

SIRVA's Consulting Group Expertise

Through vast experience and proven processes, SIRVA's Consulting Group is uniquely positioned to ensure you and your mobile employees have the best mobility experience. With an average of more than 25 years of relocation management and consulting experience, the members of our Consulting Group possess a deep, practical knowledge of relocation policy, program design and implementation. Their expertise extends to all aspects of mobility services, including global and domestic policy design, U.S. tax issues, mergers and acquisitions, group moves and more.

To learn more about SIRVA's Consulting group and its complete suite of services, visit sirva.com or call **1.800.210.0018 / +44 1793 619 555 / +852 2104 6668**



About SIRVA Worldwide, Inc.

A leading worldwide provider of relocation and moving solutions, SIRVA Worldwide, Inc. (www.sirva.com) provides more than 230,000 relocations per year to corporations, government employees, and individual consumers through its family of companies. The Company delivers the best mobility experience at the lowest total cost to relocate through complete management of the global supply chain, the world's leading global operations, industry-leading risk management processes, and full accountability and transparency of costs. SIRVA's family of companies includes Allied, Allied International, Allied Pickfords, Allied Special Products, DJK Residential, Global, northAmerican, northAmerican International, SIRVA Mortgage, SIRVA Relocation, SIRVA Move Management, SIRVA Global Relocation, Inc. and SIRVA Settlement.



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SIRVA®

Relocate Your Thinking®

SIRVA[®] consulting SERVICES



SIRVA[®]
Relocate Your Thinking[®]



Consulting SERVICES

Expert guidance for building and maintaining your global mobility program

At SIRVA, we know that creating the best mobility experience begins with the right guidance. And with years of industry experience, our Consulting Group is positioned to provide expert direction for your unique needs. Our consultants will partner with you to create strategic relocation solutions that align with your business objectives and help ensure your mobility program is set to succeed.

Whatever your company's size, industry or location, our Consulting Group works as your advocate, with

the flexibility to tailor solutions customized for you. Our services help you attract and retain top talent, streamline administration and reduce risk.

Our consultants have the expertise to ensure your relocation policy and program support your overall business goals, anywhere in the world. And with SIRVA's industry-leading management processes, we can help you drive value within your program and reduce costs without sacrificing quality.

Designing global mobility solutions that drive success

Whether you need to build a complete mobility solution from the ground up or are seeking ways to optimize specific aspects of your existing program, SIRVA's Consulting Group can help.

Our consultants study your company's structure, culture and business objectives, and analyze numerous aspects of your relocation program using a variety of tools and processes, including:

Cost Analysis: Compare your program costs against industry standards and identify areas for savings

Process Mapping: Conduct an extensive review of your current program's processes and recommend enhancements that improve efficiency

Benchmarking: Using proven benchmarking tools, assess your current policy against the programs your competitors might be offering and ensure that your policy performs to industry standards

Best Practices: Monitor and evaluate relocation best practices and recommend ways to incorporate them into your program

Monitoring Trends: SIRVA stays on top of the latest mobility trends and recommends those that are worth incorporating to ensure your program is competitive yet cost-effective

Policy Review: Our proprietary policy database, PolicyGuruSM, houses hundreds of relocation policies and is used to monitor best practices and conduct benchmarking. Combining this substantial database with vast industry experience enables our consultants to conduct the most thorough review of every aspect of your program – whether you are creating a new policy or building upon an existing one

Once our analysis is complete, we use the results to design innovative, customized policies that provide the best possible mobility benefits for your employees and drive value for your business. Building on those policies, we can help you implement an efficient, cost-effective relocation program that serves your company's financial and strategic goals.

SIRVA's Consulting Group provides **innovative solutions to help improve** all areas of your relocation program

Universal Solutions

Multi-Tiered & Assignment-Specific Policies: Design and implement relocation/assignment policies according to employee level or assignment type

Change Management: Guidance for managing relocation programs during significant organizational changes

Relocations to/from High-Cost Markets: Cost-of-living disparity solutions for transferring employees to and from high-cost markets

Group Move Management: Manage and execute large employee moves. Includes group move policy design



Global-Specific Solutions

Global Consulting: Assist with the development of global mobility strategies by utilizing our extensive international policy research. SIRVA's unique mobility reports offer clients sound direction so they can build upon and improve their mobility policies

Geographically-Specific Global Policies: Design and implement customized policies according to organizations' geographic demands

Global Policy Implementation: Assist in the application of new policies. Includes designing a distribution plan to communicate and train employees on new policies and conducting follow-up surveys to measure program success

Specialized Global Mobility Projects: Provide customized solutions for unique, niche and specialty projects

U.S. Home Sales Tax Compliance: Guidance on home-sale program tax regulations and compliance

U.S. Gross-Up Methodology: Recommendations for designing or improving relocation program gross-up methodologies

Continuing Education

The mobility industry is constantly evolving. And as the industry thought leader, SIRVA is dedicated to keeping our clients ahead of the curve by continuously offering a variety of educational opportunities and ground-breaking research initiatives.

Through publications such as our Policy Matters' industry updates and white papers, we consistently provide practical, timely information so you can make the best decisions when updating your mobility policies. In addition, through webinars, roundtables and informative conferences such as SIRVA University, we provide opportunities to discuss issues one-on-one with industry experts so you can manage your mobility program most effectively.