



 **PARAGON**
The Best Thinking in Relocation™



Reaching Farther

A true full-service global relocation management company with an individual focus

Allowing employees to focus on their job, not their move.



Paragon Relocation is the premier partner of choice in the global mobility industry providing innovative programs, value-added support, superior customer service and thought leadership to our clients and the families we relocate.

Paragon provides one-on-one advocacy to families, helping alleviate concerns and anxiety while ensuring each employee's relocation goes as smoothly as possible. We create tools and resources to manage and control costs in support of our clients. We take a highly proactive approach in partnering with clients and provide the knowledge, expertise and thought leadership to assist with their changing business needs.

With over 22 years of experience in the relocation industry and having managed over 200,000 global moves, we have earned a reputation as thought leaders in our industry by developing strategies and techniques for cost containment, policy optimization and facilitating Talent Management strategies for our clients.

Customer-Focused Business Philosophy:

We hire smart, experienced staff members who are committed to customer service and the relocation business.

Worldwide Reach/Local Touch:

We are where you want us to be. We believe that globalization demands the ability to gather the best thinking from around the world, and the resources to deliver solutions locally.

Independence: We can be very selective in choosing our Partners: We have selected and retained suppliers based solely on their ability to deliver the highest quality service, at a competitive price and terms that are advantageous to our clients.

Technology:

We are always a step ahead: First in the industry to provide live web access and currently deploying our next generation system - PRISM 2.0 (Paragon Relocation Information System Manager).

Single-Point-of-Contact:

We are at your Service: With a single point-of-contact working with the transferring family throughout the relocation or global assignment process.

Metrics:

We measure to improve: At Paragon, we continuously monitor Key Performance Indicators to ensure the highest level of service quality.

True Partnership:

We are actively engaged with our clients: We are partners striving to achieve mutual success.

OUR DIFFERENCE

- Stability
- Growth
- Leadership
- Ownership
- Expertise
- Globally Integrated Operations



Expertise. At Your Service.



Domestic Relocation Services

As the single-point-of-contact for relocation management services within borders, Paragon brings objectivity, sensitivity and perspective through an integrated process.

- > Recruitment Support Services
- > Move Cost Analysis
- > Relocation Benefits Counseling and Administration
- > Short-term Assignment Coordination
- > Relocation Expense Audit, Processing, Payment and Reporting

- > Home Marketing Assistance
- > Homesale Services
- > Property Management Services
- > Homefinding Services
- > Mortgage Services

- > Rental Assistance
- > Temporary Accommodation Services
- > Transportation of Household Goods Services
- > Employee and Family Transition and Spousal Support Services
- > Travel management
- > Tax Assistance Program

(Services may vary by country)



International Relocation and Global Assignment Services

Paragon's Tri-Continent Service Model provides coordination for international relocation.

International Relocation and Global Assignments can be sources of challenge and stress. By understanding local conditions and properly preparing employees, you can increase the incidence of successful placements, effectively manage your relocation costs and more fully realize your business opportunities worldwide. Paragon provides International Relocation and Global Assignment Services from our Global Customer Service Centers in the Americas, EMEA and APAC.

When engaged in an international move, Paragon offers all of our domestic services on a global scale, in addition to the following:

- > Global Move Cost Analysis
- > Recruitment Support Services
- > International Relocation and Global Assignment Policy Counseling and Administration
- > Visa and Immigration Coordination
- > Worldwide Destination Services, Homefinding and Settling-In Programs

- > Language and Cross Cultural Training
- > Temporary Accommodation Services
- > Tenancy Management Services
- > Property Management Services
- > Homesale Services

- > Transportation of Household Goods Services
- > International Banking Services
- > Security Services
- > Global Employee Assistance Program
- > Employee and Family Transition and Spousal Support Services

- > Travel Management
- > Relocation Expense Audit, Processing, Payment and Reporting
- > Tax Assistance Program

(Services may vary by country)

BETTER CONTROL

Effectively manage
your key resources
and talent





Partner Select™ - Supplier Selection is Critical

Paragon's Partner Select program was designed to provide our corporate clients with the highest level of household goods shipping services at verifiably lower pricing. To implement this program, we first selected best-in-class household goods providers that can provide the highest service levels, but at the lowest price. This is possible as a result of strategic advantages that exist in the marketplace.

The pricing component involves a bidding process based on one survey, completed by one of the partners. The result is a streamlined process designed to secure the lowest possible cost through competitive bidding.

Partner Select:

- > Offers the highest level of service at pricing that is verifiably lower
- > Utilizes only select, proven best-in-class household goods providers
- > Uses a streamlined process developed by Paragon with active participation from our preferred household goods providers
- > Reduces the burden on the employee as only one survey estimate is completed on his/her property

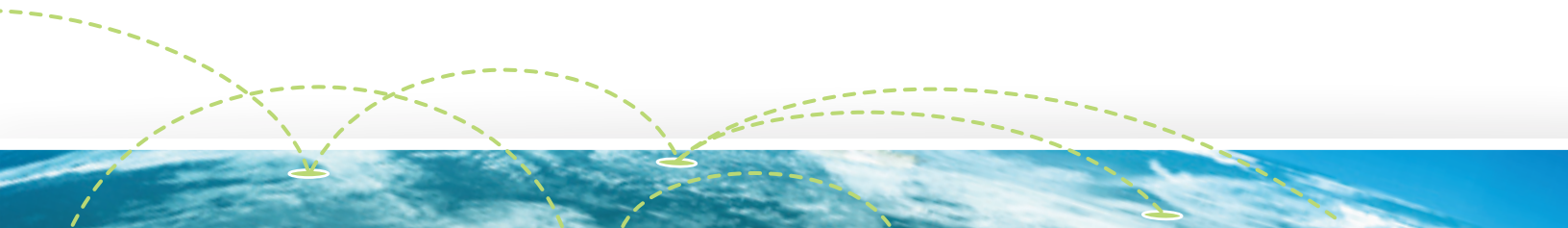
Global Mobility Consulting Services

Paragon provides Global Mobility Consulting Services to deliver increased management capability and efficiencies:

- > Relocation Program Development and Policy Orientation
- > Relocation Program Assessment Survey and Benchmarking
- > Relocation Policy Consultation / Analysis
- > Paragon Assignment Cost Estimator (PACE)

One of the most challenging issues for companies continues to be cost containment for global assignments. Our approach can save your organization as much as 30% of your annual relocation budget by:

- > Implementing Total Relocation Cost Management
- > Dealing with cause/effect results on overall costs
- > Impacting these overall costs, not just service fees



Group Move Management

In these economic times, companies are consolidating or moving operations to create cost savings opportunities. For most employees, facing a group move is stressful. For corporations, maintaining productivity during a group move is paramount.

We manage every facet of the group move program with utmost consideration. Paragon enables you to achieve your corporate objectives, including coordinated cost savings and high acceptance rates for moves to new facilities.

- > Group / Facility Move Planning Consulting
- > Group Move Relocation Program Development and Policy Orientation
- > Relocation Destination Group Orientation Sessions
- > Facility Move Management
- > Business Continuity

Extend your Reach through Advanced Technology

Paragon has built a technology platform unmatched in the relocation industry.

PRISM 2.0

Paragon's Relocation Information Systems Manager (PRISM) platform provides next generation global information management capabilities:

Advanced Technology: Providing auto notifications of key move milestones, custom reporting and charting, and many other features.

Improved Service Delivery: A "one stop" shop to access on-demand management information in real time including scheduling and reporting.

Increased Efficiency: Accelerated cycle time/work flow and streamlined communication with reduced processing costs and paperwork and a triple auditing feature.

Enhanced System Capabilities: Protected sensitive information with integration with corporate intranets using secure interfaces to support the downloading of data directly to your HR and payroll system.



Reaching Farther

Paragon provides relocation services in more than 150 countries with Global Customer Service Centers in the Americas, EMEA and APAC.

- > Legacy of Consulting in Workforce Mobility Program Design
- > Passion for Service Excellence
- > Commitment to Cost-Effective Global Mobility Programs
- > Innovative Thought Leadership



Worldwide Headquarters

30071 Tomas
Rancho Santa Margarita,
California 92688-2133 USA

Services Worldwide

The Americas
Europe
Middle East & Africa
Asia Pacific

Communications

1.800.788.6887
+ 1.949.635.6000
+ 353 1 811 6630

www.paragonrelocation.com
info@paragonrelocation.com