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FAS Relocation Network

A Global Mobility Solutions Company

January 2013

IN THIS ISSUE:

- [The Remedy for Relocation Reluctance](#)
- [Our Team is Growing!](#)
- [Q&A Corner](#)
- [2012 Talent Shortage](#)

Q&A Corner:

Q: Did the IRS change the standard mileage rates for 2013?

A: Yes. Beginning on January 1, 2013, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- 56.5 cents per mile for business miles driven
- 24 cents per mile driven for medical or moving purposes.
- 14 cents per mile driven in service of charitable organizations

2012 Talent Shortage

1. Skilled Trades Workers
2. Engineers
3. Sales Representatives
4. Technicians
5. IT Staff
6. Accounting and Finance
7. Drivers
8. Management/Executives
9. Laborers
10. Administrative Assistants

The Remedy for Relocation Reluctance

How many times have you found the perfect candidate for a position only to hear the apprehension in their voice when you mention the position is in another city, state or even country? It is a change that is difficult for many candidates and their families, but one they may need to consider if the position is the right career move for them. FAS Relocation can help to ease the natural reluctance to relocation. A good first step is to take advantage of the powerful pre-decision tools available through FAS to introduce and educate the candidate and their family about a new location. As the hiring process continues forward and the candidate is scheduled for a local interview, an area tour can be coordinated for candidates who are homeowners. Real estate agents are the best "local" people you can find when it comes to learning about a community. These professionals are experts in their local markets including single family homes, condominiums and all types of housing options. FAS works with the industry's very best agents who are relocation trained and are experts at overcoming relocation reluctance.



When you call FAS with a candidate initiation, a series of well-defined steps are triggered. First, a call is made to the candidate to introduce the FAS Relocation Coach who is available to assist and serve the candidate through all steps of the relocation; compliments of you - the executive recruiter! Next, the Relocation Coach performs a needs assessment. It is during this call that we identify what the candidate's concerns and apprehensions are about the relocation. Thirdly, if

the candidate is a homeowner or has interest in purchasing a home in the new location, a community tour will be coordinated with a top local real estate agent to be timed with the local interview. Finally, the Relocation Coach will arrange for a destination information packet to be sent to the candidate (available for both homeowners and renters). This packet can include MLS listings, cultural art events, maps, entertainment, etc.

If the placement continues forward and the job is accepted, FAS can help with a

*Mobility Novemer Issue 2012

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series of other value-added relocation services. This may include introducing a real estate professional in the current location to discuss a strategy for marketing and selling their current home. Also, FAS will support the candidate with moving services. Our move management program includes securing multiple "guaranteed not to exceed estimates" from trusted and proven van line companies. Each estimate includes free valuation protection at full replacement coverage.

In the event the candidate has been offered a "lump sum" for their relocation, FAS can still assist them in allocating the funds wisely. There are services geared for candidates who are renters too. In today's search for the right talent, FAS can help overcome the concerns regarding relocation and at the same time simplify the process. All it takes is a call to your dedicated team of FAS Relocation Coaches to start the process and remedy the "relocation reluctance!"

Our Team is Growing!

FAS Relocation welcomes Amy Wind as the newest member of the FAS Relocation Coaching Team. Amy has over five years experience in the real estate and relocation industry. Prior to joining FAS, Amy held the position of relocation consultant in the relocation industry. Amy has earned a bachelor degree in Business Administration.

Amy will add value to the existing team of Jon Fishman (Relocation Coach) and Whitney Gagle (Recruiting Channel Trainer) to continue to serve you and your candidates needs. We are excited to have her on board and feel confident that she will bring continued success to FAS relocation program. Please join us in welcoming Amy!

