



# SIRVA Advantage

Flexible relocation solution for companies  
with fewer than 30 annual relocations

# The advantage you need

If you are new to the challenges of employee relocation or looking for a solution to manage infrequent moves, we have the answer—SIRVA Advantage.

Our Advantage solution focuses strictly on clients who relocate 30 or fewer employees per year. That translates to a whole host of benefits for you, including priority service since you will not be lumped in with other large accounts. SIRVA Advantage is designed specifically for your needs, whether it is two employees moving to China or 20 moving to Texas.



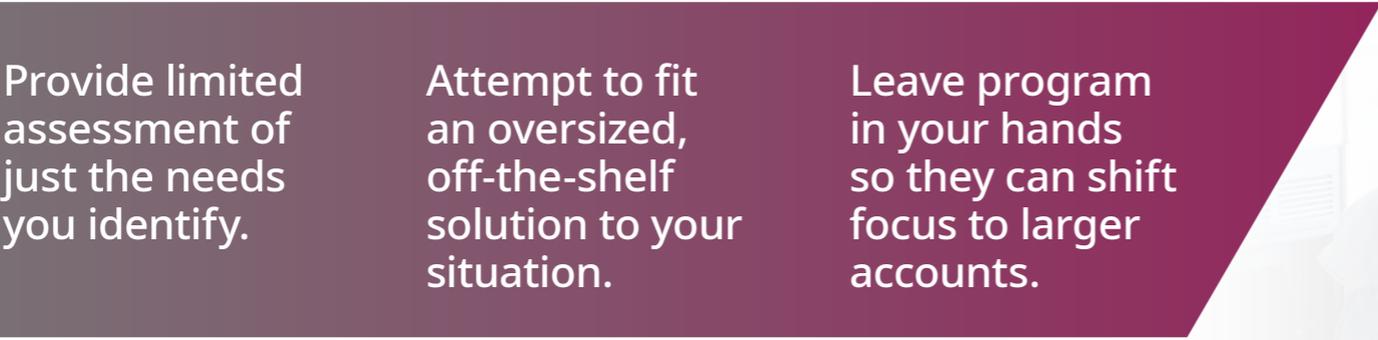
**SIRVA**<sup>®</sup> Worldwide  
Relocation & Moving

# How SIRVA Advantage delivers value to your company



[Click to download a list of SIRVA capabilities](#)

# How other relocation management company processes fall short





1,475

locations across  
170 countries

2,850

SIRVA employees,  
worldwide

1

dedicated SIRVA Advantage  
representative per client

The largest, integrated provider of relocation services worldwide

SIRVA is a global player in the relocation industry that does things a little differently than the others—not only do we own two iconic van lines, but we have the teams and expertise needed to create unique solutions for any mobility program. We know that each client's needs are unique so we never take a one-size-fits-all approach—we work with you throughout the entire process to ensure you, and your people, are well cared for.

**SIRVA**<sup>®</sup> Worldwide  
Relocation & Moving

## Moving is a key element in the relocation process

Meet the brands that not only provide custom move solutions for any type of employee, but are experts in delivering a positive move experience. Our quality standards and packing techniques give employees peace of mind knowing their treasured belongings are protected, which ultimately means happy employees that are ready to begin their new assignment.

### Allied Van Lines



Founded  
**1928**

**650**  
agents  
worldwide

**100+**  
countries on  
6 continents

### North American Van Lines



Founded  
**1933**

**500+**  
agents  
worldwide

### SMARTBOX®

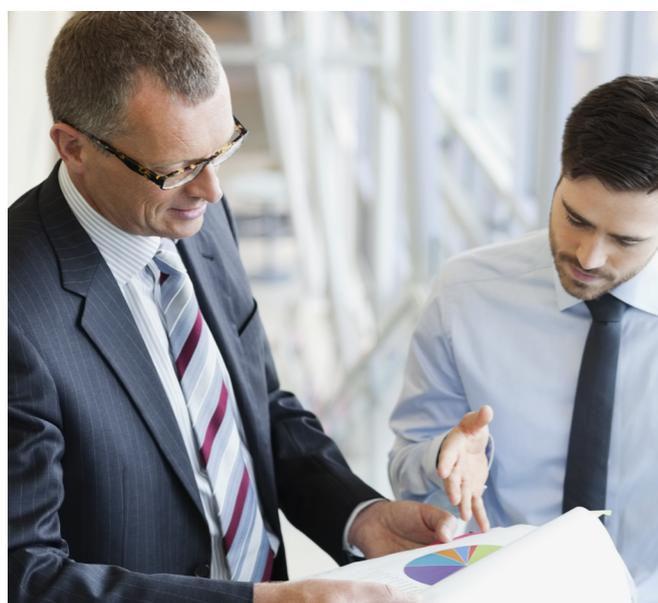


**NEW** and rapidly  
growing container  
mobility solution

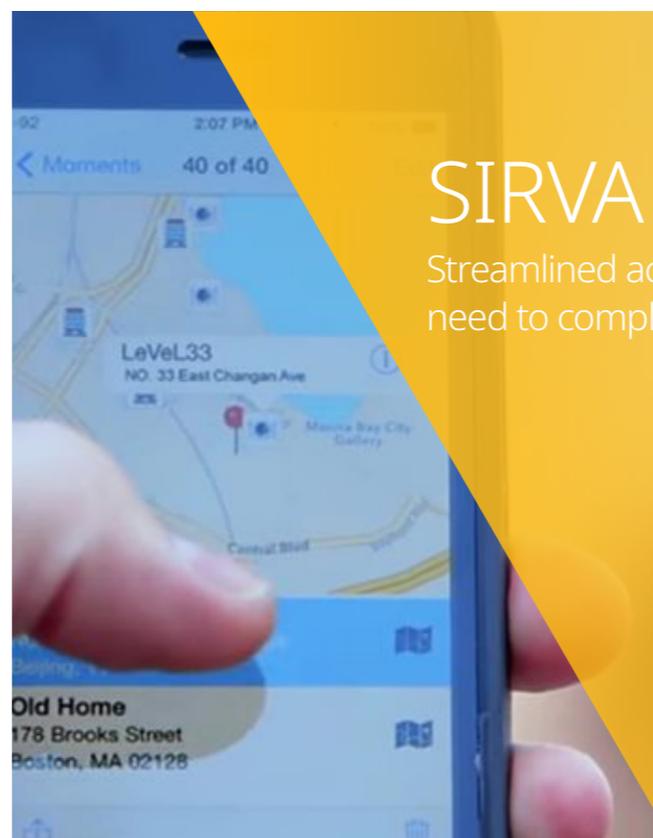
**115**  
domestic  
locations

## Innovative tools help tackle the real cost of relocation

Budgets are top of mind these days and scrutiny is increasing on mobility programs, but the real cost of relocation is often your time. C-suites and accounting departments are more demanding than ever for exact details on each relocation. The time and labor involved on top of your core responsibilities can be substantial—tracking origin and destination receipts, meal and travel expenses, storage costs, home finding expenses, moving expenses, home sale costs and more. Our powerful tools put it at your fingertips, in real time!



**Robust reporting**  
Clear and concise monthly reports of your relocation activity and costs.



**SIRVA Connect**  
Streamlined access to everything you need to complete your relocations.

**Mobile App**  
Stay connected with us and your employees every step of the way.



[Click to watch video >](#)

**SIRVAlytics**  
Enjoy real-time access to a wide array of reporting options.



[Click to watch video >](#)

Our technologies feature compliance with security and control certifications so you can rest assured that your sensitive information is secure.

# Home Sale Program Cost Comparison

SIRVA is committed to delivering innovative tools and solutions. One such tool is the Home Sale Program Cost Comparison. A home sale benefit is one of the most expensive components of a relocation policy and should be handled with care and diligence. There are three different home sale programs to consider, each offering varying levels of support, risk mitigation and cost savings. The SIRVA Advantage team will leverage this tool and others to zero in on the best comprehensive solution for your needs.



**Direct Reimbursement**

In a direct reimbursement program, the employer reimburses the employee for all, or a portion of, the home sale expenses they incur following the sale.

Risk: **NONE**      Benefits: **NONE**      Cost: **HIGH**

**Cost-Plus (AVO or BVO)**

A cost-plus program is considered a “two transaction” program because the employee sells the home to the relocation company which in turn sells the home to an outside buyer. The primary benefit is home sale reimbursements are not taxed.

Risk: **MODERATE**      Benefits: **ENHANCED**      Tax: **ADVANTAGED**

**Fixed Fee (AVX or BVX)**

In a fixed fee program the employee either sells the home to the relocation company who then sells it to an outside buyer, or if the employee can't find a buyer in a certain period, the relocation company purchases the home with the intent to resell at a later time.

Risk: **NONE**      Benefits: **FULL**      Tax: **ADVANTAGED**

[Click to access the Home Sale Cost Comparison tool](#)

[Click to access more information on our Fixed Fee solution](#)

## Policies matter

If you're exploring the mobility space for the first time or looking for a better solution, designing your specific policy—or multiple policies—can be a daunting and expensive task. Policy development takes time, resources and knowledge to ensure all bases are covered and your company is protected. That investment typically comes at a cost—but with SIRVA Advantage, it always comes standard.

### **SIRVA Advantage excels when it comes to policies:**

- FREE domestic policy services
- Scalable solutions
- Defined process with dedicated team
- Build off of letters of assignment
- Abbreviated agreements
- Ability to implement in just two weeks



cost for  
SIRVA Advantage  
domestic policy  
development

\$5,000 minimum cost  
by other relocation  
management companies

## Why expose your company to unnecessary risk?

Let's face it—relocation is a complicated process that requires the expertise and time to offer the right solution that works for both your company and your people. But did you know that you could also be putting yourself at risk? Regulatory compliance—especially tax matters—is the biggest challenge that companies often do incorrectly or neglect altogether. The last thing you need while conducting your relocation program is an audit and fines, so let SIRVA Advantage guide you in meeting standards.

### Compliant:

Separate relocation costs from normal company expenditures.

### At risk:

Throwing large amounts of money at people and thinking you are covered for any tax implications; paying an employee's relocation costs in payroll/P&E.

SIRVA Advantage helps you understand and manage the compliance so that your mobility program runs smoothly and your company limits its exposure to risk or IRS violations.



## Industry trend: An increase in gross-up

More companies are providing gross-up to avoid confusion among employees. Some companies will provide a lower amount with gross-up rather than a higher amount without. The most common caps are \$5,000, \$7,500 and \$10,000.

	2013	2014	2015
GROSS UP PROVIDED	49%	48%	52%

[Click to view our Home Sale Tax Issues whitepaper](#)



## Our team is an extension of you

The SIRVA Advantage team operates with a single point-of-contact philosophy. An account management representative will be assigned to you who is both intricately knowledgeable about your individual mobility program and highly attuned to your company culture. Consider it another valuable resource in your corner—easily accessible to provide guidance and assistance from start to finish. It's a sense of continuity that comes standard from the SIRVA Advantage program.

## What to expect

- › Learn your needs and company values
- › Provide market and industry trends and offer best practices
- › Develop custom, flexible policies and manage each one
- › Implement solution(s)
- › Track and report on relocation activities and expenses
- › Provide guidance to ensure compliance with regulations
- › Offer ongoing education about mobility topics
- › Prepare an executive summary report on your company's relocation program performance

## Be the biggest fish... in any size pond

There are many mobility solutions out there to choose from, but you won't find the level of service, support and expertise that SIRVA Advantage offers with anyone else. Our unique approach gives you the confidence, capacity and peace of mind necessary to offer a successful mobility program while delivering on your core responsibilities.

### **With SIRVA Advantage in your corner, you will enjoy:**

- Solutions tailored to your needs
- Free policy development
- Risk mitigation
- Innovative technology at your fingertips
- Dedicated, single point-of-contact
- Efficient implementation and program management
- Transparency into relocation activity and expenses
- Ongoing education and industry benchmarks
- End-to-end reporting
- Access to established and global moving brands



*Don't waste another minute trying to do it on your own, or settle for being grouped into a larger account. Let us provide the expertise at a cost and pace that is right for your company.*

Your advantage starts here

Contact one of our Advantage experts today to learn more.

Email: [advantage@SIRVA.com](mailto:advantage@SIRVA.com)

Visit our website at:

<https://www.sirva.com/relocation-services/services-by-size>

## Picture yourself supported by our award-winning team...

### SIRVA



2018 1st, 2nd, & 3rd place for Best Vendor Partnership - Relocation Management Company at the FEM EMMA Awards



2018 APAC Relocation Management Company of the Year at the APAC FEM EMMA Awards



2018, 2017, 2016, & 2015 ranked #1 in satisfaction and competitiveness in annual Trippel & Research LLC Survey



(4) 2017 Vendor of the Year Awards by Human Resources Magazine



2017 Best Vendor Partnership with SAP SE at the FEM EMMA Awards

### Allied



2015 EMMA International Moving Company of the Year (domestic)



2014 & 2013 EMMA International Moving Company of the Year (Asia Pacific)



2019, 2018, 2017, 2016 & 2015 Most Recommended Moving Company in the Women's Choice Awards



2014 Fleet Safety Award Winner in Over 50 Million Miles Category

### North American



2019 Pillar Award for Community Service (EE Ward Moving & Storage)



2018 BBB Torch Award for Ethics (EE Ward Moving & Storage)



2017 AMSA Agent of the Year Service Excellence Award (EE Ward Moving & Storage)



2015 AMSA Agent of the Year Service Excellence Award (University Moving & Storage)



2015 AMSA Van Operator of the Year: Household Goods (Beltmann)



2014 AMSA Agent of the Year Service Excellence Award (Ward North American)