



UK & GLOBAL RELOCATION SERVICES

Sarah

Management Consultant.

Director, Business Development. Leading a multicultural business team to spearhead Business Unit in London. How will I manage the culture & language issues? How fast can I have my team operational? Are all my housing, salary & tax issues covered? Schools for the kids? Can I get domestic help? My next job?

Mike

Accompanying Spouse IT Specialist.

Leaving job for family move. Great family adventure ahead! Where do I find a job? How do I get a work permit? Where are we going to live? How do we get around? Are there any good schools for the kids? Where are the most interesting restaurants?

Bianca

Excited & Focused.

Can't wait to practice her English and to meet the Queen! What will my new school be like? I may miss my friends a little? "One Direction" are so awesome!

Alex

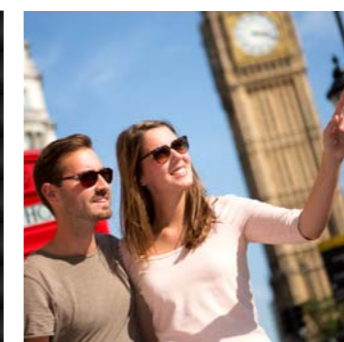
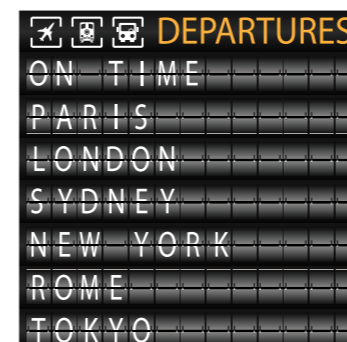
Ready with Terms.

They have the best football in the world, great gaming and I can Skype with my best friend - I'll give it a go! Dad, when are we going to see Chelsea!

Wellington

Pet.

Doesn't know where England is (sounds familiar?). It might have something to do with my new "pet passport." What's an inoculation?



HEAD OFFICE
United Kingdom

12A High Street, Goring-On-Thames, Reading RG8 9AR
Tel: +44 (0) 14 9187 4322 Fax: +44 (0)20 7838 1077
www.tthcurzonrelocation.com
info@tthcurzonrelo.com



“TTHCURZON Relocation is a tried, tested and trusted service provider in both UK and Europe.”

*Senior Global HR Manager,
Fortune 100 Company,
Global Business Consulting*



RELOCATION MANAGEMENT

How do you manage your relocation?

The Institute for Global Mobility (sponsored by EY), showed that 49% of corporations surveyed had already or were considering, outsourcing some or all of their relocation function.

Businesses seek to increase efficiency, profitability, control costs and accelerate employee performance through fast track professional destination services as provided by TTHCURZON Relocation.

TTHCURZON Relocation: The Company

- ▶ TTHCURZON RELOCATION is the UK's leading independent Corporate Relocation Services provider. Delivering Short Term and Long Term housing and executive assignment solutions, the company provides comprehensive relocation and destination services to both UK and international clients on a domestic and global platform.
- ▶ Founded in 1995, TTHCURZON Relocation is a wholly independent company, 100% owned and run by its management.
- ▶ With 45 professionally trained and qualified Account Managers and Consultants, TTHCURZON Relocation specialises in both individual and group relocations on a UK and Global basis.
- ▶ The company consistently maintains a Client Satisfaction Rating in excess of 93% per annum, the highest recorded rating in the sector and has a 98% Client Retention Level.

TTHCURZON Relocation: Market Advantage

- ▶ Relocation is our expertise. We provide a highly personal service. We provide every client and Assignee with a dedicated Account Manager, providing continuity of care and complete accountability.
- ▶ TTHCURZON Relocation will reduce the amount of time & effort spent by HR in managing non-core process. This allows HR to focus on other internal core disciplines such as strategy, remuneration/payroll, recruitment & pensions.
- ▶ TTHCURZON Relocation helps clients to maintain a consistent policy/procedure with employees. We will improve assignment acceptance ratios, employee satisfaction, productivity and retention ratios which will directly impact your "bottom line".
- ▶ TTHCURZON Relocation will streamline management & activity, bringing economies of scale through our expertise and collective client base. We provide a highly cost effective service for clients, maintain transparency and the highest professional standards.

TTHCURZON Relocation : Global Coverage

UK & Ireland Coverage: Full national coverage throughout England, Wales, Scotland & Ireland.

Global Coverage: Centralised through our Head Office in London we operate internationally through our own dedicated network of TTHCURZON Relocation affiliated offices, offering services in over 60 countries across; Europe, the USA & Canada, the Americas, the Middle East, the Far East, Africa, Asia and Australasia.

OUR MISSION

To provide, maintain and deliver the highest quality professional services to all clients at all times.

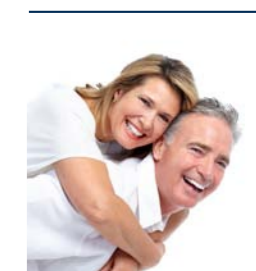
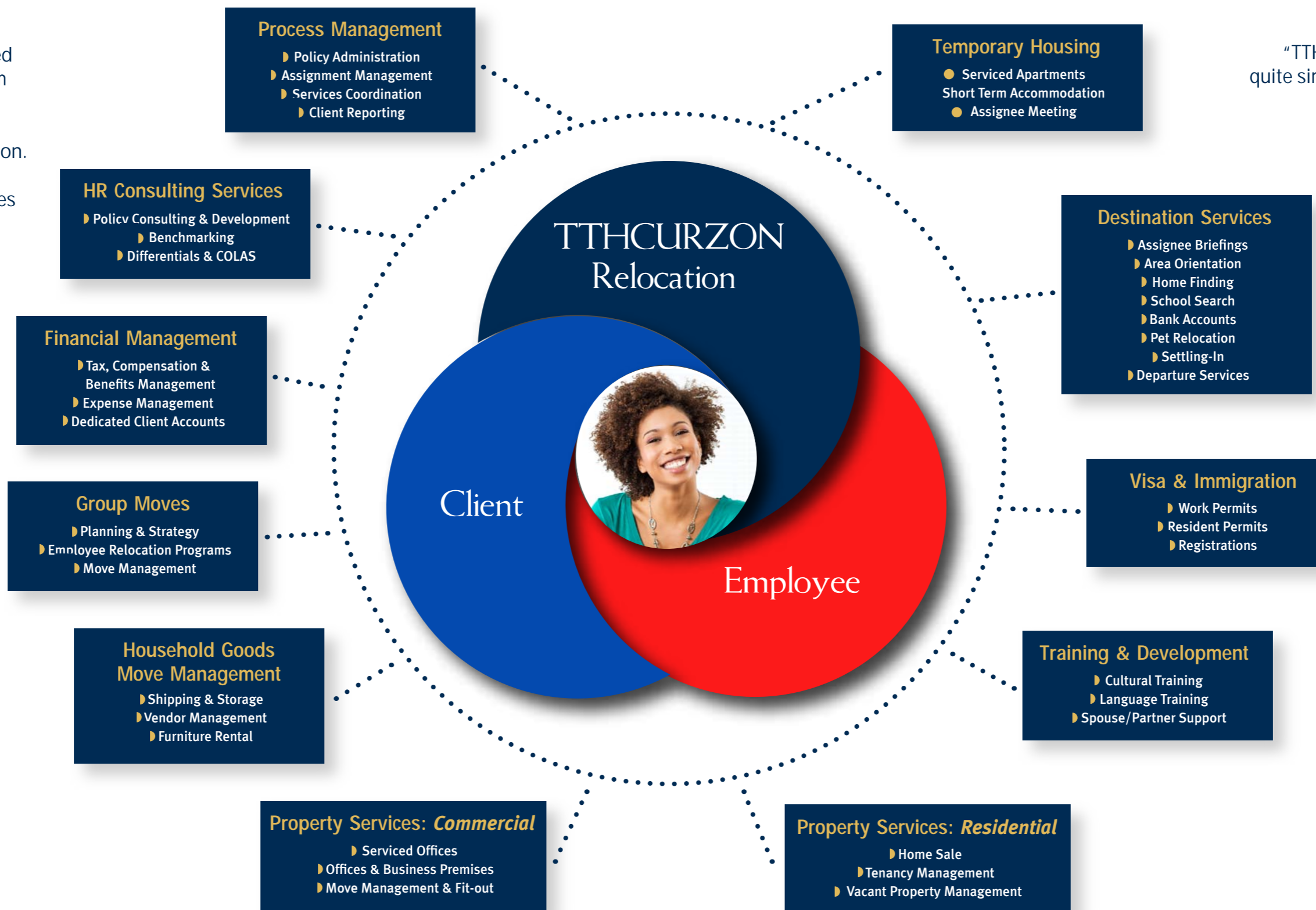
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“We have been delighted with the professionalism of the management services demonstrated by TTHCURZON Relocation. We are pleased to recommend their services to other companies accordingly.”

HR Manager
Japanese Pharmaceutical Company

“TTHCURZON Relocation were quite simply fantastic – we hadn’t realised before we came just how much help & support we would get.”

New Zealand Assignee
Global Business Services



TTHCURZON Relocation: Process Management

- ▶ Clients maintain overall control and strategic direction of the process.
- ▶ We communicate openly with Clients and Employees from day one. The underlying principle to all our relocation programs is the one-to-one relationship between the relocating Employee and their TTHCURZON Relocation Account Manager.
- ▶ TTHCURZON Relocation view Clients as lifetime partners. We offer a very personalised, proactive and responsive level of service, employing the latest innovative technology.
- ▶ We see ourselves as an extension of your organisation, deepening the level of support you provide to your employees and protecting and enhancing your reputation as an employer.

**Each Employee is an Individual
Each Assignment is Unique
Total Solutions:
Pure Peace of Mind**



SERVICES

TEMPORARY ACCOMMODATION

- ▶ Serviced Apartments
- ▶ Short Term Accommodation
- ▶ Serviced Offices

DESTINATION SERVICES

- ▶ Assignee Briefings
- ▶ Area Orientations
- ▶ Home Finding (Rental)
- ▶ Home Search (Purchase)
- ▶ School Search
- ▶ Education Consulting
- ▶ Contract/Lease Negotiation
- ▶ Car Collection Services
- ▶ Bank Accounts (UK & International)
- ▶ Pet Relocation
- ▶ Settling-in Assistance
- ▶ Help-line Support
- ▶ Departure Services

PROCESS MANAGEMENT

- ▶ Policy Administration
- ▶ Global Assignment Management
- ▶ Client Reporting
- ▶ Services Coordination
- ▶ Vendor Management
- ▶ Consolidated Invoicing & Reporting
- ▶ On-going Support

HR CONSULTING

- ▶ Policy Consulting & Development
- ▶ Benchmarking
- ▶ Policy Administration
- ▶ COLA's
- ▶ Housing Differential Assessments
- ▶ Expatriate Security
- ▶ Country Profiles
- ▶ Repatriation Planning

FINANCIAL MANAGEMENT

- ▶ Tax, Compensation & Benefits Management
- ▶ Expense Management & Reporting
- ▶ Global Assignee Tax/ Benefit Assessments
- ▶ Cost/Budget Projections
- ▶ Dedicated Client Accounts

VISA & IMMIGRATION

- ▶ Work Permits
- ▶ Resident Permits
- ▶ Registrations
- ▶ Extensions

HOUSEHOLD GOODS MOVE MANAGEMENT

- ▶ Shipping
- ▶ Vendor Management
- ▶ Household Goods Storage
- ▶ Insurance
- ▶ Furniture Rental

TRAINING & DEVELOPMENT

- ▶ Cultural Training
- ▶ Language Training
- ▶ Spouse/Partner Assistance

GROUP MOVES

- ▶ Planning & Strategy
- ▶ HR Services & Support
- ▶ Employee Relocation Programs
- ▶ Communication
- ▶ Move Management
- ▶ Commercial Agency

PROPERTY SERVICES

RESIDENTIAL

- ▶ Home Sale
- ▶ Tenancy Management
- ▶ Vacant Property Management

PROPERTY SERVICES

COMMERCIAL

- ▶ Serviced Offices
- ▶ Office Agency & Business Premises
- ▶ Appraisal & Sourcing
- ▶ Move Management & Fit-out
- ▶ Property Management
- ▶ Professional Services

Case Study 1

EXECUTIVE FAMILY RELOCATION

New York, USA to London, UK.

Husband & Wife, 3 Children & Pets.
3-5 Year Assignment.
Global Consultancy Group.

Issue: Assignee returned by UK immigration to US at airport upon arrival. Assignee's family & pet rabbits allowed entry. Imminent family house move to be managed.

Solution: TTHCURZON Relocation consultant takes over full household/family move management for absentee father.

Outcome: 100% successful relocation. All issues resolved.

Case Study 2

JUNIOR MANAGER RELOCATION

Frankfurt, Germany to Manchester, UK.

Female Executive. Single.
6-12 Month Assignment.
International Insurance Company.

Issue: Assignee working on a tight budget for a 2 bedroom apartment. Expectation Management required.

Solution: A good quality 1 bedroom apartment in a better area found at a lower rent meeting Assignee's needs.

Outcome: Assignee very pleased with property and better location. Rental saving to Assignee GBP 3,860pa.

Case Study 3

GROUP RELOCATION

Internal UK HQ/EMEA Relocation.
Japanese Pharmaceutical Company.

200 Assignees & Families.
12-24 Month Program Duration.
All Combinations. All grades of employees.

Issue: Senior Executives with high house values complying with the policy parameters of the Group Policy.

Solution: Individual Housing Differential Assessments undertaken for specific cases proving compliance was possible. Extensive direct support given through TTHCURZON Relocation manned on-site Transition Centre.

Outcome: Client company was able to successfully address the individual needs of the executives concerned within the Group Move Policy.

Case Study 4

GLOBAL RELOCATION

Europe to Asia.
Copenhagen, Denmark to Taipei, Taiwan.

Professional Couple with Child.
12-24 Month Assignment.
Engineering Group.

Issue: Accurately assessing intended remuneration package against local tax and destination tax structures. Ensuring parity with home & destination company policy.

Solution: International tax and benefits analysis undertaken. Assignee Package adjusted to reflect new overseas tax structure, housing & education costs.

Outcome: Package successfully agreed with Assignee and compliant with internal policy at home and destination. Corporate parity maintained.

WHAT OUR CLIENTS SAY

"I am grateful to my Account Manager and the TTHCURZON Relocation team for their continuous support and assistance. They gave me the confidence to continue."

Bulgarian Assignee – Accountant

"From discussions with my peers who have relocated without the assistance of TTHCURZON Relocation, I was in a far better position! Thanks a million!"

South African Assignee – Oil & Shipping

"Our Account Manager was exceptional."

Mexican Assignee – Auditor

"TTHCURZON Relocation made the whole process as easy as it could be and we found a great place in no time. TTHCURZON Relocation was awesome!"

USA Assignee – e-Commerce

"As a newcomer to London I would not advise anyone to find their first home without the help of TTHCURZON Relocation!"

USA Assignee – Insurance

"Excellent! A very professional service and particularly at such short notice!"

German Assignee – Banking