



where  
mobility  
meets  
agility<sup>®</sup>



“I have partnered with many relocation management companies in the past. Cartus’ performance stands out from their peers and competitors. I am grateful for the exceptional support we receive from Cartus. Everyone in the team is so dedicated and genuine... We are fortunate to have been partnering with Cartus for over 20 years. I look forward to many more years to come!”

– Pim Soler, Manager, Global Mobility,  
Parker-Hannifin Corporation



“[My Cartus Consultant] worked tirelessly to ease our transition. There was not one time during our relocation that my family felt any stress. This was all due to [my Cartus Consultant]... She has set me and my family up for success.”

– Relocating employee

## who we are

Our company was founded on a simple vision: to ease the relocation process for organizations and their relocating employees. Since then, our commitment has not changed, and we have grown to become the most trusted guide in global talent mobility today.

We specialize in:

- Integrated talent mobility management and outsourcing
- Policy consulting, design, and group move solutions
- International assignment compensation services
- Remote, hybrid, and distributed workforce solutions
- Language and intercultural training

By leveraging our decades of experience and staying true to our original vision, we serve a diverse array of clients in various industries. We have proven dedication to creating, expanding, and improving flexible, unique approaches to mobility management and service delivery, streamlining programs and systems, while lowering costs. The strong backing of our parent company, Anywhere Real Estate Inc., enables us to retain top talent, exceed the expectations of our clients and their relocating employees, and emerge as a sustainable and agile business, financially healthy, and well-positioned in the market.



## passionate people providing personal care

Across our entire organization, we maintain a diverse team of engaged, motivated, and dynamic experts to support our clients. We achieve this through an unwavering focus on our Winning Behaviors: Obsess About Growth, Always Find a Better Way, Relentlessly Focus on Talent, and Achieve Exceptional Results. We believe that our talent is the best in the business; every Cartus employee chose this career because they want to make a difference, finding satisfaction in helping people during the stressful, yet exciting time of relocating. We aspire to make Cartus a company where employees feel valued and grow their careers.



doing business  
in 190 countries



delivered services to  
more than 4+ million  
moving families  
(and counting!)



1,500+ employees  
across four  
continents and 11  
time zones



living and working  
experience in 70+  
countries



70+  
languages  
spoken



in the relocation  
business for nearly  
70 years



## why choose cartus?

We live and work by our “brand essence”: **Where Mobility Meets Agility®**. Our focus is ensuring you meet your business objectives today, tomorrow, and in the days to follow. We deliver this by embracing agility, creating flexible solutions, and never settling for the status quo. We actively strive to stay ahead of the game—so you can grow and succeed.

### what we do:

**Provide outstanding and compassionate experiences.** We provide more than relocation services. We offer empathetic guidance and expertise that transforms the stressful act of moving into an outstanding employee experience, compassionately delivered—creating opportunities for you and your employees to live better, work smarter, and contribute more. That’s the Cartus experience.

99%  
client  
retention  
rate

98%  
relocating  
employee  
satisfaction  
rating



“Before, during, and after the move, [my Cartus Consultant] consistently demonstrated dedication, initiative, and flexibility... Most of all, [my Cartus Consultant] never lost his sense of empathy, something which could not be said of other service providers.”

– Relocating employee



“The **quick action** and **responsiveness** of the Cartus team is wonderful, the **dedication** and **want to assist** is always strong.”

- Joanne Pavia, *Supplier Manager, Global Mobility Operations, Google LLC*



### how we do it:

**By demonstrating what it takes to drive your business forward.** We have the commitment and know-how needed to get the job done for every client, every time. Applying fresh perspective and deep-seated knowledge, we know what it takes to guide you and your business forward.

### why we do it:

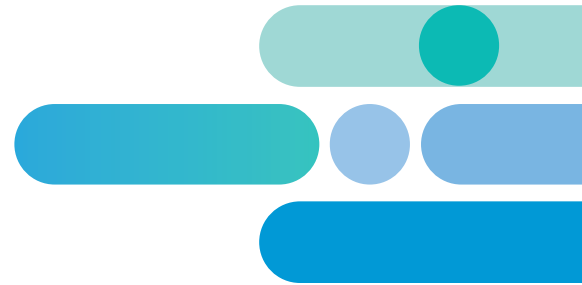
**To empower your growth and success.** We equip our clients with the tools they need to excel—policy consulting and benchmarking, remote workforce solutions, data reporting, and analytics. We guide relocating employees through life’s biggest changes, so they are ready to take on their new role from day one. We never lose sight of our core objective: providing mobility expertise, ground-breaking technology, and enduring support to empower your growth and success.

Our culture and workforce have been recognized for excellence many times over the years:



recommended nearly **\$40M USD** in cost savings to clients last year





## investing in innovation

A key differentiator to support your mobility program is that we create our technology solutions in-house, enabling us to be flexible and to constantly evaluate and enhance our offerings to meet our clients' evolving needs.

With our parent company's financial backing, we continue to invest heavily in developing our industry-leading platforms and supporting technology based on real client feedback. Our in-house development team partners with our clients and our suppliers to bring these visions to life. As part of the Cartus and Anywhere<sup>SM</sup> technology strategy, we **continue to invest in our digital transformation**, including new development, application and system maintenance, network and security infrastructure, disaster recovery, mobile applications, telecommunications, and more.

“Cartus is seen as a strategic business partner of Ball. Always proactive in raising improvements to our program and suggestions for utilizing our annual policy credit. All team efforts most appreciated, always available by phone and timely responses to all requests.”

– Nancy Kozeykina, Global Mobility Manager, Ball Corporation

# our parent company

Cartus is a subsidiary of Anywhere (NYSE: HOUS), a global leader in real estate franchising and provider of real estate brokerage, relocation, and settlement services. The company is home to some of the most recognized names in real estate:

Our parent company's financial stability and backing mean that we have the ability to continue to invest for the future no matter what. Even during the pandemic, Anywhere continued to invest in Cartus' industry-leading technology, allowing us to stay ahead of the competition and provide our clients with the most advanced platforms and supporting technology available.



CENTURY 21



CORCORAN



Sotheby's  
INTERNATIONAL REALTY

Anywhere  
Integrated  
Services



“Our parent company’s purpose is to Empower Everyone’s Next Move. Cartus’ role in that is to deliver an exceptional experience to clients, customers, and their families through the power of cutting-edge mobility and real estate solutions, technology, and industry expertise.”

- Eric Barnes, Interim President and CEO, Cartus





# where we do business

At Cartus, our global footprint isn't a "nice-to-have"—it's a requirement for creating a solid, expansive foundation our clients can build upon.





# you'll be in great company!

Cartus provides trusted guidance to organizations of all types and sizes that require global relocation, talent mobility, and remote workforce solutions. This includes corporate and government clients with domestic and international mobility, recruitment and talent management, outsourcing, consulting, and language and intercultural training.

Whether you're designing your first mobility program or relocating thousands of people each year, Cartus delivers dynamic, flexible solutions that meet your unique needs, every time.



We recognize that one size does not fit all—that's why we created Cartus Insignia. Cartus Insignia solutions are specifically designed to provide purposeful care to our clients with new, small-to-mid-size, or growing relocation programs, whose

people managers may not be solely dedicated to relocation administration. Our Cartus Insignia mobility experts partner with your organization to become an extension of your team—embracing your company culture and keeping your organizational objectives close at heart.



“We have been with Cartus for over 20 years moving less than 20 employees annually. They have been a great partner to our business. I consistently get A+ feedback from our transferees regarding their experience with Cartus. Many of them have been transferred in the past by other relocation firms and typically indicate that Cartus is ‘head and shoulders’ above everyone else.”

– Randall Johnson, Executive Vice President,  
Human Resources and Administration, Penske Corporation



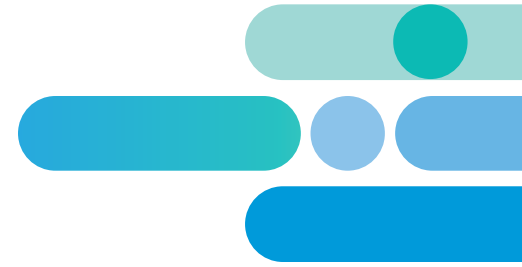
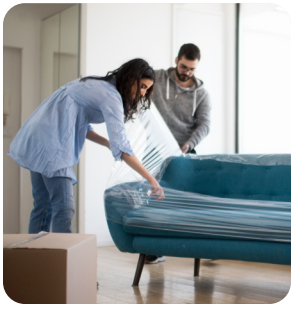
more than a third of Fortune 100 companies are cartus clients



nearly 80% of our clients move fewer than 100 employees annually with 55% moving fewer than 25



top 10 clients have an average tenure of 20+ years



# services we deliver

From selling a home and shipping household goods to settling into new communities around the world, we provide a broad array of services to assist our clients and their employees in developing their global workforce and managing the mobility process.

## Domestic Services

- Moving Services
- Temporary Housing
- Home Sale Assistance
- Marketing Assistance
- Buyer Value Option Program
- Rental Assistance
- Home Purchase Assistance
- Mortgage Assistance
- Short Sale Counseling
- Lump Sum Support
- Spouse/Partner Assistance
- Remote Workforce Solutions

## International Services

- Moving Services\*
- Temporary Housing\*
- Host Country Services
- Departure Program
- International Educational Counseling and Placement
- Furniture Services
- International AutoSource
- Visa and Immigration Services
- School Search
- Lease Negotiation
- Look/See Visits
- Spouse/Partner Assistance
- Remote Workforce Solutions

## Intercultural & Language Solutions

- Candidate Assessment
- Cross-Cultural Programs
- Cross-Cultural Coaching
- Repatriation Coaching
- Language Training
- Business English
- Presentation Skills Coaching
- Business Writing
- Accent Modification
- Global Business Communication Coaching
- Global Agility Programs
- Global Business Briefings
- Country Overviews
- Global Leadership and Virtual/Multicultural Team Performance Programs

## Program Administration

- Pre-Decision Counseling
- Preparation of Letter of Assignment
- Cost Estimates
- Policy Counseling
- Expense Administration
- Balance Sheet Preparation and Compensation Accumulation
- Ongoing Assignment Support
- Executive Support Services
- Tenancy Payment Services
- Property Management

## Consulting

- Policy Consulting
- Benchmarking
- Policy Design/Rewrite
- Transition Planning
- Group Moves
- Customized Virtual Resource Centers

\* Programs vary based on local country customs



“Cartus has always supported us in a transparent, proactive, and efficient manner. We value all the time and efforts deployed by the team to consistently deliver qualitative services and implement best practices. Our partnership with Cartus has been a key element in the successful development and administration of our mobility programs.”

– Elisa Broye Chaussenery, Director, Total Rewards,  
Schenker Global Management & Technology Center Americas Inc.



## diversity, equity, & inclusion (DEI)

We are dedicated to finding ways we can help our family of clients and partners weave DEI and Sustainability into their mobility programs to ensure employees feel empowered and fully supported.

Our external DEI initiatives include:

- Hiring a dedicated Director, Global DEI Solutions, whose role is to collaborate with our clients to ensure their mobility program aligns with their company’s overarching DEI objectives
- Creating the [industry’s first DEI coaching and workshop](#) curriculum devoted to supporting inclusive selection and management strategies
- Publishing DEI thought leadership—e.g., our annual [DEI and Global Mobility Survey Report](#)
- Sharing our DEI expertise at external events—e.g., leading a [first-of-its-kind DEI workshop](#) at the 2022 Worldwide ERC® Global Workforce Symposium

Our internal DEI initiatives include:

- **Brave Space**—a monthly drop-in meeting where Cartus employees join a supportive, accepting, and judgment-free environment to challenge our assumptions, develop confidence speaking about DEI topics, and practice applying DEI concepts
- **Employee Workshops and Learning Circles** on Unconscious Bias and Inclusive Leadership
- **LinkedIn Learning** resources
- **Employee Resource Groups** organized with our parent company, Anywhere
- **What Moves Her** campaign for Women in Leadership
- **Sponsoring and participating in Worldwide ERC®’s Upward Mobility initiative** to provide internship opportunities for students of color within the talent mobility industry



diverse supplier spend  
**28+%**  
of overall cartus spend in 2022



**\$515M USD**  
spent with diverse suppliers  
over the last 5 years

# sustainability

Cartus is committed to practicing worldwide corporate social responsibility in every aspect of business. We continually look to reduce our footprint in all areas while working to establish additional baseline measures to set more meaningful goals.

**Leading the industry.** Cartus is a founding member of Worldwide ERC®'s inaugural advisory council on sustainability, which aims to develop information and guidance for the industry.

**Partnering with clients.** We partner with clients through the Home Sweet Home "Discard and Donate" program. Participating clients can offer this program to their employees before each U.S. domestic household goods shipment.

**Third-party recognition.** Cartus reports our global impact goals to the Carbon Disclosure Project (CDP) and EcoVadis, a third-party Corporate Social Responsibility evaluator. Last year, we received the EcoVadis Silver designation, which places Cartus among the top 25% of performers evaluated by the leading supplier sustainability platform in the field.

**Supplier management.** We require all suppliers to make commercially reasonable efforts to ensure sustainable and equitable use of resources without degrading the environment or risking health or safety (including when selecting and evaluating their own subcontractors).

**Cartus conservation committee.** Cartus' Conservation Committee has been in place for 20 years, looking for ways to decrease the company's environmental impact and educate employees on conservation initiatives.



cartus continually looks for ways  
to reduce our footprint in all areas



want to know more? contact us today!

For more information, visit [cartus.com](https://www.cartus.com) or email [cartussolutions@cartus.com](mailto:cartussolutions@cartus.com).



[www.cartus.com](https://www.cartus.com) | [cartussolutions@cartus.com](mailto:cartussolutions@cartus.com)  
© 2023 Cartus Corporation. All rights reserved.  
Cartus and the Cartus logo are trademarks of Cartus Corporation.

