

GLOBAL EMPLOYEE RELOCATION SAVINGS

The Worldwide Employee Relocation Council reports the cost to relocate an existing employee homeowner now exceeds \$90,000.

Aggregation

To combat the rising cost of relocation services, Paladin has developed a model that allows other clients to benefit from aggregation of spend represented by a much broader client base. While aggregation is still a new concept to the Relocation Industry, Paladin's model has demonstrated profound results.

- Aggregated volume that is leveraged to gain "Best-In-Class" pricing
- A Comprehensive Global Solution that is portable and can be used for all Relocation Programs
- The ability to receive comprehensive reports that roll-up 100% of the employers spend, including all pass-through costs, into one global view
- Customizable Service-Level Agreement ("SLA") metrics that help ensure all your mobility program objectives for both cost and service quality are met
- Rebates from Tier II suppliers, such as real estate agents, built into your pricing, that offer significant cost reductions when certain threshold volumes are met
- An educational and peer-networking forum through which Best Practices are shared on a regular basis with all participants
- An experienced relocation Subject Matter Expert that oversees contracting, policy development (at no additional cost), and the management and reporting of all SLAs

Financial Considerations

To ensure that clients have the tools and information necessary to maximize the savings available through this Relocation Services Program, Paladin can perform an evaluation of your current mobility program performance and spend; and can help gage your company's suitability for Aggregated Relocation Services. Some of the proven advantages are:

- Demonstrated savings of 10% - 20% annually
- Pricing "frozen," for the term of the relocation services contract (usually 3 years), eliminating the risk of any price increases
- The ability for the employer to see and understand their "total cost of ownership" for employee mobility
- Expertise in crafting relocation policies and risk management strategies for the disposition of transferee real estate. Once implemented, these measures produce significant cost reductions. Examples include the employment of transferee incentives for successfully selling their homes, eliminating the need for home-carrying costs, and the elimination of reimbursement for mortgage lenders' fees that used to be necessary but are no longer required to be paid in today's low interest rate environment.



Risk Free Cost Reductions

Key Program Features

The Aggregated Relocation Services being offered to clients include everything major global employers seek when outsourcing their mobility functions, with the added advantage of pre-negotiated fees and discounts that are unsurpassed. The offering includes:

- One Global service delivery platform with reach into 153 countries
- A Comprehensive Menu of Services that meet all the needs of large global employers

As service enhancements to this offering, the Paladin program provides an innovative Pre-Decision Assessment service; and, in an addition for the executives and VIP's Relocating, an Executive Concierge Service is provided.

- Real estate Best Practices that expedite the sale of employee homes, overcome soft market conditions, reduce days-on-market, and cut the total cost of real estate disposal by as much as 5% of home value, on average
- One-stop convenience for global program administration, including global tax reporting, compensation administration capabilities, expense tracking, and multi-currency payments
- An In-house International Household Goods Shipping move management and freight forwarding division that offers point-to-point pricing across the globe, guaranteed to reduce shipping costs

Final Thoughts

Relocating your top talent, whether it's across the country or around the world, is strategically important; and, it represents a significant ongoing spend. Paladin's model will deliver: unmatched ROI in this specialized category, knowledge of the latest trends, innovations, and cost-cutting strategies.

Evaluating your company's relocation spend can be difficult. Record keeping is often poor and spread over several divisions or business units. Since relocation has historically not registered as a large spend, many procurement professionals are ill-equipped to judge whether current program costs are reasonable or not.

Evaluating relocation service providers can be equally difficult. The industry is highly fragmented among several private companies and small divisions of large public companies. Neither type is required to publish detailed financial or performance data; so, solid information for benchmarking and comparison is hard to come by.

Paladin Associates Inc., a Sourcing Cost Reduction firm, offers strategic sourcing expertise for multiple commodities to secure "fast track" quantifiable savings and long term cost reduction programs.

We can help you with technology implementations such as spend analysis and eSourcing as well as sourcing process improvements, skill training and staff development while delivering bottom line savings with a guaranteed ROI. For more complete information, visit:

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