

TAILOR3D CONSULTING EXPERT ADVICE



R3's fourth strategic pillar

Leveraging on our operational and research expertise, R3Location specialises in complex areas of policy consulting relating to destination services, as well as housing, cost and living allowances, group move management and city guides.



Destination Services

Home Purchase

Research

Consulting

1. Policy consulting

Pre-assignment market intelligence on local housing costs – for both permanent and temporary housing – is vital to set the right expectation with potential assignees; senior ones in particular. R3 can work with corporates to provide:

- **Housing costs review:** make recommendations on assignees' temporary and permanent housing allowances during pre-assignment consultation phase and provide clearer visibility of costs to HR and mobility teams;
- **Sample research:** undertake specific area research for pre-assignments to help HR and mobility teams set the right cost expectation during budget validations and consultations;

2. Housing allowance review

Global benchmarking companies give good high level views of the market, but relocation policies and allowances often require local level adjustments to reflect the nature of the market people are moving into. R3 can work with corporates to refine allowances by:

- **Benchmarking data:** review, validate and benchmark housing allowances to ensure they reflect variabilities associated with grade, family type and preferred locations;
- **Recommendations:** make change recommendations based on local market variations;

3. Special projects

Businesses have unique needs. We can work with companies to meet their relocation requirements for special projects from group moves, to development city guides for their employees as and when the need arises.

- **Group moves:** R3 can take over the administrative complexities and challenges of moving multiple employees at once;
- **City guides:** our research capabilities extend to assisting clients with developing city guides when required to include rent data, schooling guidance, commuting advice and many other areas tailored to their needs;

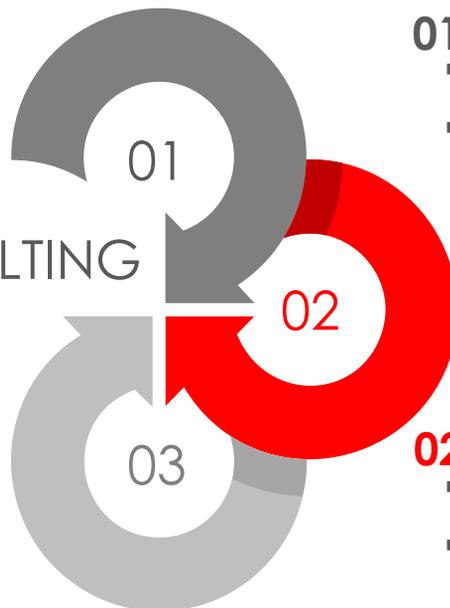
FIGURE 1: R3 CONSULTING CAPABILITIES

Overview of R3's consulting capabilities, leveraging on deep expertise of our industry and our services

TAILOR3D CONSULTING

SPECIAL PROJECTS 03

- Group move management and advice
- Detailed market intelligence and city guides across UK locations



01 POLICY CONSULTING

- Validation of individual relocation agreements' housing budgets
- Area profiles research for pre-assignment expectation setting

02 HOUSING ALLOWANCE

- Housing allowance advice, validation and benchmarking
- Analysis and recommendations by location, grade and family type