



Pre-Decision Support

The primary goal for talent management is to ensure the right people are in the right place at the right time. A goal made even more difficult when relocation is part of the equation.

Whether recruiting from the outside or enticing an experienced player to take on a new role, transferees have many questions about relocation benefits and the destination location that must be answered.

Utilizing HomeServices Relocation's (HSR's) Pre-Decision Services during the offer period helps candidates make informed decisions, leading to higher acceptance rates and work engagement. Pre-decision counseling works to alleviate concerns, address objections and demonstrates the employer's attention to the care and well-being of the transferee and their family.

Pre-decision support begins with a policy review with recommendations that focus on aligning relocation benefits with employee needs. Eligible program benefits for both transferee and family will be addressed. Job search support can be customized to meet spousal career needs based on policy inclusion. A cost estimate for the employer will be developed allowing proper budget allocation and accrual of relocation expenses.

HSR will counsel the candidate on the relocation process and partner them with a relocation-trained real estate professional who specializes in the destination area. Through our extended network

of real estate professionals, the assigned agent will provide the employee with a personal orientation, address lifestyle issues and counsel them on the current real estate market and agency practice. If provided as part of policy, HSR can coordinate and manage a pre-decision trip with area tours in any domestic or global location.

Consultation with a mortgage professional will also be provided to guide discussions related to a home loan need. We recommend interested candidates secure mortgage pre-approval prior to beginning the home search process.

A full Pre-Decision Assessment includes:

- Policy Review and Advisement
- Relocation Cost Estimates
- Transferee Expectations and Needs Evaluation
- Cost of Living Comparisons
- Mortgage Consultation including Pre-Approvals
- Insurance Consultation
- Real Estate Agent Consultation
- Community Resources
- Education Options/School Reports
- Broker Market Analysis (Home Sales)
- Destination Services (Home Purchase/Rental)
- Pre-Decision Trip
- Spousal Career Counseling
- Family Special Needs Consulting