



# Welcome RCCO Members



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# Announcements

- Welcome
- Board Members Coming off the Board
- New Board Members
- 2023 Board President
- Great Lakes 2023
- Sign up for GLRC Committee Volunteers - Link will go out in January and be on RCCO Website
- Charity – 2022
- Gatsby's

# **Agenda**

**11:30 to Noon - Registration & Networking**

**Noon to 12:45pm - Lunch**

**1:00pm to 3:00pm - How Technology is Enhancing the Employee  
Experience and Mortgage Updates**



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# How Technology is Enhancing the Employee Experience

Shawn Sweeny, Director of Technology  
Weichert Workforce Mobility



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# Where are we today

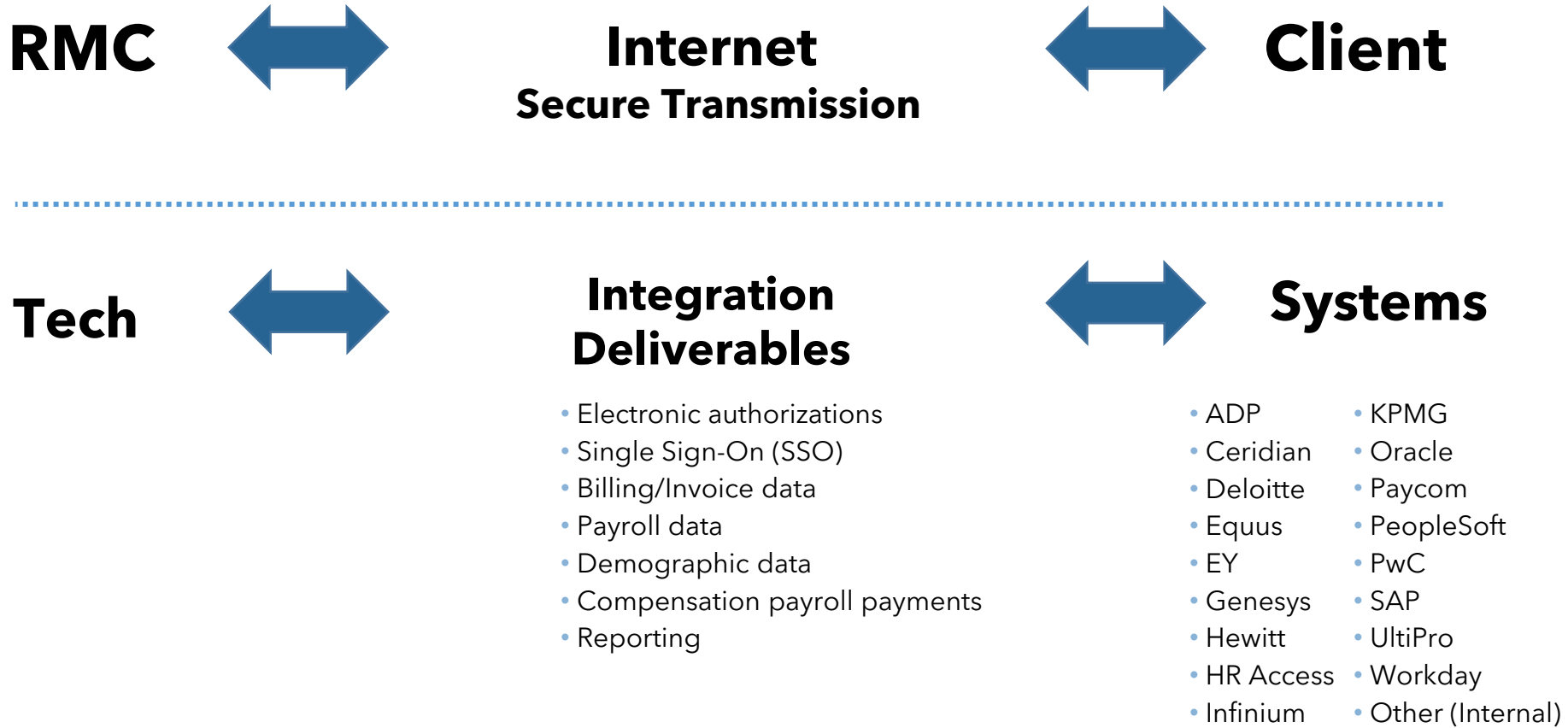
- Clients want Data Integrity
  - Cost Projections
  - Budget vs Actual
  - Tax Compliance
  - Status Updates
- Reporting/Data Analytics
  - Dashboards
  - Benchmarking
  - Predictive Analytics
- One True View - Single EcoSystem
  - Client
  - RMC
  - Supply Chain



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# System Integration



# Employee Experience

- Technology Experience
- Online
  - Online Appointment Scheduling, Video Calls, Video Surveys
  - **Needs Assessments, Supplier Selection, Order Services**
  - Manage Services
  - Progress Bar, Tasks, Activity
  - **Chat Feature**
  - Bank Entry
  - Submit Expenses - Take Picture of Receipts
  - **Comprehensive Destination Area Information**
  - **Document Management: e-Signature, Uploads**
  - **Virtual Policy**
  - Employee Choice
- Apps are finally here to stay!



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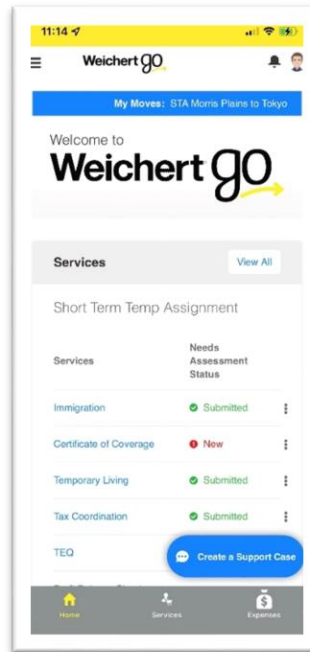
# RMC

## Business Travel



### Travel Compliance Tool

Customizable Solution  
Tax and V&I Compliance  
Duty of Care



### Client/Employee

Services  
Expenses  
Documents

## Suppliers



### Suppliers

DSP  
Immigration  
HHG



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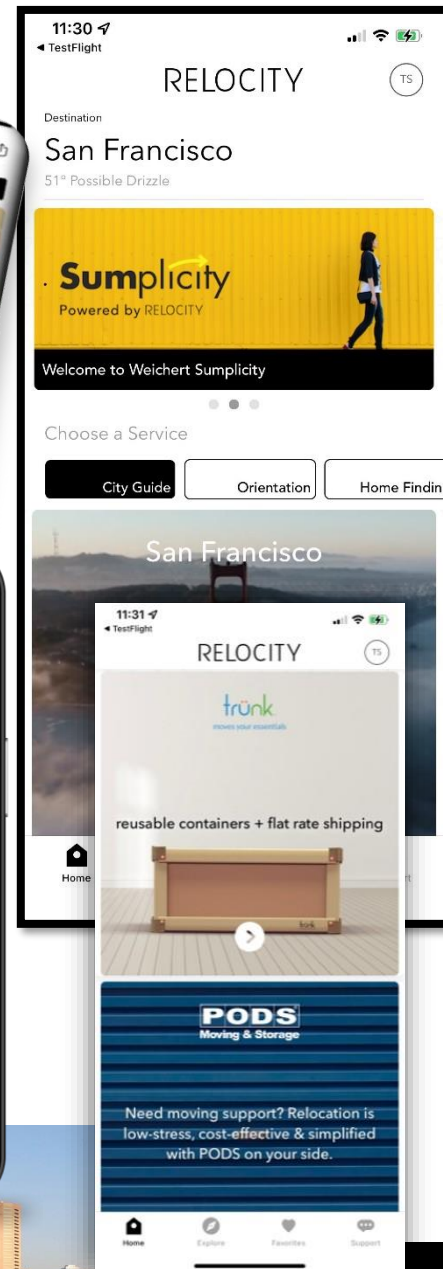
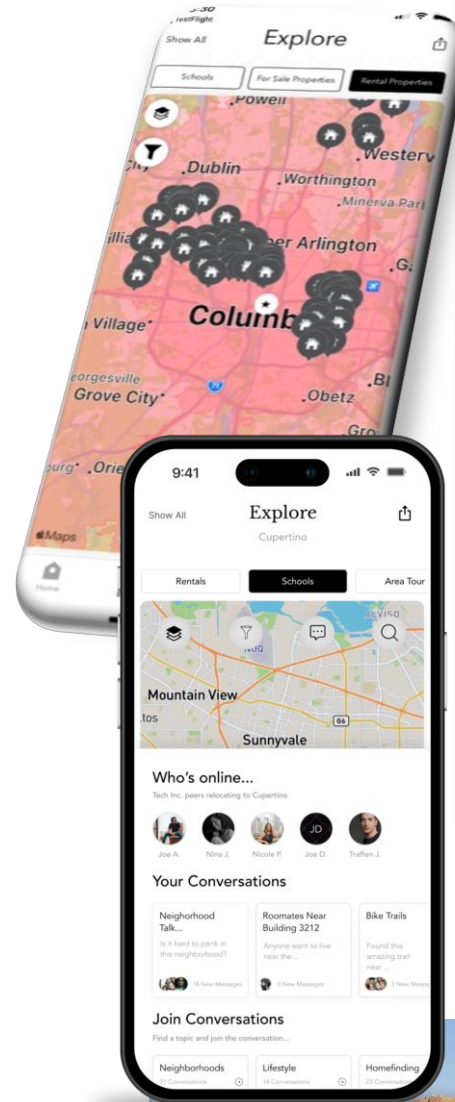


# App based Lump Sum/Intern Programs

- Empowers relocating employees who are receiving a lump sum by providing them the tools and resources needed to self manage their move.

Key features include:

- Counselor – Guidance and Support
- Local Expert – On the Ground Guidance and Support
- Automated lump sum payment requests and disbursements
- Resources/Guides/Tools:
  - Access to Suppliers at Discounted Rates
  - Comprehensive Destination Area Information
  - Chat Conversations for room share
  - Post events



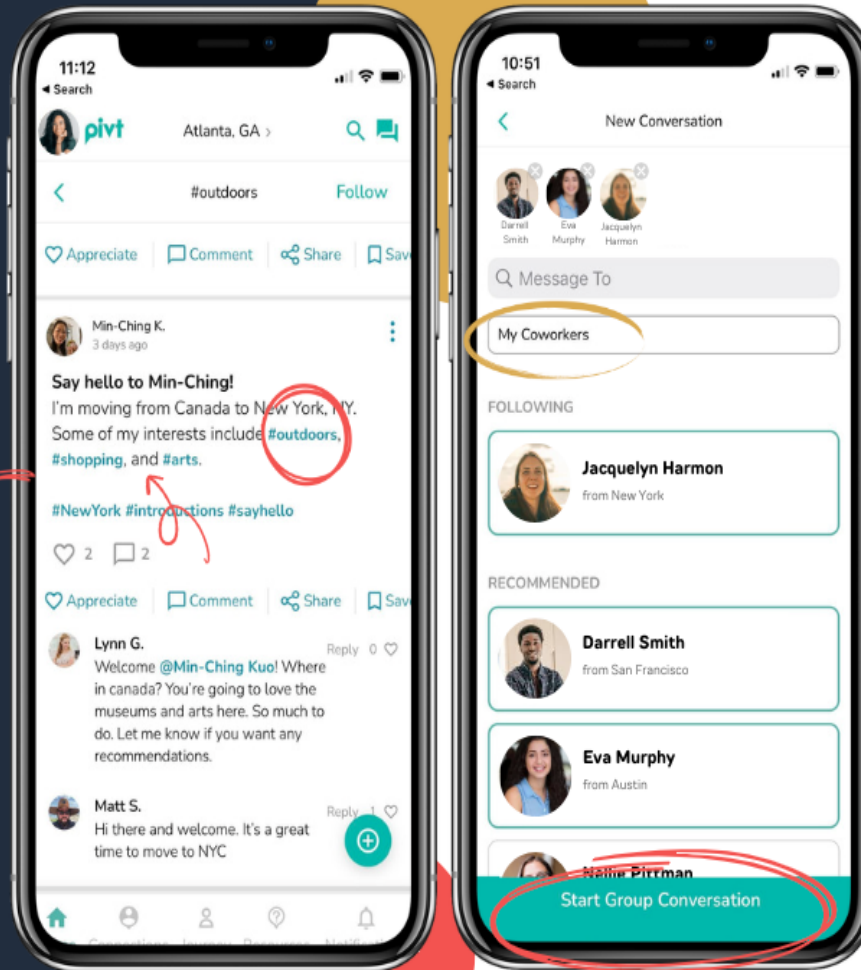
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# Value of **pivt**

We're on a mission to elevate the human experience for people who are moving.

- Focusing your vision for how & where to *live*
- Building & Cultivating a *community*
- Ensuring a strong & healthy *mindset*
- Balancing local connection & shared *experiences*



Who benefits from using **pivt**?

Permanent Transfers

Assignments

Group Moves

Interns

Rotational programs

Extended business travel

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# Core/Flex

- Equitability
- Business / Employee
- Points / Dollar
- Check out Online
- Cash in Points
- Non-Relo Benefits
- ESG/Charity
- Future of Mobility!



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# What can you do?

- Embrace Technology!
- Ask Questions
  - Clients / Internal
  - Suppliers / RMC
- Review Processes
  - Streamline where you can
  - Centralize Data / Will help with reporting
- Stay on top of technologies in the marketplace
- Yes, it can be done!



# Mortgage & Interest Rates Update

Ralph Burkley, Regional Sales Director, Chase  
Ryan Clevenger, Regional Sales Manager, US Bank



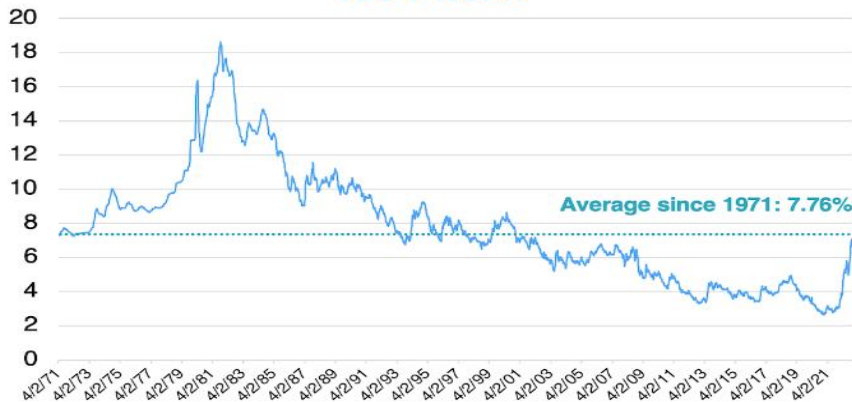
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## Rising Interest Rate Environment

- Federal Reserve Interest Rate Hikes
  - March 17<sup>th</sup> +25 bps
  - May 5<sup>th</sup> +50bps
  - June 16<sup>th</sup> +75bps
  - July 27<sup>th</sup> +75bps
  - Sept 21<sup>st</sup> +75bps
  - Nov 2<sup>nd</sup> +75bps
- Benchmark Federal Funds Rate range at 3.75% - 4.00%
- Mortgage Interest Rates have increased more than 3.5% since the beginning of the year.
- With the pandemic's declining economic impact, inflation running at 40-year highs, the Fed is planning more aggressive rate hikes this year.
- Next Fed meeting Dec 13-14

### Historical 30-Year Mortgage Rates: 1971-2022



Historical Data: Freddie Mac PMMS. (c) TheMortgageReports.com

### Primary Mortgage Market Survey®

U.S. weekly averages as of 12/08/2022



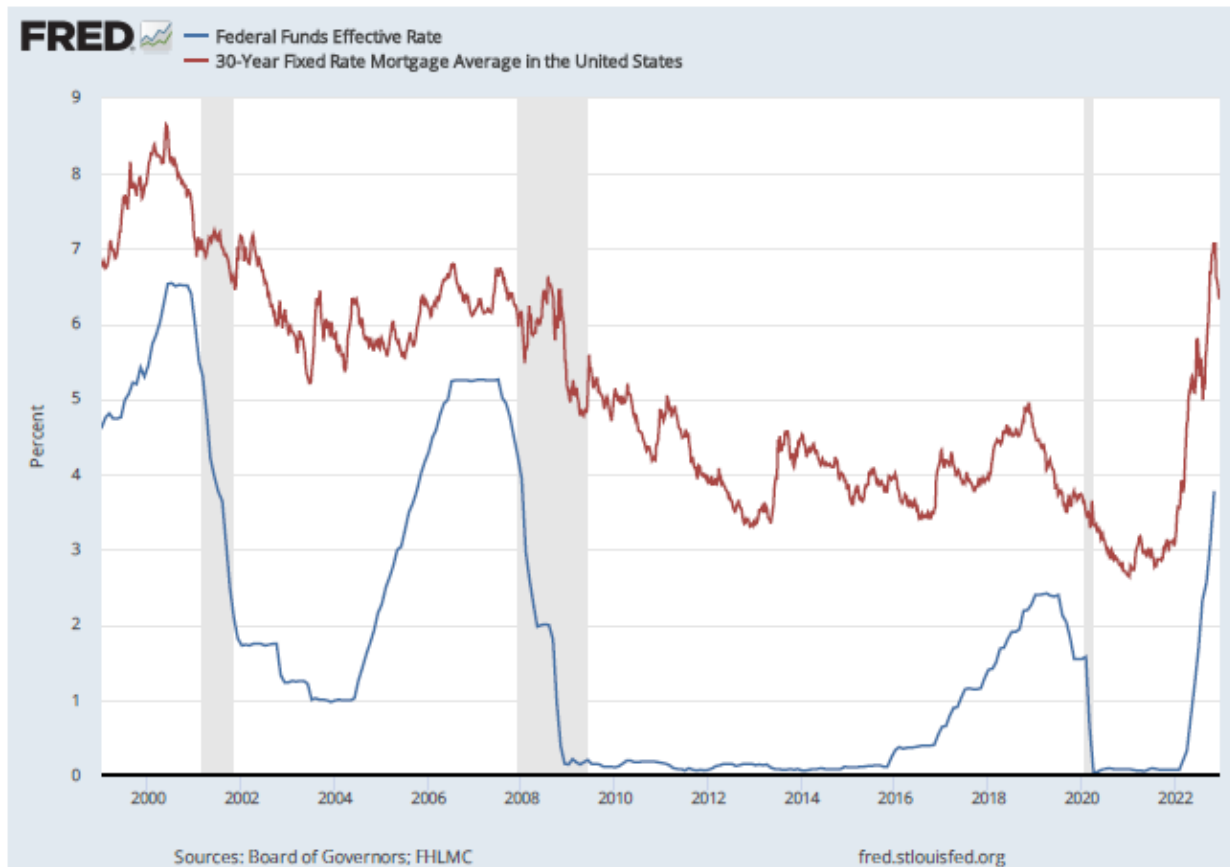
### Take a Look Back...

- The most dramatic increase in mortgage rates was in 1981, reaching 18%.
- Increased interest rate environments have previously occurred, but still reflecting an overall downward trend and nowhere near the magnitude of the rate increase in 1981.
- Despite the recent increases, mortgage interest rates remain historically low.



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# Home Purchase Assistance Programs

Options to consider when reviewing policies

Sliding Scale

Subsidy

With the rising rate environment, many companies are re-evaluating their policies.

Cost of Living Allowance



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# Sliding Scale

Sliding Scale Programs provide additional points to the transferee to obtain a lower rate during a rising rate environment.

## Example Policy:

When the interest rate is:

6.99% and below	0 points
7% to 8.99%	1 point
9% to 9.99%	2 points
10% or more	3 points

When the transferee chooses to lock the rate, the loan officer will check the 60-day FNMA 30-year fixed rate website for that day and review the policy to verify if points are to be utilized.

## FNMA Daily Rate

## FNMA Historical Rate

12/6/2022 – Interest Rate was 5.80%

### December 2022 30 Year Fixed

MANDATORY DELIVERY COMMITMENT —  
30-YEAR FIXED RATE A / A

DATE	TIME	10-DAY	30-DAY	60-DAY	90-DAY
12/01/2022	08:15	05.63511	05.64382	05.65671	05.68126
12/02/2022	08:15	05.53951	05.54676	05.55884	05.57929
12/05/2022	08:15	05.61268	05.61929	05.63303	05.65410
12/06/2022	08:15	05.77469	05.78948	05.80894	05.83529
12/07/2022	08:15	05.76258	05.77491	05.80205	05.84037
12/08/2022	08:15	05.73155	05.73531	05.74505	05.77747
12/09/2022	08:15	05.70233	05.70976	05.72031	05.73673



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# Subsidy

A subsidy temporarily reduces the interest rate or payment resulting in lower monthly payments for transferees during the subsidy term to help ease the employee into the new higher cost area. There are two types of Subsidies – Interest Rate & Dollar Based

## Dollar-Based Subsidy

- Fixed dollar amount provided to the transferee to be used over a set period.
- Reduces the transferees mortgage payments during that set period.
- Allows the Employer to know ahead of time what they are spending on the benefit.
- Employer determines how the benefit can be applied and the period in which the transferee receives the benefit.

## Interest Rate-Based Subsidy

- Employer provides a benefit to reduce the transferees interest rate for a set number of years with a set percentage reduction.
- This option slowly increases the transferees rate over time.
- Employer payments are not fixed as the benefit will be determined by the transferee's loan amount.



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# Cost of Living Allowance - COLA

A COLA is an amount of money that an transferee gets in addition to his or her normal pay, because the cost of living in a particular area is high

- Employer will provide a COLA payment twice over a two-year period to assist when moving to a high-cost area compared to transferees' departure location.
- The first-year payment will be at 100% of the COLA amount, and one year from the first payment (the second year), transferee will receive a payment at 50% of the COLA amount.



# THANK YOU

## 2023 Important Dates:

- General Membership Meeting Dates - March 8<sup>th</sup>, June 7<sup>th</sup>, December 13<sup>th</sup>
- Great Lakes, Columbus - September 20<sup>th</sup> to 22<sup>nd</sup>
- Worldwide ERC – October 17<sup>th</sup> to 19<sup>th</sup> Boston, MA

