

OVERVIEW OF SERVICES



NuCompass provides a full range of U.S. Domestic and global mobility services. Our services are designed to make your job easier and enhance the relocation experience for your employees.

Mobility Management

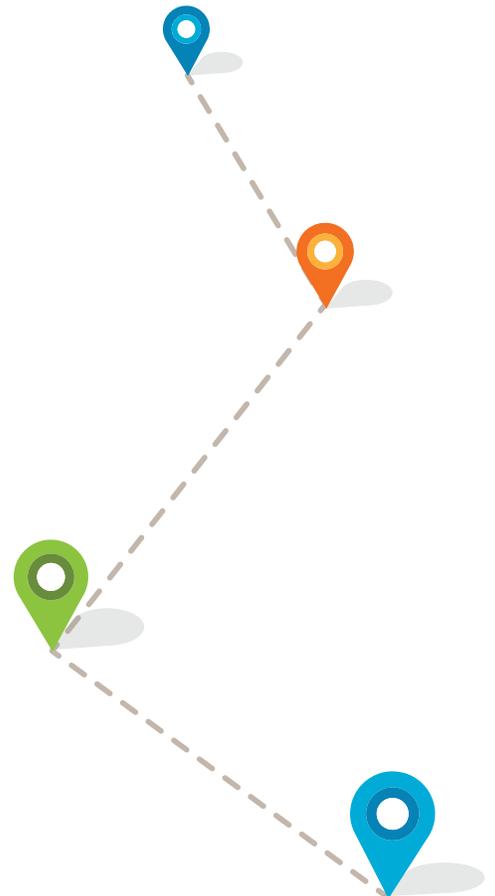
From start to finish, NuCompass offers unmatched excellence in service and support to our corporate clients and their transferring employees. We help companies of all sizes and industries successfully plan, implement, and execute their relocation strategies.

RELOCATION AND ASSIGNMENT COST ANALYSIS

Our cost estimator tool helps you manage the costs for every relocation or assignment. You can easily estimate the cost of each policy component and compare different move scenarios. For international moves, we also provide an analysis of expatriate compensation costs, home or host country income, and hypothetical tax.

POLICY ADVICE AND CONSULTING

We offer a formal consulting capability to assist you with your U.S. Domestic and global mobility policy evaluation and development. We analyze existing practices and explore policy options based on your company culture, industry trends, program costs, and benchmark comparisons with other clients.



GROUP MOVE ASSISTANCE

Every group move is different, and we offer a broad range of services to help you and your employees through the transition. Group move services include policy development, new community resources, destination orientation tours, policy presentations, and individual counseling sessions.

ASSIGNMENT AGREEMENT PREPARATION

We create and process your Assignment Agreement, which defines the services and financial assistance to be provided to your international assignee and family. Whether you need an assignment letter or a formal contract, we can prepare the agreement according to your specifications and timing.

PROGRAM ANALYTICS AND TRENDING STATISTICS

With our online program analytics, you can view, request, or generate real-time data reports at any time. All of your key performance, activity, and trending statistics are available at a glance in customizable views. We offer full reporting capabilities, with unprecedented flexibility for data queries.

PAYROLL AND TAX REPORTING

We integrate with payroll systems and HRISs, such as Workday, ADP, SAP, and PeopleSoft. Our payroll outputs are programmed to your specifications. We also work closely with your tax service provider to provide tax information and ensure that all taxable transactions have been properly recorded.

U.S. Domestic Services

Attracting top talent is critical for every organization. We can support your hiring and recruiting strategies with our cost-effective relocation services for employees relocating into or within the United States.



DEPARTURE SERVICES

HOME MARKETING

Our goal is to help your employee sell their home quickly, at a fair market price. We analyze market data, develop a marketing plan, and recommend a listing price. We work with highly qualified real-estate agents through our independent NuCompass Connect network. We continue to assist your employee until their home is sold.

GUARANTEED BUYOUT

To provide a guaranteed sale of your employee's home, we give the employee an appraised market value purchase offer. If the home is sold before the offer is accepted, we conduct a tax-protected home sale and closing. If the employee accepts our buyout offer directly, the home becomes an inventory property that we then resell.

BUYER VALUE OPTION

As a variation of the Guaranteed Buyout, the Buyer Value Option does not include an appraised value offer. Rather, the market price is set by finding a bona fide buyer using our home marketing assistance. We conduct a tax-protected sale and closing with the buyer.

TRANSITION SERVICES

POLICY ADMINISTRATION

Our consultant is your relocating employee's single point of accountability for all relocation services. This includes counseling on policy, coordinating all service partners, scheduling services, supervising service delivery, and processing exceptions.

EXPENSE MANAGEMENT

We offer an automated relocation expense management system to help you and your employees effectively manage and record all the expenses associated with a move. Our integrated system ensures timely reimbursements to your employees, accurate invoicing and payments to vendors, and real-time reporting.

HOUSEHOLD GOODS TRANSPORTATION

We manage the household goods shipment and storage needs for your employee at the appropriate time in the relocation process. We work with highly professional van lines from our independent network, and we oversee the move during packing, loading, and delivery. After the move, we audit the final invoices.

DESTINATION SERVICES

TEMPORARY ACCOMMODATIONS

We identify and arrange fully furnished temporary accommodations that meet the employee's needs and time frame, while complying with your cost parameters. We handle all the lease arrangements and make payments on behalf of the employee.

RENTAL ASSISTANCE

Our rental assistance program helps familiarize your employee with the rental housing options available in the new community. We match the employee's individual rental criteria and budget requirements with available properties. We also have alternative options for renters who prefer to secure rental properties online.

HOMEFINDING

To help the relocating employee find a new home quickly, we assess housing needs, home affordability, and other concerns related to the new location. We introduce the employee to a highly qualified real-estate agent from our agent-direct NuCompass Connect network and proactively monitor the process until the employee buys a home.

MORTGAGE ASSISTANCE

We work with national mortgage companies that offer competitive pricing and specialized mortgage programs for relocating employees. The application, approval, and closing processes are very efficient. Transaction costs can also be billed directly to the company.

SPOUSE AND PARTNER ASSISTANCE

To assist the spouse or partner in transition, our programs range from career search and educational advancement to resume preparation and community integration. Our preferred service specialists provide an assessment and recommendations based on personal and family goals.

Global Services

Our global presence and range of services help your employees get settled and become productive as quickly as possible, anywhere in the world.



DEPARTURE SERVICES

VISA AND IMMIGRATION

We ensure compliance with all immigration and work permit requirements for your assignee while they're on an international assignment or relocating globally. We work with our network service partners to process the required visa documentation in the host country for the employee and their family.

CANDIDATE ASSESSMENT

We coordinate with a candidate assessment specialist from our network to help you determine whether your international assignment candidate is likely to be successful. Assessment factors include cultural fit, adaptability, and personal issues related to the destination country. The confidential results are provided directly to you.

CULTURAL TRAINING

To help your assignee live and work in the host country successfully, we connect the assignee to a cross-cultural training provider from our network. Training sessions acquaint the assignee (and their family) with the host country's cultural traits and behaviors. Course structure, length, and depth vary based on your requirements.

LANGUAGE TRAINING

We coordinate with a language training specialist from our network who works directly with the assignee (and their family). Training helps the assignee develop the functional language skills to communicate with co-workers, clients, and local citizens. Courses can be taken either before the assignee departs or in the country during the assignment.

EDUCATION ASSESSMENT AND SCHOOL PLACEMENT

We assist your assignee in evaluating the impact of schooling differences between countries, while navigating the application, selection, and admission processes of international schooling. We connect the employee with an education specialist from the host country to develop a plan for school-age children.

PROPERTY MANAGEMENT

For employees going on a temporary international assignment, NuCompass can arrange and coordinate property management services for the assignee's home, manage the rental, or provide oversight of the vacant home for the duration of the assignment.

TRANSITION SERVICES

POLICY ADMINISTRATION

Our Global Consultant is your assignee's single point of accountability for all global services. This includes policy counseling, coordination with our OnSite™ Agents, documentation and scheduling, and management of all service delivery.

EXPENSE MANAGEMENT

We provide expense management for the duration of an international assignment. Through our mobile app, your assignees can submit expenses, upload receipts, and select from multiple currency options. We report all elements of expatriate compensation and expense reimbursements to your payroll or third-party tax provider.

COMPENSATION ADMINISTRATION

We provide a single centralized repository of all assignment-related compensation and expense payment elements. Our compensation administration tool is highly customizable to include all allowances in accordance with your policy and specific to your assignee's circumstances.

HOUSEHOLD GOODS TRANSPORTATION AND STORAGE

We manage the international household goods shipment and storage process for your assignee. Working with our professional van lines and freight-forwarding partners, we coordinate air and sea shipments, as well as storage needs. We monitor the shipment through customs and delivery in the destination country.

DESTINATION SERVICES

TEMPORARY ACCOMMODATIONS

We identify and arrange temporary fully furnished accommodations that meet your assignee's needs and time frame, while complying with your policy and cost parameters. We approve and make payments on behalf of the assignee.

AREA ORIENTATION

Our consultant connects your assignee with the NuCompass OnSite Agent in the host country to assist with an orientation to the new location. Services include a customized area tour, housing assistance, and settling-in services.

SETTLING IN

To ensure a successful acclimation to the new community, we assist your assignee with local settling-in services. Our in-country OnSite Agent provides coordination and on-the-ground delivery for services to acquaint your assignee with the local environment.

RENTAL ASSISTANCE

We help familiarize your assignee with the rental housing options available within their new community. Our in-country rental specialists match the assignee's criteria and budget requirements with the available rental options. We also assist with lease negotiations, security deposits, and advance rent payments.

SPOUSE AND PARTNER ASSISTANCE

We connect the assignee's spouse or partner with a service specialist from our network who will analyze and explain the available options in the host country. The specialist will also discuss any limitations that may exist based on country-specific laws, local practices, or citizenship status.



For more information on our U.S. Domestic or global mobility services, please contact us directly at www.nucompass.com.

Or call us today at **925-734-3869**.

