indicate which opinion comes closest to your own.

BASE: 1215 (Total) 631 (<30 min), 369 (31-60 min), 120 (61-90 min), 95 (91+ min)



Company Demographics

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²Data points in red font are statistically significant from other data points within that set



Company Demographics

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| | TOTAL | 5-49 Emp | 50-99 Emp | 100+ Emp |
|---|-------|----------|-----------|----------|
| Q403-Employment Status | | | | |
| Full-time | 90% | 81% | 95% | 94% |
| Part-time | 5% | 4% | 4% | 7% |
| Self-employed | 9% | 21% | 2% | 2% |
| Q420 – Level of responsibility | | | | |
| I have primary responsibility for making personnel decisions | 41% | 54% | 36% | 34% |
| Share responsibility with others | 59% | 46% | 64% | 66% |
| Q700 – How would you describe the location of your office? | | | | |
| Urban | 43% | 42% | 50% | 36% |
| Suburban | 47% | 45% | 43% | 55% |
| Rural | 10% | 13% | 7% | 9% |

BASE: 327 (Total), 112 (5-49 Emp), 105 (50-99 Emp), 110 (100+ Emp)



Company Demographics

| | TOTAL | 5-49 Emp | 50-99 Emp | 100+ Emp |
|-------------------------------|-------|----------|-----------|----------|
| <i>Q705-Job Title</i> | | | | |
| Director/Manager | 20% | 8% | 22% | 29% |
| Administrator/Office Manager | 17% | 21% | 18% | 11% |
| Owner | 12% | 24% | 9% | 4% |
| Other Middle Manager | 11% | 2% | 13% | 18% |
| Other Upper/Senior Manager | 7% | 5% | 10% | 5% |
| Partner | 6% | 9% | 6% | 3% |
| Chief Executive Officer (CEO) | 5% | 8% | 4% | 3% |
| President | 4% | 8% | 2% | 1% |
| Administrative Officer | 3% | 2% | 1% | 5% |

Other job Titles <2%

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BASE: 327 (Total), 112 (5-49 Emp), 105 (50-99 Emp), 110 (100+ Emp)



Worker Demographics

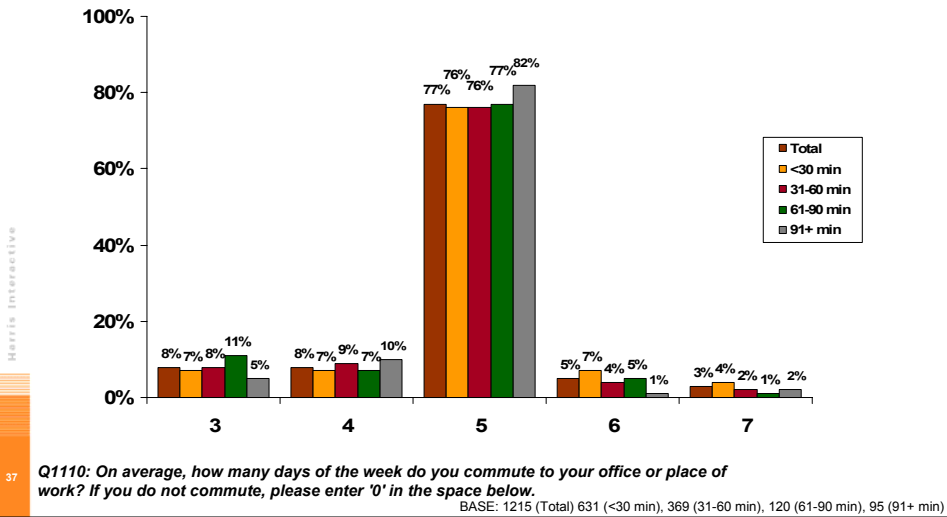
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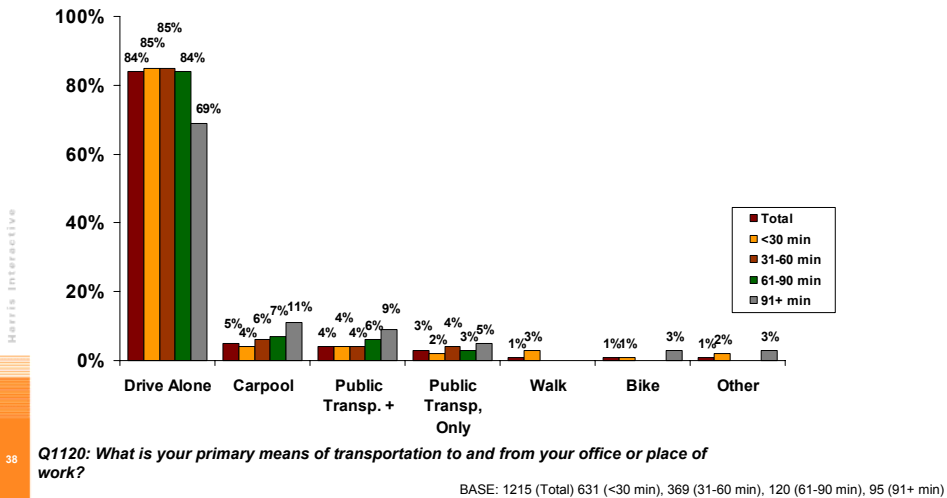
²Data points in red font are statistically significant from other data points within that set



The Majority Of Workers Commute 5 Days/Week Despite Commute Time



The Majority Of Workers Drive Alone To And From Work While Workers With A Commute Longer Than 90 Minutes Are More Likely To Carpool



| | TOTAL | <30 min | 31-60 min | 61-90 min | 91+ min |
|--|-------|---------|-----------|-----------|---------|
| <i>Q2149-Employment Status</i> | | | | | |
| Full-time | 81% | 78% | 82% | 85% | 96% |
| Part-time | 18% | 21% | 19% | 10% | 4% |
| Self-employed | 7% | 6% | 9% | 10% | 4% |
| Retired | 3% | 3% | 2% | 4% | 1% |
| Student | 12% | 13% | 10% | 14% | 5% |
| Homemaker | 5% | 5% | 4% | 5% | 4% |
| <i>Q1105 – How would you describe the location of your office?</i> | | | | | |
| Urban | 39% | 37% | 40% | 43% | 49% |
| Suburban | 42% | 41% | 44% | 44% | 37% |
| Rural | 19% | 23% | 16% | 13% | 13% |

| | TOTAL | <30 min | 31-60 min | 61-90 min | 91+ min |
|--------------------------------|-------|---------|-----------|-----------|---------|
| <i>Q405-Gender</i> | | | | | |
| Male | 52% | 48% | 53% | 62% | 66% |
| Female | 48% | 52% | 47% | 38% | 34% |
| <i>Q407-Age</i> | | | | | |
| 18-34 | 35% | 37% | 32% | 34% | 25% |
| 35-44 | 26% | 26% | 30% | 18% | 21% |
| 45-54 | 22% | 21% | 21% | 25% | 39% |
| 55+ | 17% | 16% | 17% | 23% | 15% |
| Mean | 40.5 | 39.8 | 40.7 | 42.0 | 43.4 |
| <i>Q2146-Education</i> | | | | | |
| Some High School or Less | 6% | 5% | 9% | - | - |
| High School Grad | 30% | 36% | 26% | 22% | 9% |
| Some College-no degree | 20% | 19% | 19% | 19% | 35% |
| Associate's Degree | 9% | 8% | 10% | 8% | 11% |
| Bachelor's Degree | 24% | 21% | 24% | 37% | 32% |
| Some Graduate School-no degree | 3% | 3% | 4% | 3% | 5% |
| Graduate School Degree | 9% | 9% | 8% | 11% | 8% |

| | TOTAL | <30 min | 31-60 min | 61-90 min | 91+ min |
|---------------------|-------|---------|-----------|-----------|---------|
| <i>Q2157-Income</i> | | | | | |
| Less than \$15,000 | 5% | 6% | 4% | 5% | 1% |
| \$15,000-\$24,999 | 7% | 8% | 8% | 2% | - |
| \$25,000-\$34,999 | 6% | 7% | 9% | * | * |
| \$35,000-\$49,999 | 13% | 14% | 10% | 17% | 11% |
| \$50,000-\$74,999 | 19% | 20% | 17% | 15% | 23% |
| \$75,000-\$99,999 | 13% | 12% | 14% | 14% | 9% |
| \$100,000-\$124,999 | 9% | 8% | 9% | 15% | 12% |
| \$125,000-\$149,999 | 5% | 2% | 7% | 5% | 16% |
| \$150,000-\$199,999 | 5% | 3% | 5% | 12% | 9% |
| \$200,000-\$249,999 | 1% | 1% | 1% | 2% | 3% |
| \$250,000 or more | 1% | 1% | 1% | 1% | * |
| Decline to answer | 16% | 17% | 16% | 13% | 15% |

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BASE: 1215 (Total) 631 (<30 min), 369 (31-60 min), 120 (61-90 min), 95 (91+ min)

| | TOTAL | <30 min | 31-60 min | 61-90 min | 91+ min |
|-----------------------------------|-------|---------|-----------|-----------|---------|
| <i>Q2164-Region</i> | | | | | |
| Northeast | 24% | 21% | 26% | 24% | 37% |
| Midwest | 23% | 28% | 20% | 15% | 9% |
| South | 32% | 31% | 32% | 33% | 34% |
| West | 22% | 21% | 22% | 28% | 19% |
| <i>Q2178-Race/Ethnicity</i> | | | | | |
| White | 73% | 75% | 73% | 75% | 60% |
| Black | 7% | 6% | 7% | 9% | 21% |
| African American | 5% | 6% | 4% | 2% | 5% |
| Asian or Pacific Islander | 1% | 2% | 1% | 1% | * |
| Native American or Alaskan Native | 1% | 1% | - | 2% | - |
| Mixed Racial background | 4% | 5% | 4% | 2% | 6% |
| Other race | 3% | 2% | 3% | 5% | - |
| Decline to answer | 5% | 4% | 8% | 3% | 8% |

HERTIS INTERACTIVE

42

BASE: 1215 (Total) 631 (<30 min), 369 (31-60 min), 120 (61-90 min), 95 (91+ min)