



Size doesn't R₃ally matter...

Why big companies are choosing smaller providers

■ Reliability: small companies provide real flexibility

Reliability means providing tailored quality support for HR and their assignees. In a moving environment, reliability is also about flexibility. **Isabelle Ducharme, Vice President Global Mobility, SNC Lavalin**, says: "*Larger multinational organisations understand that small providers like R3 can respond much more quickly to changing requirements than larger organisations, and with a higher degree of focus needed for tailoring service to our needs.*"

■ Reputation: leadership commitment to quality is less diluted

R3 provides higher quality specialist services than larger suppliers because of our combined skills, originality and commitment to service and quality is less diluted than that offered by our large company competitors. It is our personal reputations that's on the line. "*Having spent 40 years in this market, R3's Directors understand that their reputation within the industry goes hand in hand with the reputation of their company; and delivering outstanding services, compliant with current rules and regulation form a key part in delivering value*" says **Tracy Devlin Figliola, Global Head of Global Mobility, HSBC Holdings**.

■ Relationships: going the extra mile is part of the culture

Being a large customer of a small business means your business is important to the SME. This can result in a better, and often more personal, level of service and in a better relationship with the supplier. "*We love working with R3*", says **Simon Rogers, Head of Global Mobility, Aviva Plc** "*their ability and commitment to go the extra mile is evident - much of it comes from being a small, personable company*".

Like our clients, we firmly believe it isn't size that matters - it is how you best use the resources and experience you have to put the best interests of your client and their assignees first. We hope to be working with may more of you soon!

Anna, Simon and Marco

The Management Team