

Why NuCompass?

Since we opened our doors more than 50 years ago, we've been changing and challenging the employee mobility landscape. While some organizations as experienced as ours would fight change, we embraced it as an operating philosophy. Things are much different in relocation than they were back in 1965, but most of those changes have been for the better.

ONE CONSTANT IN OUR INDUSTRY HAS BEEN THE MARCH OF TECHNOLOGY.

CONSIDER THE FACTS:

- 1 According to Sierra-Cedar's latest HR systems reports, more than half of the core HR systems sold today are cloud-based.
- 2 Talent, performance, and learning management technologies come with the expectation that employees will be able to access them via self-service portals.
- 3 Employees bring their own devices to work and demand real-time access to the information and collaboration tools that will help them succeed.

Relocation isn't immune to these changes in expectations. However, there are some differences. For example, most people don't relocate as often as they may do a performance review, apply for a job, or learn a new skill. Not only that, relocating employees need access to resources and services that can't be scaled to a technology-only offering.

THERE WAS A GAP IN THE RELOCATION INDUSTRY.



On one side, service-only relocation providers have a long history of managing relocation over the past few decades. While their service may be top-notch, they miss the mark for employees who want instant access to information and may even want to have more control and say over the relocation process.

On the other side, technology-only offerings have emerged. Their compelling technology is attractive to employees and employers alike, but when it came to service, especially during critical parts of the relocation process, it was either nonexistent or lacked the experience to deal with the complexities of mobility today.

THE MARCH OF TECHNOLOGY AND SERVICE DEMANDS A PROVIDER THAT DOES BOTH.

This is where NuCompass shines. We used our five decades of expertise to create CoPilot, our award-winning platform to help employers and their employees and new hires navigate the relocation process. Not only that, our service offerings crafted over that same time period are designed to work hand in hand with our software, ensuring that you and the people you relocate have all the needed resources to move successfully.

COPILOT: POWERED BY NUCOMPASS

Creating CoPilot was a reimagining of the entire relocation process for NuCompass. We wondered what a relocation could look like for the employer and for the relocating individual if we added scalable and secure cloud-based technology. It had to be flexible, easy to use, and empowering for everyone.

In 2014, we began work on CoPilot, and in 2015, we won *Human Resource Executive's* Top HR Product of the Year award thanks to our innovative approach to relocation technology.

Unlike relocation programs of the past, CoPilot works great with organizations of any size with nearly any number of moves.

WE HAVE FIVE DIFFERENT PRODUCTS TO MEET ANY ORGANIZATION'S SPECIFIC NEEDS.



CoPilot Express — an upgrade to your existing lump-sum program with easy company management and access to vetted suppliers



CoPilot Plus — offers robust U.S. domestic relocation for lump sums, renters, and limited homeowner services



CoPilot Pro — offers full U.S. domestic relocation for anyone in your organization, including tax-protected real estate services

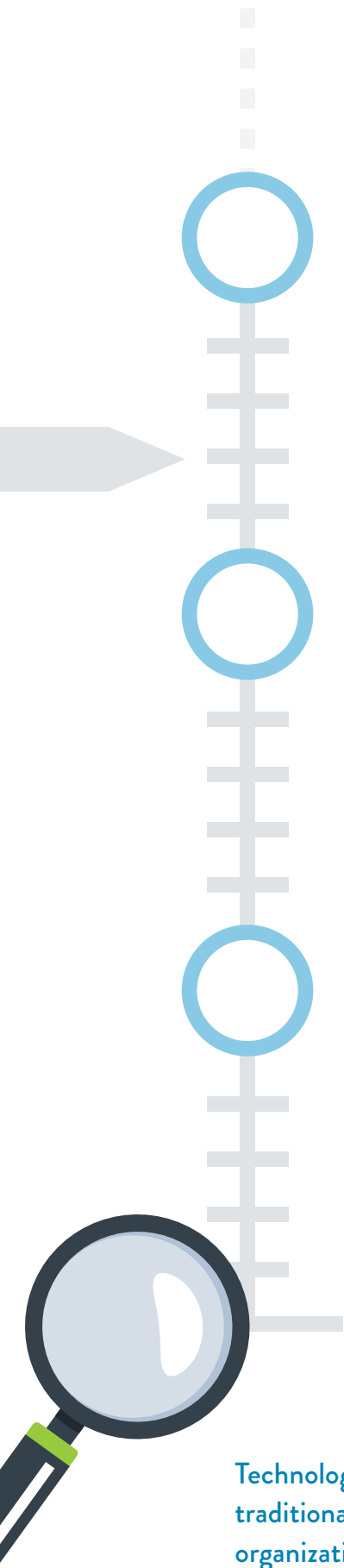


CoPilot Global — adds international assignment, permanent relocation, and repatriation services to the Pro package



CoPilot Premier — a highly customizable offering for more complex, high-volume, or multi-policy relocation programs

No matter what product you choose, CoPilot allows you and your relocating employee or new hire to access it where and when they need it — in the office, on the road, and on any device.



AS AN EMPLOYER, YOU HAVE THE ABILITY TO FULLY MANAGE YOUR PROGRAM:

- **Initiate a relocation** during the recruiting process or when relocation is being considered for an existing employee.
- **Develop a plan** using our proprietary cost estimator to develop a plan that's customized to your employee's needs.
- **Route approvals** to the right person with a click of a single button.
- **Submit quick authorizations** to NuCompass using e-signatures through CoPilot.
- **Actively manage** relocations in real time, with reports, analytics, and tools to assess progress.

FOR EMPLOYEES, COPILOT GIVES THEM THE EASE, VISIBILITY, AND CONTROL THAT THEY'VE NEVER HAD, INCLUDING:

- **A control panel** to give them an overview of progress, with real-time alerts and status updates to keep employees and new hires in the loop
- **The ability to order and schedule relocation services**, with integrated access to qualified and vetted relocation providers at their convenience
- **A way to submit expenses** and upload receipts on the go, using their smartphone camera, so they can be classified and tracked for tax and payroll purposes
- **Status reviews** as the move is in progress, so everyone knows how every piece of the move is working at any given time
- **Support** via online chat, email, or phone with consultants who remain each employee's expert throughout the move

Technology has finally caught up with relocation. The barriers of cost and scale of traditional relocation management are gone with CoPilot. But that doesn't mean your organization and employees won't be supported.

NUCOMPASS SERVICES

You don't have to be a relocation or technology expert to work with NuCompass. When you partner with us, you get bundled services with every CoPilot product.

Why do we believe in offering comprehensive services? We know through experience that some parts of the relocation process can't be captured in technology and that employees have specific questions that often can only be answered by someone who has helped thousands of people relocate.

We offer a wide array of services that fit even the most complex relocation programs.

COMPREHENSIVE MOBILITY MANAGEMENT

From start to finish, you can relocate your entire relocation function to NuCompass. We've helped thousands of companies of all shapes and sizes successfully plan, implement, and execute their relocation strategy.

U.S. DOMESTIC SERVICES

We offer a full range of departure, transition, destination, and home sale services for homeowners and renters.

GLOBAL SERVICES

We also offer comprehensive global services, from candidate selection to repatriation. We serve our global customers through five global offices and in more than 150 countries through our innovative OnSite delivery model.

NO MATTER YOUR SITUATION, NUCOMPASS HAS THE RIGHT SET OF SERVICES FOR YOUR ORGANIZATION.



COMBINING GROUNDBREAKING TECHNOLOGY AND DEPENDABLE SERVICES

We know what it's like to relocate. Whether you're a new hire moving to start a new job, an employee taking on a new assignment, or an employer trying to keep track of it all, it's a stressful event. With NuCompass, you have a partner that has gone through that stressful process thousands of times with our clients.

Technology is the key to how relocation is evolving, and NuCompass is leading the charge. With our groundbreaking CoPilot software, organizations can offer a robust program that gives employees control and visibility while making it more affordable and easier to manage for employers.

Innovative technology is useless if you can't back it up when you need it. In some instances, like high-level executive moves, there's no replacement for access to a trusted relocation consultant who can provide guidance through every single step. And even for the simplest relocations, sometimes people just need the reassurance from a relocation expert who's seen it all.



THAT'S NUCOMPASS.

We're a new breed of relocation provider.

We're using what we've learned over five decades to create the ideal relocation solution for any organization.

Relocation can be done well with quality service and a big assist from technology, and we're ready to help your organization succeed.

Contact us today to learn more or get a demo, and start reimagining what your relocation program can be.



To learn more, visit www.nucompass.com.

