



SIRVA[®] Worldwide
Relocation & Moving

2020 COVID-19 Guide and Checklist for Remobilization

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The impacts of COVID-19 have required that most organizations pause or modify their mobility programs. As restrictions lift, mobility teams will be faced with the challenge of supporting remobilization initiatives for their organizations. This document will explore the decisions and challenges specific to COVID-19 that mobility programs are facing, offer insight into factors that should be considered when designing a remobilization strategy, and provide checklists to consider throughout the process.

Are You Ready to Remobilize?

Four Key Criteria to Consider When Deciding



As restrictions start to lift in some parts of the world, organizations may feel pressure to start remobilizing their mobile work forces before they are prepared to do so. Before making the move to remobilize, diligent research and communication with organizational stakeholders and employees will be critical. The following four (4) items should be considered when evaluating both the need – and the ability – to remobilize an employee population. Organizations will need to proactively anticipate and prepare for various situations that may arise in order to minimize employee (and family) stress and challenges, set appropriate expectations with mobility stakeholders, and manage mobility investment.

Stakeholders should ask a series of questions as they consider remobilization:



Business Readiness

- ☐ What organizational travel bans are still in place?
- ☐ What are the current organizational rules for company travel at home and host locations?
- ☐ Are there any additional organizational restrictions in the host location that would influence moving forward with assignment or relocation?
- ☐ What regional/local travel bans or restrictions are in place?



Employee Readiness

- ☐ Is the employee ready to continue with the assignment or permanent relocation?
- ☐ Are there any family considerations that need to be addressed?
- ☐ Do personal concerns/preferences exist that may require a modification to any pre-approved relocation terms and conditions?



Mobility Readiness

- ☐ Is the mobility team ready to support remobilization?
 - Are mobility partners prepared to support remobilization? Consider such factors as:
 - ☐ Capabilities
 - ☐ Staffing
 - ☐ Volume spikes
 - ☐ Training on any program changes or expectations of support

- ☐ Has an Employee Population Assessment been completed?
- ☐ Has an action plan been developed and approved?
- ☐ Do approved relocations need to be re-validated?
 - Consider:
 - ☐ Reassessment and approval of updated budgets
 - ☐ Re-validation of business goals for move/assignment
 - ☐ Validation of status: pausing, proceeding, repatriating, or cancelling
 - ☐ Updates to Letters of Assignment (LOAs) or Relocation Agreements for changes to terms and conditions
 - ☐ Employee readiness confirmation
 - ☐ Immigration
 - ☐ Risk Assessment
- ☐ What is the approach (e.g., global, regional, country, phases, move type, etc.)?



Location Readiness

- ☐ Are conditions in departure and destination locations ready to accommodate mobility activities?
- ☐ Are vendors able to provide support?
- ☐ How will location challenges impact timelines and organization initiatives?
- ☐ What are the risks to the organization and employee?

A Closer Look

Each of the four areas listed above are critical to examine before developing any remobilization plan. Below, we'll examine each, more closely:

Business Readiness

When considering remobilizing your mobility population, it will be important to ensure that the business is ready to support a mobile workforce under the current or expected circumstances, and that destination locations are ready and able to accept incoming resources.

Travel Bans

Company travel bans will dictate the organization's comfort level and willingness to reinstate employee deployments. Some organizations may have implemented a worldwide travel ban, while others may have restricted travel by region, country, or city. Changes to travel bans may be fluid and change without significant advance notice, so mobility teams will need to be well connected with their travel department (and travel vendors) to understand their impacts on the mobility program.

Travel Rules

Once travel restrictions start to lift, there may be changes to the organization's travel policy and procedures that will impact the ability to move employees.

- There may be different rules and procedures for different locations based on:
 - Quarantine requirements
 - Departure and destination country restrictions
 - Additional immigration requirements
 - Health and safety concerns
- There may be additional requirements necessary for booking travel, either dictated by the organization or by departure/destination location factors, including:
 - Increases in advance booking requirements
 - Restrictions on connecting cities
 - Airline restrictions
 - Companies taking greater control over travel bookings/relocation travel
 - Differing rules that may be required by different business lines/units/functions



- There may be additional approvals required before travel bookings can be made, from a:
 - Business Manager
 - C-Suite Committee
 - Mobility Team
 - Immigration Provider
 - RMC

Destination Considerations

It will be key to understand business readiness for all locations to understand if locations are ready to accept incoming employees.

- ☐ Is the facility that the employee will be working in open or are employees still working from home?
- ☐ For facilities that are still closed, what is the timeline to reopen?
- ☐ Are there modifications that will need to be made to the existing office space to meet new COVID-19 requirements? If so, what is the timeline for readiness?
- ☐ Are there new office procedures that would require the employee to work from home indefinitely or part time?
- ☐ Do facility challenges suggest that the arrival date should be modified?
- ☐ Are there critical company initiatives that would require a delay in arrival dates?
- ☐ Are departments that are critical to onboarding activities operating at capacity, to provide support for payroll, insurance, badges, computers, etc.?



Employee Readiness

Impacts of the pandemic may have altered the professional or personal circumstances of mobile employees. As a result, their preferences and needs will need to be assessed and considered when developing a remobilization plan. Direct communication with mobile employees will be key during the pandemic, whether through calls, surveys, or other discussion formats. Company stakeholders will benefit from gathering information that includes the items listed below.

Personal Goals and Comfort

- ☐ Is the employee ready to continue with the assignment or relocation?
- ☐ Can work be successfully performed at the host location?
- ☐ Have employee career goals been discussed and aligned?

Family Considerations

Family considerations will likely factor heavily into employee readiness. The following areas of consideration may impact remobilization activities and timelines:

Health & Safety

- Conditions in the destination location may present health and/or safety concerns for the family.
- The employee and/or accompanying dependents may have pre-existing conditions that would put them at a higher risk in the destination location.
- There may be concerns about access to, and the quality of, health care services in the destination location.

Anxiety or Reluctance to Move

- The employee (and/or accompanying family) may experience fear or anxiety about relocating or returning to a location where health, safety and other challenges may exist (perceived or real).
- If the employee and/or family was personally impacted by the pandemic, either through illness or death, there may be reluctance to relocate, even temporarily, from their home base.

Dependent Education

- There may be concerns that the destination location is not ready to provide the level of educational support that accompanying children would need.

Approaches to Consider

Depending on the employee's and family's readiness to relocate, companies may find that alternate relocation approaches are preferred.

Phased Relocation

- The employee may relocate first, followed by the family once additional restrictions are lifted or when the family feels comfortable about joining the employee in the destination location.
- The employee may relocate first, followed by the family when the current school year has ended or during a break in the school year.
- If the employee has a child that will be graduating during an upcoming school year, the family may opt to remain in the origin location until after graduation.



Status Change

Some families may ultimately choose not to accompany the employee to the destination location for a variety of reasons, and previously approved relocation packages may need to be updated to account for:

- Allowances or relocation support based on destination family size, including:
 - Cost of Living Allowance (COLA)/Per Diem
 - Education Allowance
 - Transportation Allowance
 - Housing Allowance
 - Home Leave

- Size of host accommodations
- Home leave policy (e.g., number and/or frequency of available trips, eligibility for family travel)
- Tax implications of redesigned relocation approach
- Immigration impact of redesigned relocation approach

Best practices would include reconfirming Letters of Assignment/Relocation Terms and Conditions and/or cost projections may need to be updated to accurately reflect the intended support that will be provided to the employee (and family that remains in the origin location, as applicable). Additionally, budgets should be re-approved and investment accruals may also require adjustment, based on support modifications.





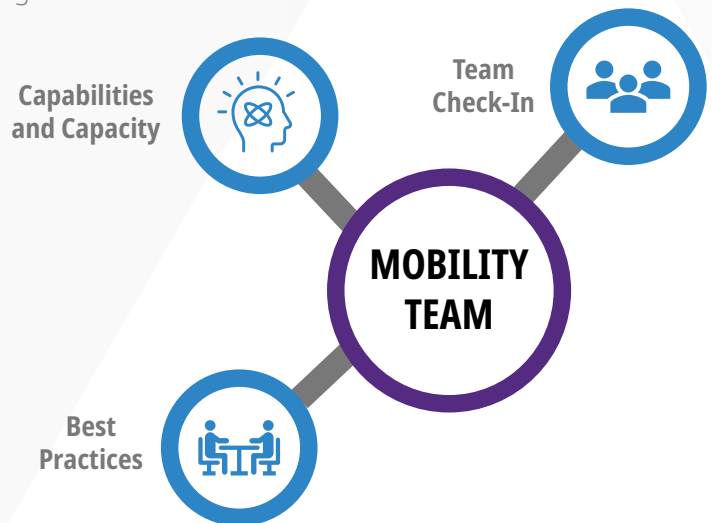
Mobility Team Readiness

Mobility Team

The COVID-19 pandemic has provided mobility teams with another opportunity to demonstrate the value they bring to the organization. In some instances, mobility teams have been critical to the success of minimizing and managing the impact of the pandemic on a key population of employees; in some instances, the reach of mobility support has extended well beyond the mobile population as teams were able to leverage mobility partnerships and supply chains to provide support services to local and mobile employees alike. With this in mind, it is important that mobility teams assess their own readiness to revive employee deployments, in order to proactively address and minimize any gaps in policy and/or process. Consider the following elements during this assessment:

Capabilities and Capacity

- ☐ Have the mobility-specific expectations of the organization changed?
- ☐ Does the mobility function have the appropriate number of resources to support the organization?
- ☐ Do mobility resources have the right capabilities (skill set) to perform against defined roles and responsibilities?
- ☐ Does the mobility service-delivery model need to be evaluated to identify roles and responsibilities that may require additional headcount and/or mobility partner support (e.g., external partners)?
- ☐ Are additional learning and development opportunities required to fast-track the learning of less experienced team members?
- ☐ Do mobility policy and/or process changes warrant additional training for mobility team members, stakeholders, and/or process partners?
- ☐ Are there improvement opportunities that will enable the mobility team to better support remobilization efforts?
- ☐ Does the resource model of your mobility team support fluctuations in relocation volumes?
- ☐ Does the mobility team have the right resources available to them for success?



Team Check-In

- ☐ Are mobility team members comfortable with defined roles and responsibilities for remobilization support?
- ☐ Is additional support needed for team members to feel better prepared to manage responsibilities?
- ☐ What challenges are team members facing to support remobilization activities?
- ☐ Are team members challenged to manage potential increases in workload as mobility activity increases?

Support for Mobility Teams – Best Practices

- Social distancing, and other health and safety guidelines, and their impact on the ability to provide support.

- Provide training and materials to support any mobility program and/or process changes.
- Clearly define roles and responsibilities.
- Provide a clear path for issue escalation and resolution.
- Ensure that team members take advantage of opportunities to unplug, decompress, and focus on personal and family well-being.



Mobility Partners

Mobility partners may also be managing remobilization activities for their employee populations; it will be important to understand the impact of these activities on their ability to support organizational remobilization for their client base.

Staffing

Organizations should be aware that mobility partners will also need to make adjustments to both service delivery and scope due to geographic limitations and capacity; in some cases, these may present challenges in delivering services to remobilizing employees. Supply chain partners may also need to adjust the way in which services are delivered on an interim basis (e.g., virtual delivery versus in-person).

- In some locations, mobility partners may face COVID-19 - related limitations on staffing and processes.

Fluctuations in Relocation Volumes

As relocation activity resumes, teams will need to confirm the remobilization strategy of the organization with supplier partners to ensure that their staffing model is equipped to manage the activity, specifically potential volume fluctuations.

Mobility partners can be better prepared to support volume fluctuations through direct and timely communication that mutually sets expectations; in situations where a mobility partner is unable to accommodate significant spikes in volumes, organizations may need to adjust their remobilization strategy.

Training

Team training may be necessary to convey changes to a mobility program (policies and/or process) for internal and external partners. It will be important for organizations to provide clarity regarding service delivery procedures, policies, and expectations, particularly when multiple remobilization strategies are in play.

Population Assessment

Mobility teams should review mobility population demographics regularly to effectively guide the organization in discussions about remobilization strategies and priorities. Team capacity considerations, location-specific restrictions, or challenges and/or cost considerations may require that employee remobilization be prioritized based on need or logistical feasibility. For the organization to prioritize employee deployments, information regarding population will be critical. We suggest assessing the following:



Population Demographics and Support Needs

To assess mobile population needs, companies must first confirm:

- ☐ Where mobile employees are located
- ☐ Where mobile employees are in the relocation process
- ☐ Requirements for additional support needs

Next, they should:

- ☐ Review what additional support has already been provided
- ☐ Reassess program support if the employee will be relocating, unaccompanied, or if the spouse/partner/family will be joining at a later date

Employee Status and Mindset

- ☐ Confirm the health and safety status of each employee (and their accompanying family, as applicable), keeping in mind the issues of privacy and security.
- ☐ Understand the overall well-being of the employee and their accompanying family, as applicable.
- ☐ Understand the intention/preference of the employee to continue with the relocation.
- ☐ Understand the intention/preference of the family, whether to:
 - Relocate with the employee as planned
 - Delay relocation to the destination location
 - Remain in the origin location

Action Plan

The organization may not be ready to resume employee deployment currently, but the insights gained from the previously referenced readiness questions and activities will allow decision makers to define a remobilization strategy that will support the priorities of the business.

Defining Remobilization Strategy

Understand organizational priorities and objectives regarding:

- Prioritization of critical relocations
- Immediate needs for high risk situations
- The impact of workforce reductions
- The Impact on:
 - Contract deadlines
 - Government/military contracts
 - Expansion plans
 - Expanding business lines
 - Contracting business lines
 - High-revenue business lines that need to mobilize talent
- Adjustments to destination locations, due to changes in organizational objectives
- Relocation duration changes due to changing priorities
- Early repatriations to contain costs or to adjust to changing organizational objectives
- Reduction in developmental programs (in which relocation opportunities were a key factor)
- Employee retention challenges

Applying Population Assessment Results

Once the objectives of the organization are understood, teams will need to assess the impact of those objectives on the mobility population, including:

- Impact of mobility program changes on:
 - Policy
 - Processes
- Cost considerations and impact
- Timeline considerations and impact
- Employee and family considerations
- Moral impact
- Employee retention impact

In many cases, organizations may have multiple remobilization strategies that will need to be managed simultaneously. This may be challenging for both internal and external teams as processes and policies may be different for each strategy.

For example: An organization may be repatriating employees early as part of a workforce-reduction initiative for one business line, while going through rapid expansion in another business line due to COVID-19.



Decision Trees and Viability Tests

Mobility should provide decision trees or viability tests to help determine which relocations can proceed, based on a series of readiness qualifiers, such as:

- ☐ Business readiness to accept the employee in the destination location
- ☐ Departure and destination location readiness
- ☐ Ability to travel
- ☐ Immigration considerations
- ☐ Tax considerations
- ☐ Employee readiness

Mobility Program Updates/Changes

The remobilization plan may require program policies and/or processes to be updated or changed. These updates may be interim changes until remobilization can begin, short-term changes for the next 3-18 months, or longer-term strategic changes. Impacted areas may include:

- **Changes to processes**
 - ☐ Authorizations
 - ☐ Approvals
 - ☐ Cost projections
 - ☐ Exceptions
 - ☐ Triggers for benefits
- **Changes to procedure**
 - ☐ Change in vendors
 - ☐ Change in mobility team members
 - ☐ Changes in roles and responsibilities

- **Changes to policy**

- ☐ Updates to policy benefits
- ☐ New policies

- **Changes to support at the file level**

- ☐ Changes to relocation terms and conditions
- ☐ Changes to budgets
- ☐ Changes in allowances/relocation support

Documentation Updates

Changes to the mobility program, whether policy or process, may require updates to supporting program materials, such as:

- ☐ Policy documents
- ☐ Online/intranet materials
- ☐ HR/Manager/Recruiter materials
- ☐ Offer letters and relocation terms and conditions templates
- ☐ Cost-projection templates
- ☐ Relocation authorization forms
- ☐ Mobility partner operational documents
- ☐ Process maps
- ☐ Roles and responsibilities matrices



Employee-facing mobility documents and reference materials may also require updating, including:

- ☐ Policy documents
- ☐ Offer letters and relocation terms and conditions templates
- ☐ Immigration documentation requirements
- ☐ Documents for tax filings
- ☐ Benefits and payroll forms
- ☐ Mobility partner data requests
- ☐ Leases
- ☐ Relocation FAQs



Revalidation of Relocation Authorization

In instances where an organization has re-evaluated the need for certain relocation types or candidates, there will be a need to validate that the relocation is authorized. In some instances, the authorization will indicate that the relocation will proceed as planned; for others, changes to the terms and conditions of the relocation may be required in order to authorize the deployment. In all situations, the changes must be documented and approved.

Mobility Investment

It is recommended that organizations review all mobility cost projections at the time of authorization to confirm that the relocation should proceed. Revised budgets may require additional approvals, and the finance team may need to update the relocation accrual.

Mobility Goals and Objectives

Organizations should also validate relocation goals and objectives to ensure alignment with any changes to organizational priorities and objectives. Changes in relocation goals may impact the status, duration, or relocation benefits that are offered to the employee.

Relocation Status

As referenced previously, organizations may choose to reprioritize the mobility pipeline based on organizational priorities and/or location readiness. These relocations may:

- Remain on hold
- Be cleared for immediate remobilization
- Require modification for remobilization
- Terminate/repatriate early
- Be cancelled

Employee Confirmation

Employee confirmation of relocation decisions will be the critical and final step that may potentially impact remobilization plans for that employee. Organizations will want to confirm:

- ☐ Employee willingness to relocate
- ☐ Accompanying spouse/partner and/or family status (immediate or delayed)
- ☐ Health/safety concerns of the employee
- ☐ Physical and mental well-being of the employee and family
- ☐ Relocation anxiety
- ☐ Additional needs of the employee/family

Communication and Change Management

In instances where external or internal events or program changes will impact stakeholders and/or employees, it is important for organizations to have a well-defined, proactive approach to communications and change management. Organizations should identify, at a minimum: impacted stakeholders/employees, the impact of the change, communication timeline, communication approach (email, webinars, one-on-one discussions) and escalation protocols.

Remobilization Strategy and Program Changes

Once a remobilization strategy is defined, the strategy and its associated program changes should be communicated to internal and external stakeholders, as appropriate. Message content and timing will be critical, since changes will impact these stakeholders in different ways. Thoughtful and proactive communications should address the impact of strategy changes to policies and operational processes, as well as strategies that will minimize the impact to relocating employees. Stakeholders to include when discussing program changes include:

- **Internal Stakeholders**

- HR Managers
- Recruiters
- Business Line Managers
- Functional leads (tax, finance, immigration, legal, benefits, talent, payroll)
- Employees

- **External Stakeholders**

- Immigration partner(s)
- Tax partner(s)
- Relocation management company partner(s)
- Additional mobility partners that support the process

Employee Communication

Once the employee has confirmed their willingness to proceed with the relocation, it will be important to communicate frequently and proactively for transparency. Employees will need to be aware of:

- Changes to relocation processes, including:
 - Booking travel
 - Exception requests
 - Expense reimbursement processing
 - Immigration timelines and approvals





Analyze Location Readiness

Local Conditions

Mobility will need to consider conditions at both origin and destination locations to ensure that relocation needs can be supported. Some organizations may require location clearance for both origin and destination locations before a relocation can proceed. This requirement may apply at the regional, country, city or county level.

Origin Location Considerations

- ☐ Social distancing, and other health and safety guidelines, and their impact on the ability to provide support.
- ☐ Ability to travel: Air, rail or car
- ☐ Ability to move household goods
- ☐ Ability to close out departure housing:
 - Lease termination
 - Home sale
 - Utility cancellation and final readings
 - Final walkthrough and key handover
- ☐ Collection of academic documents necessary or education enrollment in the destination

Destination Location Considerations

- ☐ Quarantine requirements upon arrival
- ☐ Social distancing, and other health and safety guidelines, and their impact on the ability to provide support.
- ☐ Ability to secure temporary housing in the destination location (e.g., hotel or corporate housing)
- ☐ Ability to source and secure destination housing: rent or purchase
- ☐ Ability to set up destination utilities: gas, electric, sewer, water, cable, phone, etc.

These considerations may impact mobility timelines. In turn, this may impact the organization's business strategy as offices and facilities reopen for business and require mobile employees.



Mobility Partners

Will mobility partners be able to provide the necessary support for the organization's remobilization plan?

Evaluate Capacity

Are mobility partners at full capacity to support remobilization or are they processing their own remobilization? It will be important to understand what levels of support can be reasonably expected from mobility partners, to best support the organization's remobilization strategy and manage expectations. Mobility partners may only be able to provide support in phases, which will need to be factored into organizational plans.

Some mobility partners may consist of in-house departments, such as compensation and benefits, which may require consideration in your strategy to ensure alignment with competing or complimentary functional initiatives and programs.

Consider Support Model Changes

Remobilization strategies may require changes in policy or processes at the individual relocation level. In some cases, mobility teams may be supporting multiple remobilization strategies based on business, geographical location or relocation value. Organizations will need to clearly communicate all policy and process changes to mobility partners through training and supporting documentation in the following areas:

- **Changes to processes**
 - ☐ Authorizations
 - ☐ Approvals
 - ☐ Cost projections
 - ☐ Exceptions
 - ☐ Triggers for benefits enrollment or delivery
- **Changes to procedure**
 - ☐ Changes in vendors
 - ☐ Changes in mobility team members
 - ☐ Changes in roles and responsibilities
- **Changes to policy**
 - ☐ Updates to policy benefits
 - ☐ New policies
- **Changes to support at the employee level**
 - ☐ Changes to relocation terms and conditions
 - ☐ Changes to mobility budgets
 - ☐ Changes in allowances and relocation support components

Health and Safety

The organization should, to the best of its ability, be assessing any health and safety risks for the employee (and accompanying family) by location. Mobility activities may be impacted depending on the risk tolerance level of the organization.

Cerner Corporation has developed a [Reopening Risk Index \(CRR\) tool](#) that companies may find helpful when considering COVID-19 risk trends and forecasts in specific locales. Additionally, SIRVA has aggregated a [COVID-19 Reopening Matrix](#), that includes helpful, current information for companies on household goods norms, visa and immigration updates, business travel restrictions, and other mobility-impacting information, broken down by country. The indexes may influence organizational comfort levels regarding location readiness.

SIRVA has aggregated a COVID-19 Reopening Matrix, that includes helpful, current information for companies on household goods norms, visa and immigration updates, business travel restrictions, and other mobility-impacting information, broken down by country.

[VIEW THE MATRIX](#)

What is the Right Approach to Remobilization?

There is no one-size-fits-all approach for a remobilization strategy. Organizations will need to evaluate the pros and cons of a global, phased, or other approach to best support the needs and priorities of the organization.

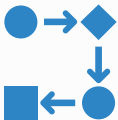


Global Approach

A global approach allows the entire employee population to remobilize simultaneously.

This approach works best for programs:

- With low mobility volumes
- That operate in one or a few select locations



Phased Approach

In a phased approach, remobilization can be done in stages to help ease the organization back into full-deployment mode, while considering any location-specific challenges. This approach would work best for programs:

- With medium to large mobility volume
- That operate in multiple locations

Organizations may decide to customize their approach based on:

- Region
- Country/location
- Relocation type
- Relocation value



Change Management

As organizations consider available remobilization approaches, it will be important to define the organization's required change management process and any additional steps that may be required to support the defined approach.

- ☐ Does the approach compliment the organization's goals and objectives?
- ☐ What is the best way to socialize the intended approach?
- ☐ Who are the key stakeholders who will need to support the approach?
- ☐ What should the communication plan consist of?
- ☐ Who are the impacted stakeholders?
- ☐ What messaging is required for varying groups of stakeholders?
- ☐ What is the appropriate medium to manage the change management process?
- ☐ What obstacles might be encountered, both internally and externally?

After Action Review

Following the implementation of program changes, timely reviews will be critical to determine if the set course of action provided the intended results, and to identify lessons learned and/or any required course corrections. We advise considering the following:

Program Assessment

Review the organization's mobility program life cycle to understand how it is performing.

- ☐ What are authorization volumes?
- ☐ How is the mobility authorization process working?
 - Is it stalled somewhere in the process?
 - Is volume as you expected?
- ☐ Is there a high adoption rate of program changes?
- ☐ What types of exception requests are received?
- ☐ What types of exception requests are approved?
- ☐ Are the implemented changes impacting populations as intended? Consider the following areas:
 - Reduction in exceptions
 - Reduction in costs
 - Reduction in escalations
 - Timeline efficiency
 - Speed of deployment

Population Assessment

Mobility populations should be reviewed on a regular basis to ensure that reporting is capturing full program demographics:

- ☐ Know where employees are in the relocation process.
- ☐ Understand current or pending location challenges that will impact timelines and/or required support.
- ☐ Understand potential cost considerations and how they impact each population.

Revalidation Loops with the Business

Design a process that will allow mobility to loop back with the business at regular intervals, to ensure that mobility support is meeting business needs and is aligned with changes that the business is considering, to support strategy.

Current Population

- ☐ Revalidate business objectives for employees on assignment, in-process relocations, and pipeline relocations.
- ☐ Revalidate budgets for changes in estimated costs.

Future Support

- ☐ Revalidate current approaches to policy, support, and exceptions.
- ☐ Explore short- and mid-term business objectives that may impact mobility strategies.



Survey the Business

Encourage feedback from the business, HR managers, and recruiters to ensure that stakeholder needs are met. Consider the organization's culture and implement a survey method that will yield the best response rate (e.g., manage the number of questions included, consider how employees will complete the survey). Feedback can be obtained through:

- Emails sent to a centralized mailbox
- Questionnaires sent via email
- Online surveys (e.g., SurveyMonkey)
- Targeted focus groups
- Telephone interviews

Looking Forward

Navigating the ever-changing circumstances associated with the COVID-19 pandemic and their impact on mobility programs has proven to be challenging for most, if not all, organizations. However, by leveraging the expertise of mobility partners, communicating regularly and directly with all stakeholders, and proactively preparing for what may - and will - lie ahead, companies can minimize challenges. They can also maximize planning opportunities and process efficiencies, and manage mobility in a way that best protects their investment while addressing company objectives.

For more specific information and guidance about remobilizing as it impacts the nuances of your company and its unique needs, please contact us at GlobalAdvisoryServices@sirva.com.

Course Corrections

It may be necessary to make program course corrections in response to the feedback received.

- Employee experience may be negatively impacted by program changes.
- Support may not have the desired impact.
- Business objectives may have changed.
- Employee productivity /success may be impacted.
- Local conditions may be deteriorating so health and safety become a significant concern.



About SIRVA, Inc.

SIRVA Worldwide Relocation and Moving is a global leader in moving and relocation services, offering solutions for mobility programs to companies of every size. With 75 owned locations and more than 1,000 franchised and agent locations in 177 countries, we offer unmatched global breadth supported by localized attention and innovative technology that strikes the right balance of self service and human support. From relocation of household goods to commercial moving and storage, our portfolio of Brands (SIRVA, Team Relocations, Allied, northAmerican, Allied Pickfords and SMARTBOX) provides the only integrated moving/relocation solution in the industry. By leveraging our global network, we deliver a superior experience that only a 'one-stop shop' can provide.

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