



WELCOME!

New Jersey Relocation Council welcomes you to our spring 2018 Conference at Galloping Hill Golf Course! We have planned an exciting day for you; including industry related sessions that have applicable WERC designation credits and the opportunity for you to meet with fellow Global Mobility Professionals within the Tri-State Area. Our conference has been awarded 5 CRP credits and 4 GMS/GMS-T credits for our Corporate Members who attend the Corporate Round Table and General Session. Attendees of our General Session receive 3 CRP credits and 2 GMS/GMS-T credits.

We extend a warm welcome to our new members and look forward to your participation in the future. A very special thank you to our sponsors who provide the necessary support for our conferences. Your generosity allows us to bring high quality events to our members every spring and fall. Because of you, NJRC has grown to be a community of Global Mobility Professionals who share their knowledge for the betterment of our industry. We will continue to focus on our growth by bringing viable content relevant to our industry.

NJRC welcomes your suggestions and ideas for future meetings. After the conference, we will email you an on-line survey and encourage you to complete the form. Your feedback is critical for the continued success of our organization and the growth of our membership. We appreciate your insight as we strive to develop events that meet our members' interests and needs.

Enjoy your day,

NJRC Conference Planning Committee

What does it take to have a world-class mobility program in the future?



By Chris Pardo, SGMS-T
*Vice President, Consulting and Marketing,
Plus Relocation*

"Irrelevance happens when the speed of change outside an organization is greater than the speed of change inside an organization." –Rick Warren

The Challenge and Opportunity of Change

At the core of this Rick Warren quote is the idea that successful companies must constantly be changing, adapting to all that is occurring in the environment around them. And those external changes seem to be happening faster than ever today. Changing workforce demographics and positive economic transformations across the globe have set the stage for a new talent scene that brings with it a whole new generation of excitement and a



President's Message

Happy Spring! As always, I'm honored to have the opportunity to serve as the NJRC president and I could not be successful without an amazing team behind me. From the officers and board members to the committee volunteers and YOU, our members – I thank you for your ongoing support.

The planning committee has outdone themselves once again! As our industry continues to evolve, keeping pace with the changes can be quite a challenge. Our theme today, "Roll with the Changes", is indicative of our need to embrace change and meet those challenges head on. The day will be filled with sessions that will help you adapt to these changes to enhance your mobility programs and better serve your clients.

In keeping with our tradition of giving back to our communities, we also will have our scholarship awards. NJRC is proud to present 4 Scholarship Awards to our local 2018 High School Seniors. These students met the academic criteria and articulated their relocation experiences through a very compelling essay. We've changed up the format for this session a bit this year. We've traditionally had the students read their essays to us. This year we'll be interviewing the students to hear more about their thoughts in addition to the essays they've written. Their essays will be posted on our website for your reading enjoyment.

As I look back on the past year as your President, I am in awe of the willingness of people to help. Our sponsorship contributions continue to support our conferences and one of our goals was to increase membership. We saw some new faces at our fall conference in



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World-class mobility program *(Cont'd)*

whole new batch of talent challenges for companies. Millennials (currently two billion of them) will soon make up one-third of the workforce¹ and with an estimated 61 million members of Gen Z poised to enter the workforce², nothing may be as important to future corporate success as attracting, developing, and retaining top talent in these generations. Additionally, the New York Times recently published an article entitled, “*Every One of the World’s Big Economies Is Now Growing*” where the author states that, “Every major economy on earth is expanding at once, a synchronous wave of growth that is creating jobs, lifting fortunes and tempering fears of popular discontent.” The stock markets are continuing to reach new highs and unemployment is continuing to reach new lows.

The C-Suite Challenge™ 2018 Survey revealed that the top concern of CEOs today is attracting and retaining talent. In today’s business environment, talent has the advantage. So understanding talent and how to engage them is essential. New technology provides unprecedented capabilities for selecting, placing and supporting talent anywhere in the world to perform their required duties or to develop new skills. Employees want these opportunities to move, learn and grow. And today, they have options. To address these new workforce demands, organizations are calling on global mobility teams to elevate their strategic input and output to help win the war for talent. Mobility teams are being asked to:

- Collaborate with talent management and acquisition to enhance talent attraction, improve the onboarding and relocation experience, and create new developmental programs aimed at raising the level of engagement and retention, along with developing stronger leadership pipelines
- Educate and lead business-line managers and recruiters on policy and practice, and in maximizing the value of the employee mobility experiences within the organization
- Support and report to compensation and finance departments to better budget, allocate and analyze mobility expenditures

Evaluating how well a mobility team is handling these activities establishes a baseline for a creating a high-quality program.

“To improve is to change; to be perfect is to change often.”

–Winston Churchill

The Challenge and Opportunity to Change

Winston Churchill’s quote may have never been more relevant than in today’s global business environment. If change equals opportunity, then opportunity is happening at light speed. Today more than ever, companies must be agile and adept at managing to the changes being presented. Companies that can confront change today are the ones that survive. The most successful companies are those that can predict future changes. But leading companies are the ones creating the changes and disrupting their industries. Similarly, the best global mobility teams are those that seek the opportunity to change. Constant improvement requires us to change and today’s mobility professionals should seize the opportunity to be engaged and regarded as strategic resources internally. Companies need mobility team members

President’s Message

(Cont’d)

Mountain Lakes who have since joined NJRC. While that’s very good, I still believe there are more companies out there who could use the benefits of our corporate round tables, our educational sessions and the networking opportunities. I’ll continue to work closely with the membership committee to ensure we’re reaching as many companies as possible, but I also urge you to invite your peers and your clients to join us as we continue to “Roll with the Changes.” They could use the support!

I thank you again for your trust in my leadership! I’m always open to new ideas and suggestions, so don’t hesitate to reach out to me if you have anything to share.

Change? We got this! Just roll with it!

Sincerely,

Heather Leigh Tuttle

NJRC President



New Jersey Relocation Council

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World-class mobility program *(Cont'd)*

that are able to get beyond the purely tactical, beyond just being operationally effective, if they want to reach “world-class status” as a global mobility practice.

Nearly 70% of companies agreed that a mobile workforce is an enabler of business and talent strategies, and yet, only 3 percent of the respondents in *Deloitte’s 2017 Global Human Capital Trends* rated their companies as “world-class” in global deployments! To state that another way, that means that 97% are below world-class and should be really considering what they are currently doing and with whom they are currently doing it. How do the 97% raise the level of their mobility game?

Start by defining what a “world-class” global mobility program looks like now ...and in the future.

If the desired destination for your mobility program is to reach “world-class” status, then the best place to start might be by trying to define the term. While a world-class mobility program must be able to meet the challenges of today, a world-class mobility program in the **future** must be able to meet the challenges of **tomorrow**.

If global mobility is defined as the act of supporting the movement of talent (sometimes across borders) to achieve business initiatives, then global mobility challenges can be defined as those things that prevent or inhibit the movement of talent. Whatever those challenges are for a program, mobility departments must have the following eight critical capabilities to reach world-class status in the future.

They must:

1. Have a strong understanding of and focus on supporting the company’s business objectives
2. Be tactically and administratively efficient
3. Be operationally compliant, (locally, regionally and globally)
4. Consider the needs of today’s relocating employees and their families to create a better mobility experience
5. Be aligned with talent management initiatives and positively impact the employer brand
6. Fulfill budget and reporting requirements and deliver value
7. Innovate by strategically identifying, evaluating, and addressing the changes that are coming with the goal of continuous improvement
8. Define their own best practices, rather than utilizing those deemed as such by others

What makes working in this industry so enjoyable is that every organization has its own combination of unique external and internal challenges. As a relocation management company, whether we are talking to a prospect about their current pain points, implementing a new program or managing a long-time client, understanding and staying connected to their ever-changing business drivers and initiatives is critical to helping them reach their desired destination of world-class global mobility status. Their strategy, policy and process need to align to hit the target of a positive ROI. Each of their paths should be defined by their own best practices.



As your mobility program forges ahead into the future, consider this quote:

“It is not the most intellectual of the species that survives; it is not the strongest that survives; but the species that survives is the one that is able best to adapt and adjust to the changing environment in which it finds itself.”

–Charles Darwin

The challenges that global mobility teams face provides the opportunity for change and improvement in the future. Most often (if not always), new challenges need new innovative solutions and world-class mobility programs of the future will embrace these opportunities. Consider what changes are coming, what aspects of your program need to adapt to deal with them, and help your current program evolve into world-class status.

Sources:

¹ Allianz Millennial Survey, Millennials: Work, Life and Satisfaction, 16 November 2017
https://www.allianz.com/v_1511198235000/en/press/news/company/human_resources/Allianz_Millennial_Survey.pdf

² Human Resource Executive, “Will Gen Z Want to Work for You?”, January 15, 2018
<http://hrxecutive.com/will-gen-z-want-work/>



Roll with the changes: **What's New, What's Next?**

AGENDA

CRP/SCRIP CREDITS:

Corporate Round Table [2] & General Session [3]
GMS/GMS-T Corporate Round Table [2] & General Session [2]

8:00 - 8:30AM	Corporate Round Table Registration	
8:30 - 10:30AM	Corporate Roundtable Moderator: Karen L. Malloy, CRP, GMS-T, <i>Manager, Domestic Relocation, Pfizer, Inc.</i>	Corporate attendees will join together to discuss the latest changes in Global Mobility. Our corporate members from Merck, Pfizer, ADP, Deloitte, Johnson & Johnson and many others look forward to this time prior to the conference to discuss changes and challenges in our industry!
9:30 - 10:45AM	General Registration	
10:45 - 11:00AM	Opening Remarks Heather Leigh Tuttle, NJRC President <i>Merck & Co., Inc.</i>	Julie Cibelli, GMS-T, Chairman of the Board <i>Nelson Westerberg</i>
11:00 - 12:00PM	"Ignite" Your Understanding of Key Industry Trends and Changes Hosted By: Ron Labin, CRP, SGMS-T <i>Director, Global Business Development Plus Relocation</i> Presenters: Kim Schimenek, <i>AVE</i> • Curt Smigel, <i>Arprin</i> • Cecilia Franchi, <i>NetExpat</i> • Lisa Iervolino, <i>The Mulberry Group</i> Elizabeth Sawyer, <i>Bennet School Placement</i> • Betsy Roche, <i>Weichert Realtors</i> • Valentine Brown, <i>Duane Morris</i> • Wendy Moore, <i>Wells Fargo</i>	Join a cast of experts as we keep you informed of the latest trends and changes in key segments of the mobility industry. Using the unique "Ignite" presentation format, you'll learn valuable insights in a fast-paced and highly entertaining session covering the following industries: <ul style="list-style-type: none"> • Temporary Living • Household Goods • Cultural Training • Destination Services/Settling-in • Education Assistance • Real Estate/Home Finding • Visa & Immigration • Mortgages
12:00 - 1:00PM	Lunch	
1:00 - 1:30PM	NJRC Scholarship Presentation Presenter: Sara Simonetti, GMS <i>Director of Business Development Interconex</i>	NJRC is proud to present Scholarship Awards to the 2018 High School Seniors selected by our Scholarship Committee as part of our Community Outreach Program. These students met or exceeded the criteria set forth by WERC, and shared their relocation experiences through very heartfelt recollections by essay. This year's scholarship recipients will join us for lunch with their family members and will share their experiences during this segment in a conversational panel. We are looking forward to our recipients sharing their antidotes on how to <i>roll with the changes...</i>
1:30 - 2:30PM	Wake Up, Everybody! Presenter: Lenny McNeill <i>Senior V. P. Managing Director, National Specialized Sales US Bank Home Mortgage</i>	Diversity is a Fact and Inclusivity is an Action. Exploring recruiting and relocation of today's multicultural and LGBTQ changing workforce. Along with the effects of unconscious bias and how perceptions may vary between baby boomers and gen-x.
2:30 - 2:45PM	Break	
2:45 - 3:45PM	Tax Reform - ARE YOU READY? Presenters: Martijn Bouwman <i>V.P. Client Development, Orion Mobility</i> Quentin Hormell <i>Tax Manager, Orion Mobility</i>	"Changes" and tax legislation are almost synonymous. We've all heard of the change in the federal tax laws passed last December. This session will focus on managing the continuous stream of changing tax laws, how to enable global mobility teams to properly navigate mobility taxes, technology to support tax compliance, transferee experience, and how collaboration is the key to a successful mobility program.
3:45 - 4:00PM	Closing Remarks Heather Leigh Tuttle, NJRC President	
4:00 - 6:00PM	Cocktail Reception & Raffle Prizes	Time for our day to change from an educational platform to a social gathering! Join us for a cocktail reception with raffle prizes and a fun game of pitch & putt.



NJRC Community Outreach
**New Home, New Life,
New Jersey.**

by Sara Simonetti, GMS

Since 2011, the NJRC Community Outreach Committee with the support of our membership and Worldwide Employee Relocation Council*, has offered scholarships to college-bound high school seniors who meet specific requirements as set forth by ERC. These requirements include a GPA of 3.0 or higher (on a 4-point scale), diverse extracurricular activities, community outreach and volunteer work, and an essay written by the student sharing their personal relocation story and the impact the relocation has had on them and their family. Over the past six years, NJRC has awarded \$31,000 to 32 deserving high school students, and this year we are continuing this tradition.

Beginning just after New Year 2018, our committee has been convening to discuss the progress of the scholarship program. We reached out to high schools in eleven New Jersey counties and received a record 35 applications. Our committee has the very difficult task of selecting students who will each receive a \$1,000 scholarship to the college of their choice; we wish we could reward them all for their adaptability and dedication. Today you will meet our four scholarship winners who are here with their families. This year our winning students are:

- Kaguya Okawa-O'Connell*
- Annalise Kristensen
- Joana Fardad
- Natalija LaPorta

Thank you to the NJRC Membership for allowing these scholarships to be possible, and for enabling the success of these deserving and hard-working young leaders.

Kind regards,
NJRC Community
Outreach Committee



The NJRC would like to take the time to thank all of our generous sponsors who support our valuable forum for education and exchange of ideas. Sponsorship provides many benefits, but most importantly it helps ensure that NJRC remains the source for regional relocation networking and information.

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“Ignite” Your Understanding of Key Industry Trends and Changes



Hosted by:
Ron Labin, CRP, SGMS-T
Director, Global Business Development, Plus Relocation

Ron Labin is Director, Global Business Development for Plus Relocation based in New Jersey. As a trusted advisor, he is responsible for providing global workforce mobility solutions to corporations located in the Northeastern US.

A 20 year veteran of the mobility industry, Ron has served on Worldwide ERC's National Conference Planning Committee, Mobility Editorial Advisory Committee and as a New Member Mentor; earned his Certified Relocation Professional (CRP) in 1997 and Senior Global Mobility Specialist (SGMS) designation in 2004 and added the Strategic Talent Mobility designation in 2015; served as President of the Young Relocation Professionals Network and Board member of SHRM Central New Jersey; and he currently serves on the Board of Directors for New York Council of Relocation Professionals and Planning Committee for the New Jersey Relocation Council.

In 2011, he was awarded Worldwide ERC's Meritorious Service Award for his ongoing support of the industry. Ron received his Bachelor of Science degree in Marketing from San Francisco State University and was relocated to New York City in 1996 from San Francisco.

As a trusted partner to my clients, I'm as curious as a 5 year old, love to help

solve problems to make life easier and work collaboratively to advance their business and personal goals. To keep sane, you can also find me on the baseball field coaching my 2 sons' 8U and 12U Travel teams.



Presenter:
Kim Schimenek
Chief Sales Officer, AVE

Kim has over 20 years of sales and hospitality experience. She began her career in 1996 with Carnival Cruise Lines, with stints at Gleneagles Country Club in Delray Beach, Fla., and the Franklin Township Chamber of Commerce, before finding her home with Korman Communities in 2001. Kim was chiefly responsible for introducing Korman's unique owner-operated furnished accommodations concept to corporate clients and other businesses in New Jersey, along with driving the sales and occupancy of 140 units at the company's first New Jersey community in Somerset. She later led and drove Korman's AVE brand sales for three new properties in New Jersey. Kim's success enabled her to climb the ladder with Korman, earning the titles of Regional Sales Director of Korman Communities, VP of Sales for Korman's AVE brand, VP of AVE's Key Strategic Accounts, and Senior VP of AVE's Key Strategic Accounts. She now serves as Chief Sales Officer, overseeing the Key Strategic Accounts team, which manages all corporate housing provider and relocation management company partnerships for AVE and Korman Communities, as well as the Business Development team, strategy, and vision for the rapidly growing AVE portfolio. She directly recruits all new business development team

members and developed a training and onboarding program that includes weekly sales training with a sales management company.



Presenter:
Curt Smigel
Director, Global Business Development, Arpin Group

Curt joined Arpin Group, Inc. in 2012 with 21 years of previous relocation and logistics industry experience in both sales and operations. Currently Director, Global Business Development he is responsible for obtaining and managing commercial relationships throughout the East Coast Region. In his role, he works to find international and domestic household goods moving solutions to meet client's needs. Curt lives in NJ and has Bachelor of Business Administration from SUNY New Paltz and holds the CRP and GMS designation from Worldwide ERC.



Panelist:
Cecilia Franchi
Senior Director, Advisory Services Americas, NetExpat

Cecilia Franchi has 20 years of international human resource, relocation, compliance, consulting, and strategic advisory experience

in Global Mobility and Talent Management.

Originally from Brazil, she holds dual citizenship with the USA and currently resides in the greater New York City area.

Cecilia earned a bachelor's degree in International Economics from the University of Connecticut. She is fluent in English, Portuguese and French, and conversant in Spanish and Italian.

Her background includes driving complex, multi-regional projects for Cartus and MSI, as well as serving in several management positions with Deloitte, managing their strategic Global Development and International Desk Programs for the Americas. In addition, she has worked extensively abroad in European HR management for Dow Chemical Europe based in Sophia Antipolis, France, and global account management in Monte Carlo, Monaco.

She currently works at NetExpat as Senior Director, Advisory Services Americas, supporting companies with the benchmark, design and implementation of strategic policy benefits around career and life transition services for expatriates and their partners.

More information can be found at www.netexpat.com.



Panelist:
Lisa Iervolino
Director of Operations and Marketing, Mulberry Group

Lisa is Director of Operations and Marketing for the Mulberry Group, a regional destination services provider

serving the NY Tristate, Boston and Philadelphia markets. Previously, she was a DSC in NY and NJ for 12 years. As a former expat to Hamburg, Germany and then to Chicago, she has experienced many aspects of the relocation industry first-hand. She currently lives in Morristown, NJ.

Lisa also has extensive experience working with international teens: For 15 years she was a team leader managing the New Jersey chapter of American Field Service (AFS), the largest and oldest high school exchange student program in the world. She and her husband Tom have hosted a dozen international students who lived in their home during their exchange year in New Jersey.

Prior to joining the relocation industry, Lisa had her own public relations firm in Chicago. While in Germany, she was international public relations manager for Bran+Luebbe GmbH in Hamburg.



Panelist:
Elizabeth Sawyer
CEO, Bennett Schoolplacement Worldwide

Elizabeth is CEO of Bennett Schoolplacement Worldwide, a Philadelphia-based education consulting company providing support to relocating families and to their employer corporations. Recently, Bennett acquired its peer and competitor, School Choice International, and Elizabeth now oversees an extended team of education consultants around the globe and stewards a long list of corporate clients.

Prior to entering the world of relocation, Elizabeth taught high school English, French and Spanish in Philadelphia private schools for over ten years. An international hybrid herself, she grew up overseas until the age of 12 and was educated in five different education systems, all of which contributed to her finding her niche in the blended worlds of relocation and education.

Elizabeth earned her BA in English and French at Williams College and her MA in English at Villanova University. She is a frequent speaker on Education & Relocation and has presented at numerous venues in the U.S. and in Europe.



Panelist:
Betsy Roche, CRP
Vice President of Relocation, Weichert, Realtors

Betsy has over 25 years experience in corporate relocation and real estate. She serves as Vice President of the Relocation, a position she has held since March 1999. In this role she is responsible for the service group that manages referrals in and out of the Weichert, Realtors service area which encompasses 7 states and the District of Columbia. In addition, Betsy is also responsible for the elite team of pre-qualified and accredited brokers who make up the Weichert Broker Network (WBN), the preferred and recommended brokers for Weichert Workforce Mobility business.



Panelist:

Valentine A. Brown

Partner, Duane Morris LLP

Valentine is a partner at Duane Morris LLP in the Employment, Labor, Benefits and Immigration Practice Group and is the Firm's Pro Bono Counsel. She serves as global immigration law counsel to a diverse group of multi-national and domestic corporations and their employees, providing advice, compliance audits and representation to help navigate the intricacies of US and foreign immigration laws. Ms. Brown also represents individuals in all types of immigration proceedings, including persons of extraordinary ability; spouses, fiancées and children of US citizens; naturalization and political asylum applicants; as well as respondents in deportation and immigration appellate proceedings. Ms. Brown is an instructor for the Duane Morris Institute, which provides training in all areas of employment law for human resource professionals, in house counsel, benefits administrators and managers through classes in Philadelphia, client-site trainings and webinars. Some of Ms. Brown's courses have included, I-9 Compliance Basics; E-Verify for Everyone; E-Verify for Federal Contractors, Electronic I-9s: The Pros, the Cons and the Requirements; Immigration Compliance in the Trump Era, and H-1B Public Access Files: What Employers Need to Know.



Panelist:

Wendy Moore

*VP of Business Development,
Wells Fargo Home Mortgage*

Wendy is a VP of Business Development at Wells Fargo Home Mortgage, where she is responsible for relocation relationship development and management with Fortune 500 companies in the northeast region. Wendy has over 25 years of experience in the relocation mortgage industry, having held a variety of roles with Prudential Home Mortgage, Norwest Mortgage, and Wells Fargo.

She is a member of Worldwide ERC, and has held her CRP designation for more than 20 years. She is active with several regional relocation groups, including a board position with New England Relocation Council (NERA). Additionally, she holds a board position with Wells Fargo's Connecticut Women's Team Member Network.

Wendy earned her Bachelor's degree from Roger Williams University, with a major in Marketing and minor in Finance.

Wake Up, Everybody!



Presented by:

Lenny McNeill

*SVP Managing Director-National
Specialized Sales, US Bank
Home Mortgage*

As National Managing Director at US Bank Home Mortgage, Lenny oversees a retail sales workforce of market leaders and originators, supports their efforts in providing home financing to customers, serves as the lead executive in development, implementation, and execution of national strategies to increase and sustain homeownership throughout the U.S. including affluent, LMI minority borrowers and communities to impact CRA utilizing relationships with non-profits, community based groups, and national realtor trade organizations.

A 36 year veteran of the finance/mortgage industry, Lenny has focused his career on educating and promoting understanding of the importance of diversity. Lenny has worked at a grass-roots level to assess the needs of the many diverse communities we serve. He has influenced the overall hiring practices, products and marketing across the country to enhance our ability to serve our employees and customers of a diverse or multicultural background.

Lenny has been named in Black Professionals and Savoy Magazines as one of the top 100 African Americans in Corporate America and currently is on the Board

of Governors' for NAHREP, has board affiliations with the AREAA and NAREB. He's a gifted public speaker who combines his thoughts and experiences to inspire and motivate numerous companies and organizations throughout the nation.

Tax Reform – ARE YOU READY?



Presenter:
Martijn Bouwman
*Vice President Client Development,
Orion Mobility*

Martijn is the Vice President of Client Development at Orion Mobility, which provides expense management and relocation software to help companies manage their globally mobile workforces. His 15 years of industry experience includes accounting, expansion strategies, HR, tax and global mobility. Martijn's broad expertise uniquely qualifies him to appreciate the interdependent relationships that exist among HR, mobility and tax compliance.

A native of the Netherlands, Martijn moved to the U.S. 14 years ago. He started his career at PricewaterhouseCoopers and most recently was a regional director at Radius. Martijn has a MPA from Erasmus University Rotterdam and Indiana University Bloomington. He speaks Dutch and German.



Presenter:
Quentin Hormel
Tax Manager, Orion Mobility

Quentin is the Tax Manager of Orion Mobility and brings nearly 25 years of relocation tax experience. He invests a significant amount of time keeping up-to-date with tax law changes in order to properly advise Orion and its clients. Quentin's extensive tax knowledge enables him to understand exactly how tax laws affect individuals who relocate or travel for business.

Before assuming his current leadership role, Quentin began as a relocation tax analyst at Orion. During his tenure, Quentin has served as a manager, trainer, and speaker, and has provided tax guidance to a variety of Fortune 500 companies. He is a graduate of the University of Connecticut.

NJRC Community Outreach



Sara Simonetti, GMS
GMS, Interconex

Throughout her nearly 18-year career at Interconex, Sara has been involved with operations, customer care, and business development of the company, as well as special projects within and outside the office. She is the current NJRC Community Outreach Chair, and is on the Board of New York Council of Relocation Professionals in NYC. She speaks three languages and holds a Third Degree Blackbelt in Martial Arts. Sara lives on the Hudson River in New York with her partner and is responsible for developing relationships throughout the Northeast Region and beyond.

Next Event

NJRC Fall Conference

November 14, 2018

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