



consulting solutions

For more than 40 years, Cartus Consulting has guided organizations of all sizes to the best solutions in global mobility. We understand that mobility is not just the logistics of transferring people and finding housing; it is also a high-value business decision critical to long-term growth and diverse talent retention. Our clients rely on us as a trusted and expert partner for guidance with today's mobility and policy/program challenges. Cartus Consulting is a global practice offering on-the-ground support around the world. Our primary areas of expertise include employee mobility policy and wing-to-wing program design, group move consulting and logistics, and the development of customized virtual resource center websites to support your employees moving to destinations around the globe.

solutions custom designed to meet your business objectives

Cartus Consulting Solutions collaborates with your organization to understand business needs and strategic corporate goals and objectives like Diversity, Equity, & Inclusion and sustainability initiatives. This enables us to offer expert thought leadership to design, develop, and execute tailored mobility solutions, which result in the comprehensive integration of talent and mobility. The ultimate goal is to ensure your organization receives measurable value, your mobile employees receive an inclusive experience, and these result in a robust, ever-important financial return on investment.

consulting solutions core capabilities

It is important in today's corporate environment to stay on top of mobility trends and changes. Cartus Consulting Solutions helps you by sharing our expertise via industry research and surveys, published communications, videos and podcasts, roundtables, and speaking engagements. Through our broad array of capabilities, we can provide support and guidance in every aspect of your mobility and talent initiatives.



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employee mobility policy and program design

Cartus identifies and solves strategic mobility challenges, working with clients to create new mobility programs or revitalize existing ones. We also work with clients looking for a policy check-up to ensure they use cost-effective, diversity- and equity-focused, and competitive relocation benefits that meet and exceed their talent's expectations and their organization's retention goals. With a wealth of mobility experience, Cartus facilitates easy to understand mobility policy and program recommendations, for now and into the future.

virtual resource centers

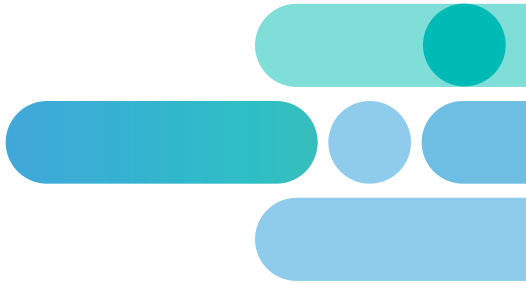
Our comprehensive, customized Web-based tool supports recruiting candidates into a client's organization, including into challenging or high-cost destination locations. Cartus' Virtual Resource Centers provide a 24/7 resource for employees and their families as they make this critical decision to relocate. These sites are inclusive, fun, easy to navigate, and can include worksite details, destination information (housing, education, etc.), program documentation, and FAQs.



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group move strategic planning and services

Group moves require specialized preparation to limit exposure to a variety of risks, most critically, the loss of key talent. We have seen compressed timetables and lack of planning that strains the budget, and business continuity may be jeopardized. Cartus controls this challenging and highly volatile process with strategic planning, cost estimates, special group move policies, destination resource websites (either virtual or at the departure and destination locations), and customized support services that encourage employees to accept the move, in tune with your corporate goals.

options include:

- Employee Retention Estimates
- Budget Development
- Situation Analysis
- Project Planning and Management
- Employee Mobility and Benefit Strategies
- Communication Programs
- Local Area Information and Area Tours
- Employee Orientations/Educational Workshops
- International Assignment Self-Assessment Workbooks
- Language and Cultural Workshops
- Short Distance Group Move Program Design

specialized location research studies

As companies explore and expand into new and emerging destinations, conducting proper due diligence is critical to determining the most suitable locations for your next business or operations site. Cartus Consulting Solutions conducts specialized research studies to evaluate many aspects of a location or to compare multiple locations, enabling you to determine the pros, cons, and risks your company may face as you consider establishing a presence and relocating your workforce.



options include:

- Destination Location Research
- Multiple Location Feasibility Studies

For more information on how Cartus Consulting Solutions can support you, email us at consultingsolutions@cartus.com