



Relocation AS

Workforce Mobility – Newsletter Q1 2018, issue n°2

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IMMIGRATION IN NORWAY

Brukerråd – information meeting at Service Centre for Foreign Workers (SUA): What you need to know from the «Brukerråd» (December 5th)

- Permanent Residence permit for foreign workers process changes (set of documents, processing times)
- EEA registration – d/id number process clarification and eligibility
- Tax card now possible to pre-fill in advance of your meeting

We were part of the meeting and can provide you with detailed information on the above subject.

Do not hesitate to get back to us if needed (ybu@relocation.no).

For your information the next «Brukerråd» is planned on May 9th. Let us know if you have any question you would like us to ask on your behalf.



This is the first and unique real estate study focusing only on Norway and dedicated to the expatriate community needs. We have defined the criteria based on our experience and requests we receive from the hundreds of families we relocate every year.

The study below will enable HR decision makers to have a quick look at the budgets required for an expat coming to Norway depending on his/her family situation in suitable areas (close to the main business centers, International schools etc.). Unlike all other studies on the subject, this one will be updated quarterly and show how limited the market can be on several types of property. Considering the «competition» between potential tenants, Relocation AS can provide a key assistance to employees and get the rental object appropriate for the incoming families.



OSLO area (Bygdøy, Frogner, Grünerløkka, Majorstuen, Sentrum, Røa, Ullern, Baerum)

Type of accommodation	Rental objects available as per 31.03.18	Rent*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	230	11000–21000	13500
2 Bedroom Apartment (60 to 100 sqm)	112	14000–29000	18000
3 Bedroom Apartment/house (from 80 sqm)	37	18000–28000	21900
4 bedroom Apartment/house (from 100 sqm)	13	24000–35000	29000
5 bedroom Apartment/house (from 120 sqm)	4	30000–40000	32000

STAVANGER (Sentrum, Madla, Madlasandnes, Eiganes, Stokka, Hinna, Gausel)

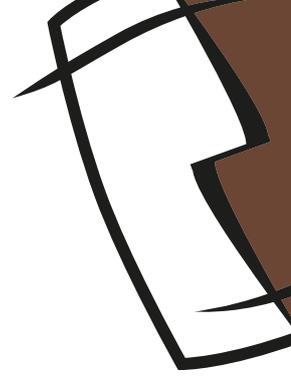
Type of accommodation	Rental objects available as per 31.03.18	Rent in NOK*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	31	7000-12000	9500
2 Bedroom Apartment (60 to 100 sqm)	37	10000-18000	14000
3 Bedroom Apartment/house (from 80 sqm)	16	12000-25000	18500
4 bedroom Apartment/house (from 100 sqm)	9	17000-32000	24500
5 bedroom Apartment/house (from 120 sqm)	1	25000-38000	31500

BERGEN (Fana, Landås, Sentrum)

Type of accommodation	Rental objects available as per 31.03.18	Rent in NOK*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	175	8000-12000	10000
2 Bedroom Apartment (60 to 100 sqm)	113	10000-16000	12500
3 Bedroom Apartment/house (from 80 sqm)	33	13000-22000	16000
4 bedroom Apartment/house (from 100 sqm)	21	15500-22000	19000
5 bedroom Apartment/house (from 120 sqm)	3	18000–25000	N.A.

*source Finn.no, figures exclude the 10% most expensive and 10% least expensive rental object to improve statistic representativeness of the study

**source Finn.no, Median Rent



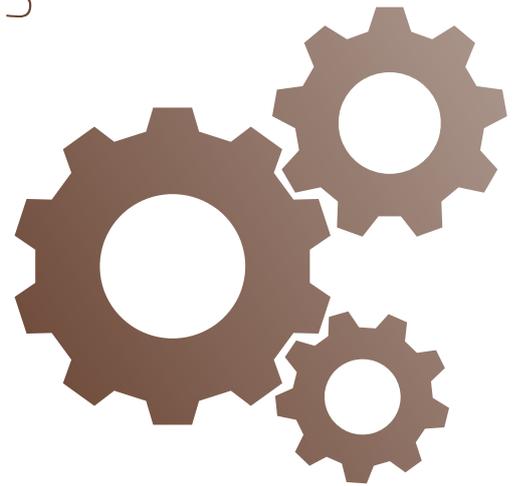
Trondheim			
Type of accommodation	Rental objects available as per 31.03.18	Rent in NOK*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	220	8000-12000	9500
2 Bedroom Apartment (60 to 100 sqm)	90	10000-14000	12500
3 Bedroom Apartment/house (from 80 sqm)	49	14000-18000	16500
4 bedroom Apartment/house (from 100 sqm)	7	15000-22000	18500
5 bedroom Apartment/house (from 120 sqm)	1	20000	N.A.

*source Finn.no, figures exclude the 10% most expensive and 10% least expensive rental object to improve statistic representativeness of the study
**source Finn.no, Median Rent

RELOCATION AS LEAN PROCESSES WHAT'S NEW?

Improvement of our reporting system for cost saving.

We have improved our reporting for cost savings in the relocation process. This now takes into consideration more parameters for more accurate figures. Our clients in HR Department/Global Mobility department can now upload it directly from our platform. With this tool, Relocation AS shows that the competitiveness of a Relocation company is not only about the service fees but also about working LEAN on their behalf.



BEING IN AN EXPATRIATE'S SHOES

As a Norwegian, there are many situations, things that we do which seem normal to us. This section is dedicated to explain specific events/cultural aspects of Norway to foreign employee to Norway (change of tires twice a year, Easter in Norway etc.). Please click on the link below and do not hesitate to share with your foreign employees.

May 17th is coming soon and it is a very special day in Norway. This is what your international employees need to know about this date:

<http://relocation.no/expat-communities/expat-resource-articles/celebrating-norways-constitution-day-17th-may/>





FOCUS OF THE QUARTER INNOVATION – A KEY FACTOR OF SUCCESS IN MANAGING GLOBAL WORKFORCE MOBILITY



6 questions
to Gaute Sømme

Could you please introduce yourself?

I am Gaute Sømme. I co-founded Relocation in 1996 and I am also the CEO of the company.

When have you decided to invest in technology?

From the beginning, we have invested in technology. Nevertheless, we decided to increase our investment and make it one of our priority beginning of the year 2010's.

Why do you think innovation is key in the Relocation Industry?

The Relocation market has evolved a lot since we started in 1996. We were the pioneer on the market and at that time the services were mainly focused on the employee satisfaction. Relocation AS coordinators were the key of success. This has not changed and the assignee satisfaction is still what defines us as a High Standard quality relocation service provider. However, in addition to this, our clients' HR and Mobility department are more structured with specific guidelines and international mobility policy to follow. Consequently, there was an increasing needs for reporting, tracking and tools to ensure the compliance of the services delivered. Innovation and investment in technology were the only ways to fulfil our clients' need with no additional cost involved.

You are talking about innovation. Could you be a bit more specific? What did you do to be innovative?

We have created our own Relocation Software. We named it «STRONG». In few words, it is a platform which Relocation AS coordinators use as tool to deliver our services in the most efficient way thanks to clear processes and intuitive interface. In addition, there are accesses for international assignees, HR/Mobility Team and our providers.

As a consequence, the system is always updated for «in real time» reporting and each party can access to the relevant information.

This platform is also designed to be customised depending on specific policy and needs of our clients. We program it to deliver services allowed in a specific policy and provide reporting as per our clients' request. We created a tool which makes us more productive and at the same time increase our client's satisfaction by a more customised service: this is what I meant by being innovative.

The next step is to implement RAP – Robotic Automation Process. The project is started and the first task to be executed by an robot will be launched in May. At the same time the Strong ERP system will be fully GDPR compliant.

Besides the above, are there any other advantages for Relocation AS and its clients thanks to Relocation AS technology?

As mentioned before, we are more productive. We achieve more and better with less resources. This makes us competitive and this competitiveness is needed for our clients (whom should also be competitive on their market and have a close look at their costs).

Also, the exchange of data is secured. For example the copies of confidential documents (passport, work contract etc.) are made exclusively through our secured platform (not by email). The overall system enables our team to have less «administrative» work and to be more devoted to each assignee and care about the service itself (our core business). Since we have been using STRONG, we have improved our Service Satisfaction scores by 15%.

What future development do you see in the near future?

We are currently working on an application to be available on Apple Store and Android.

Also, we have been contacted by companies which were interested to know more about our platform and are considering using it to manage their expatriate in-house. This is quite an achievement and definitely confirms that we are going the right direction.

Thank you Gaute !