

Mr. Mrs. Ms.

First Name: _____ Middle Name: _____ Last Name: _____

Title/Position: _____

Company Name: _____ Division: _____

Address: _____

City: _____ State/Province/Region: _____ Postal/Zip Code: _____ Country: _____

Phone Number: _____ Fax Number: _____

Email: _____

Certification Statement

I certify that I am responsible for developing, managing, and/or administering my organization's internal workforce mobility and/or relocation programs and policies as they relate only to my organization's employees. I further confirm that I am not involved in marketing, consulting, or any other commercial aspect of providing services related to workforce mobility. I further certify that I am an employee of the organization stated above and that I am not an outside contractor or consultant for this organization.

I hereby apply for membership in Worldwide ERC® for the term specified on this application. I acknowledge that if my company has not already designated a primary (voting) representative, I will fulfill that role. I understand that membership benefits will begin as soon as this membership application, including appropriate membership fee, is received and processed. I agree to abide by Worldwide ERC®'s bylaws, policies and procedures.

Corporate membership is \$295 per membership term.

Amount Due

\$295.00

Worldwide ERC® uses a variety of communication media, including fax, to deliver member benefits as well as notices of upcoming events, membership renewal notices, etc. Your consent to receive these communications using these media is assumed unless and until you expressly communicate otherwise.

Mobility magazine (subscription price \$48 annually) is included in dues. Members may not deduct subscription price from dues.

Please remit application and payment to:
Worldwide ERC® Membership Department
4401 Wilson Blvd., Suite 510, Arlington, VA 22203-4195
+1 703 842 3400 • Fax: +1 703 436 9630
Email: customersuccess@WorldwideERC.org

Payment Method: Check Enclosed AMEX VISA MC

Credit Card #: _____

Exp. Date: _____

Card Holder Name and Address (if different from above):

X Signature: _____

1. Please indicate the geographic scope of your interest or involvement in workforce mobility.

- U.S. Domestic International, outside U.S. Both U.S. and International

2. What industry group does your company represent?

Choose only one response. If more than one response is appropriate, choose primary industry.

- | | |
|---|--|
| <input type="checkbox"/> Aeronautics, space, electronics | <input type="checkbox"/> Lending institutions (banks, thrifts, mortgage companies, etc.) |
| <input type="checkbox"/> Agricultural products/services | <input type="checkbox"/> Manufacturing consumer products |
| <input type="checkbox"/> Automotive, machinery, industrial equipment | <input type="checkbox"/> Metals and alloys |
| <input type="checkbox"/> Chemicals | <input type="checkbox"/> Petroleum and gas |
| <input type="checkbox"/> Communications (radio, TV, print media) | <input type="checkbox"/> Pharmaceuticals |
| <input type="checkbox"/> Computer hardware/software
(manufacturing/development/consulting) | <input type="checkbox"/> Professional services (auditing, accounting, legal, etc.) |
| <input type="checkbox"/> Engineering and construction | <input type="checkbox"/> Restaurants (retail food sales) |
| <input type="checkbox"/> Entertainment (music, motion pictures, theme parks, etc.) | <input type="checkbox"/> Rubber and rubber products |
| <input type="checkbox"/> Environmental consulting/services | <input type="checkbox"/> Sales (retail and wholesale) |
| <input type="checkbox"/> Financial services (investments, consulting, etc.) | <input type="checkbox"/> Telecommunications |
| <input type="checkbox"/> Food and beverage production | <input type="checkbox"/> Transportation |
| <input type="checkbox"/> Government and military services | <input type="checkbox"/> Utilities |
| <input type="checkbox"/> Healthcare (medical equipment/devices, management, consulting) | <input type="checkbox"/> Wood and paper |
| <input type="checkbox"/> Hospitality (hotels and food services suppliers) | <input type="checkbox"/> Conglomerate (cannot categorize — no primary industry) |
| <input type="checkbox"/> Insurance | <input type="checkbox"/> Other (please describe): _____ |

3. Does your company have any U.S. domestic relocation activity?

- Yes No (skip to question 6)

4. What is your approximate annual U.S. domestic transfer volume?

- | | | | | | |
|---------------------------------------|---------------------------------|----------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| <input type="checkbox"/> less than 25 | <input type="checkbox"/> 51-75 | <input type="checkbox"/> 101-250 | <input type="checkbox"/> 501-1,000 | <input type="checkbox"/> 2,001-3,000 | <input type="checkbox"/> 4,001-5,000 |
| <input type="checkbox"/> 25-50 | <input type="checkbox"/> 76-100 | <input type="checkbox"/> 251-500 | <input type="checkbox"/> 1,001-2,000 | <input type="checkbox"/> 3,001-4,000 | <input type="checkbox"/> 5,001 + |

5. What is your primary type of homesale assistance for U.S. domestic moves?

(Choose only one response. If more than one applies, choose the one that covers the most transferees.)

- | | |
|---|---|
| <input type="checkbox"/> Third-party — company contracts with an outside firm to purchase and resell transferees' homes. | <input type="checkbox"/> Guarantee-against-loss — company does not purchase transferees' residences but does guarantee a market value for them. If the home sells for less than this value, the company reimburses the difference and the direct selling expenses. |
| <input type="checkbox"/> In-house — company relies primarily on in-house resources to purchase and resell transferees' homes. | <input type="checkbox"/> No real estate sales assistance provided. |
| <input type="checkbox"/> Direct reimbursement — company reimburses transferees' direct costs for selling their residences but does not purchase or guarantee the values for such residences. | |

6. Does your company send employees on international assignments (long or short-term) outside their home country?

- Yes No

7. What is your approximate international transfer volume?

- | | | | | | |
|---------------------------------------|---------------------------------|----------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| <input type="checkbox"/> less than 25 | <input type="checkbox"/> 51-75 | <input type="checkbox"/> 101-250 | <input type="checkbox"/> 501-1,000 | <input type="checkbox"/> 2,001-3,000 | <input type="checkbox"/> 4,001-5,000 |
| <input type="checkbox"/> 25-50 | <input type="checkbox"/> 76-100 | <input type="checkbox"/> 251-500 | <input type="checkbox"/> 1,001-2,000 | <input type="checkbox"/> 3,001-4,000 | <input type="checkbox"/> 5,001 + |

Why join Worldwide ERC®

If you're responsible for talent strategy and mobility, you juggle multiple tasks. You collaborate with internal business units, employees and external partners. You are often asked to "do more with less," keeping costs contained, service levels high, and employees and their families well cared for, every step of the way. It requires a unique set of skills, and a community of support.

That's where we come in!

Become a member of Worldwide ERC® and gain:

Tools to Help Make Your Job Easier.

Stay current with tax and legal developments, mobility policy trends, compliance risks and the latest innovations in mobility services. On-board and educate new staff quickly and efficiently with our training programs, or bring your colleagues up to speed on mobility essentials.

Peace of Mind on the Legislative Front.

Compliance and risk management are crucial to global business practitioners, but how do you stay on top of constantly changing regulations? We keep you in the know through the work of our Government Affairs Committee and Forums, discussion groups in the Community, member alerts, webinars and articles on the website and in *Mobility* magazine.

In-person and Online Learning Resources and Accreditations.

Gain new information, explore future trends, and earn recertification credits. Take advantage of member rates on in-person conference events and online course registrations, and a number of free webinars offered throughout the year—many dedicated exclusively to corporate practitioners.

Also, boost your knowledge, credibility and professionalism by earning and maintaining the Certified Relocation Professional (CRP)® or Global Mobility Specialist (GMS)® designations, or by taking part in the Strategic Talent Mobility (GMS-T)® course.

I'm ready to join! What's next?

Join online at www.worldwideerc.org, Membership, or complete and return the enclosed enrollment form.

Have questions, or need more information? Contact us at:

CustomerSuccess@worldwideerc.org or
call +1 703 842-3410



Ray Kirby, CRP, GMS

Manager, Talent Mobility
Nordstrom
Seattle, WA USA

How has joining Worldwide ERC® changed your experiences in global mobility?

"Through the education and networking! Being able to debate, discuss and challenge other like-minded professionals has not only pushed me to move the needle in my own work, but has given me a platform to share wins, opportunities and best practices with my colleagues globally."

Member Benefit Highlights

- An exclusive Corporate Benchmarking Forum in the Community
- A complimentary printed copy of the Roster of Members and Resource Guide, a members-only publication with all corporate HR members, as well as service providers by industry and location
- A copy of the printed Directory, listing real estate professionals with talent mobility expertise
- Access to such resources as sample policies, industry research indexes, Worldwide ERC® reports and intercultural training tools
- An online academy, housing Worldwide ERC®s courses, certification program details, Tax & Legal MasterSource and a database of useful, robust resources and information to help you succeed
- Invitations to free member webinars
- *Mobility* monthly magazine, in print and digital editions
- Government affairs semi-monthly updates and compliance and risk management information
- Complimentary copies of research publications
- GLOBILITY® news bulletin

Member savings on:

Online and in-person event and certification registrations, publications and Career Center job postings (complimentary resume posting)

Optional Products and Special Offers

TO ENHANCE YOUR MEMBERSHIP AND LEARNING EXPERIENCE

ONLINE COURSES

Exploring Data Analytics for Mobility @ \$195

This two-hour online course helps learners understand the importance of data analytics and how to take steps towards using data in their own and their company's decision-making process.

Principles of Global Mobility @ \$225 (Regular price \$250)

This online course familiarizes learners with fundamental concepts of employee mobility between countries. Discover why and how employers use mobility, and grow your knowledge about the selection and assessment of employees for mobility, the impact of mobility on the family, and more.

Principles of U.S. Mobility Taxes @ \$195

An understanding of U.S. mobility tax law is essential for a successful relocation program, as it impacts policy develop and implementation, service delivery, and compliance. This two-hour interactive online course will help you achieve that understanding and apply it in your work.

Relocation 101: Principles of U.S. Mobility @ \$195

This online course provides a broad understanding of the U.S. employee mobility industry, the impact of the mobility cycle, the development of relocation policies and programs as well as the application of various policies.

Online Relocation Appraisal Training Program @ \$99 (Regular price \$125 member, \$195 non-member)

Once you have successfully completed this course, which covers the seven-page 2010 edition of the Worldwide ERC® Summary Appraisal Report, the "Relocation Appraisal-trained" notation will be added to your listing(s).

PUBLICATIONS

Roster of Members and Resource Guide @ \$205 per copy

This member-only publication is a great marketing tool for your company. The Roster includes listings of corporate/government/military employer members, relocation management companies and relocation service provider members. (Note: One copy of the Roster is complimentary with Corporate Premier, Mobility Service and Relocation Management Company membership.)

Directory of Brokers and Relocation Appraisers @ \$47 per copy

The Directory of Brokers and Relocation Appraisers includes listing information of Real Estate Brokerage and Relocation Appraiser Companies in the United States, its Territories and Canada. (Note: One copy of the Directory is complimentary with Corporate Premier, Broker, Appraiser, Mobility Service and Relocation Management Company membership.)

Guide to the Worldwide ERC® Broker's Market Analysis and Strategy Report @ \$65 per copy

This publication provides in-depth, line-by-line instructions on completing each item in the Worldwide ERC® Broker's Market Analysis and Strategy Report. It also includes samples of completed BMA forms, and "consistency checklists."

Relocation Appraisal Guide @ \$65 per copy

This guide explains the major concepts of relocation appraising and provides detailed, step-by-step instructions for completing the industry-accepted Worldwide ERC® Summary Appraisal Report.

Where to Return Your Enrollment Form

Please mail OR fax your completed form to Worldwide ERC®. If you return your enrollment form via fax, PLEASE DO NOT resubmit by mail, as it may result in duplicate charges to your credit card.

Mail or fax to:

Worldwide ERC®
4401 Wilson Boulevard Suite 510
Arlington, VA 22203 U.S.A.

Phone: +1 703 842 3410

Fax: +1 703 436 9630



Questions?

We value your membership and are here to help!

If you have questions about or need assistance completing your membership enrollment form, please contact us at:

+1 703 842 3410 or e-mail
Customersuccess@worldwideerc.org

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FORMS PORTAL SUBSCRIPTION

Forms Portal @ \$270 (Regular price \$375)

This subscription allows company-wide access to the forms. The Forms Portal includes some of the most widely used standardized forms in the relocation industry such as the Worldwide ERC® Broker Market Analysis Report, Property Assessment Form, and URAR forms. The fee is \$375 annually for members, \$585 for non-members.

Order at the same time of joining or renewing, and the fee is discounted to \$270.