



Global Mobility Solutions GLOBAL MOBILITY PROGRAMS



INTRODUCTION TO GMS GLOBAL PROGRAMS

GMS takes a consultative approach to relocation. Our services are delivered in a flexible environment that provides for a seamless and highly personalized relocation experience.

Global Pre-Decision	
Service	function
Pre-Decision Needs Analysis	Program and/or policy consultation and comprehensive employee needs assessment analyzing visa, spouse/partner, schooling and family lifestyle.
Global Spotlights	Customized packet including general information (population, history, etc.), expatriate housing, schooling and education, cultural awareness, visa and immigration Information and more.
GMS Relocation Analysis Report	A cost of living report, which includes a comparable analysis of consumables, transportation, goods and services, rent/utilities/insurance, per diems, etc.
Specialized Educational Assessment	Comprehensive consultation with the relocating family and follow-up with a focus on general school and education issues of most concern to relocating families.
Cultural and Language Assessments	Designed to assist in selecting employees for international assignments or for work in multicultural groups. These tools basic language skills, measures adaptability and cultural readiness for international assignments.
Global Workforce Simulations	Analyzing chosen global candidates through work related scenarios, specific to key characteristics of realistic and relevant situations based leadership competencies, motivation, values and learning potential across different work situations. Delivered by expert psychologists and diverse team.





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Global Pre-Decision Continued...	
<i>Service</i>	<i>function</i>
Pre-Decision Travel Coordination (Air, Hotel and Auto Rentals)	GMS will facilitate, coordinate air, hotel and/or car rentals based on approved program parameters, the best match and company budgetary requirements.
Orientation Tour, Travel and Services	Coordination of an area tour, local car rental, viewing of housing options, schooling and other need that will assist in the decision making process.
Pre-Decision Household Goods Shipment Survey	GMS facilitates the survey of goods and personal belonging to be shipped.
Assignment/Repayment Letter Coordination	GMS Global Consultants will design and implement the coordination of the Assignment Letter based on assignee employment specifics, program type and approved policy.



Global Assignment Management	
<i>Service</i>	<i>function</i>
Policy Counseling and Needs Analysis	Every transferee initiated with GMS is contacted within 4 hours for initial counseling. During this initial conversation, we conduct a comprehensive needs assessment, review benefits and procedures. We will also discuss any concerns that the employee may have about relocating so that we are best prepared to help along the way.
Global Spotlights	Customized packet including general information (population, history, etc.), expatriate housing, schooling and education, cultural awareness, visa and immigration information and more.
Visa and Immigration Services	The GMS visa and immigration model can be delivered by client preferred or GMS preferred provider. GMS will facilitate the organization and collaboration of client and assignee documentation required to obtain passports, work authorizations, residence permits, business visas and legalization of documents. Whether your assignees are expatriating, extend their assignments or require deregistration at repatriation, GMS will be there to assist at all phases of the assignment.
Home Disposition Assistance	GMS will coordinate global home sale, property management or lease break property management assistance services. Our Global Assignment Managers coordinate with your assignees for their home country residence needs per the approved program or policy parameters.
Global Destination Services	Destination Services (DS) eases transition to countries worldwide, freeing up the employee to concentrate on the business mission. GMS delivers a comprehensive and worldwide array of global relocation services including area tour/orientation, home finding, and school search and settling in.
Expatriate Home Purchase Program	Often times, foreign nationals moving on a permanent assignment (United States and Canada inbound) desire the option of purchasing a home.
Auto Leasing/Purchase/Rental/Insurance Services	The GMS car leasing, purchase and long term rental solutions provides foreign nationals with car leasing/purchasing of new/used vehicles, any make or model. We do not require a local credit score and in most cases not even a local driver's license.
Assignment Travel Coordination (Air, Hotel and Auto Rentals)	GMS will facilitate coordinate air, hotel and/or car rentals for home finding, final move, home leaves and assignment related travel needs per the company program and or policy guidelines as well as budgetary requirements.
Global Temporary Housing Coordination	GMS will guide and assist the relocating employee in selecting and securing temporary accommodations (hotel and/or corporate housing units) within policy. The Global Assignment Manager will work with the employee to select the appropriate property to fit their needs and company budget.
Intercultural Services	GMS provides management and coordination of assignee and/or family cultural assessments and training in home, host or combined locations with client or GMS preferred provider for all assignment types.



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Global Assignment Management Continued...

Service	function
Language Training	GMS offer customized and flexible language instruction solutions to meet personal and professional needs. A thorough needs analysis is conducted prior to the program to obtain the learner's goals, learning styles and needs.
Global Spousal/Partner and Family Assistance	GMS offers a wide range of spousal and family assistance solutions and will work with you to determine the options that best meet your corporate strategy and goals. GMS Assignment Managers coordinate with the employee and family members, by skillfully explaining Career and Family Assistance and administering benefits.
Global Transportation Services	GMS employs a multiple estimate model to drive competitiveness without compromising quality.
Mail Forwarding Services	GMS offers personal mail forwarding services for US inbound and outbound assignees. Our service is backed by network of commercial receiving agencies who forward assignee mail and packages based on specific locations, frequency and shipping preferences.
Ongoing Assignment Management	GMS is an invaluable resource to assignees and families long after settling in at the host location. Our Ongoing Assignment Management menu of services provides program choice. <i>Tenancy Management Visa Tracking and Renewals Ongoing Travel Services</i>
Repatriation Planning and Management	Repatriation services are typically comparable to services provided at expatriation. If the transferee will transition from expatriate to local status, we'll manage the related policy. Repatriation or localization may include the following services: <ul style="list-style-type: none"> • Repatriation Management and Counseling • Departure Services • Visa Deregistration • Repatriation Cultural Training • Home Finding or Re-entry • Return Temporary Living • Return Shipment of Household Goods and Personal Effects • Tax Coordination, Consultation and Filings

Global Financial Services

Service	function
Assignment Cost Estimates and Projections	GMS will produce a year-by-year estimate with projections based on: assignment length, compensation, family data, relocation costs, living allowances, repatriation costs, home/host tax calculations (income, social, hypothetical), provider fees, and specific client guidelines.
Global Expense Management	GMS will reimburse assignees for out-of-pocket expenses and make direct payments to suppliers. All expenses will adhere to company policy or an assignment offer letter through a detailed audit process. Payments typically are paid via international wire and can be paid via multiple currency options. GMS will track expenses for cost reporting and compensation data collection.
Balance Sheet Management	GMS will draft, activate, and update each balance sheet in coordination with the client's payroll department and facilitate the inclusion of hypothetical tax calculations. GMS Balance sheet typically include: a general balance sheet items such as salary, pension, cost of living, transportation, housing, hardship, hypothetical taxes, and other recurring allowances.
Total Compensation Reporting (Global Statement of Earnings)	GMS will accumulate the expatriate wages, deductions, balance sheet items, assignee reimbursements, direct supplier payments, global tax payments, and miscellaneous home/host payroll disbursements. At year-end, an itemized GSOE report will be produced and delivered to the tax provider.
GMS Total Compensation Management	Provides a monthly compensation service bundle of the Balance Sheet Management & Total Compensation Reporting programs. Assumes monthly balance sheet/compensation schedule updates and data collection.



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CONNECT WITH GMS

GMS provides a comprehensive range of corporate relocation service solutions. Global or domestic, GMS can optimize corporate relocation programs to size. Connect with us today and find out why HRO Today rated GMS a top 2 relocation management and services provider for global and domestic relocation solutions.

Online Resources

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