



NEW JERSEY RELOCATION COUNCIL

RELOCATION FOCUS

Newsletter of the New Jersey Relocation Council

November 2018

WELCOME!

New Jersey Relocation Council welcomes you to our Fall 2018 Conference at the Bridgewater Manor, Bridgewater, New Jersey! 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 other Global Mobility Professionals. Our conference has been awarded 5 CRP credits for our Corporate Members who attend the Corporate Round Table and General Session. Attendees of our General Session will receive 3 CRP credits and 3 GMS/GMS-T credits.

We extend a warm welcome to our new members and look forward to your participation in the future.

Thank you to our Sponsors who continue to be an integral part of our organization through their generosity. Our Sponsors give us the financial support to sustain our organization and allows us to provide our members with two conferences a year. Because of you, NJRC has grown to be a community of Global Mobility Professionals whom share their knowledge for the betterment of our industry. We will continue to focus on our growth by bringing forward 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 member's interest and needs.

This year's conference theme is *Holidays Around the World* and we wish everyone a Safe & Festive Holiday Season! It's a wonderful time of year to gather with your loved ones and friends to share & celebrate the *Holidays* of your culture.

Warm regards,

NJRC Conference Planning Committee



President's Message

Welcome to the NJRC Fall Conference *Holidays around the World!* As I was reading the article submissions for this newsletter, I was struck by some words that our Community Outreach Chair, Sara Simonetti wrote about giving to our chosen charity – The Bag Project. Sara's words were, "These small details reflect the choices that we make daily and they emphasize the ability to even have a choice." It made me think about how fortunate we all are to live in a culture where we have choices. We can choose to buy gifts for our loved ones for the holidays, choose how we will celebrate, and choose to be here today. Taking that one step further, we have the choice of freedoms that some cultures in the world don't have such as freedom of religion, freedom to vote, freedom to be alone in public as a women, etc.

You'll feel 'culture' woven through our day today. Culture may not feel like a choice but at some point in our lives, does our culture simply become the choices we make based on the foundation that was set by our upbringing? I challenge each of you to find your cultural compass today and choose how you want to be perceived by the world around you. I personally would like to encourage everyone to stop and look around and appreciate how fortunate we are



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To Everything There Is a Season: Holidays Around the World

By Madison Allman & Caleb Wilkinson



Each passing year brings its share of experiences, growth, and change. One constant in our lives remains: the holidays we celebrate and the traditions that surround them. Our holidays affect us in a personal way, linking us to family and close friends. Each passing season evokes memories of these unique days and instills in us both an appreciation for our culture and a desire for community and celebration. How we commemorate these days, including when we celebrate them, distinguishes our individual cultures while connecting us to the world around us.



Fall: Giving Thanks in North America

For example, Thanksgiving is upon us here in the USA and recently passed in Canada. Though both holidays originated from a historical and religious background –being thankful for God’s provision in a time of exploring new lands -- the holiday in the USA is also a way of giving thanks to the Native Americans who provided for the pilgrims when they arrived in the New World. When Canadians observe Thanksgiving, it is to celebrate the past year’s harvest and other blessings. Historically, the government has proclaimed specific reasons to give thanks. Thanksgiving in the USA is followed nationwide in all 50 states, this isn’t necessarily the case in Canada. In Atlantic Canada, or Prince Edward Island, New Brunswick, Nova Scotia, and Newfoundland and Labrador, Thanksgiving is an optional holiday, meaning that employers aren’t required to recognize the holiday. In francophone Quebec, many locals don’t celebrate Thanksgiving at all.



Winter: New Year, Old Traditions

Let’s take a look at something more universal. Did you know that the New Year isn’t always at the same time, depending on where you live? The world doesn’t universally adhere to the Gregorian calendar, and New Year traditions are rooted in culture that goes far deeper than perspectives of time. China follows the Lunar Calendar and celebrates “Spring Festival” in February through cleaning the home, buying new clothes, and even preparing lucky dishes such as dumplings and special rice cakes. In Iran, *Nowruz*, or Persian New Year, is celebrated on the day of the vernal equinox, usually on or around March 21st. For more than 3,000 years, people in Western and Central Asia have marked this occasion by “shaking the house,” or spring cleaning as it’s also known, buying a new set of clothes (or two) and including symbolic foods on their table.

President’s Message

to be entering the season of giving and abundance with our friends and colleagues today. Choose to be kind. Choose to be present. Because time does fly by!

And that’s certainly true for my time as President of NJRC. Two years gone in a flash! Thank you for the opportunity to give back to the relocation community. My goal going into this position was to bring some different learning perspectives and perhaps a new way to consider how we deliver our educational sessions. It was a challenge to come up with new and creative ways, but with the help of all of our volunteers, I think we planted some seeds that will grow into the next President’s tenure. Thank you again for the honor of serving you the last two years and special thanks to Julie Cibelli, your outgoing Chairman of the Board, for her constant support. I am grateful for the opportunity and have appreciated all of the lessons to grow and learn in the role! No matter how you celebrate, I choose to wish you a restful holiday season filled with kindness!

Heather Leigh Tuttle
NJRC President



New Jersey Relocation Council
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AGENDA

CRP/SCRIP CREDITS:
2 CRP Credits Corporate Roundtable
3 CRP Credits General Session
3 GMS/GMS-T Credits

8:30 - 9:00AM Corporate Round Table Registration

9:00 - 10:45AM Corporate Roundtable
Moderator:
Karen L. Malloy, CRP, GMS-T,
Sr. Manager, US/PR Relocation Services
Pfizer, Inc.

Corporate attendees will assemble to discuss the latest topics in Global Mobility. Our previous corporate round tables have had representation from Pfizer, Merck & Co., ADP, Bristol-Myers Squibb, Deloitte, Verizon and many others. This is an incredible opportunity to meet and connect with your peers to share ideas, benchmark and discuss what's keeping you up at night!

10:00 - 11:00AM General Registration

11:00 - 11:15AM **Opening Remarks**
Heather Leigh Tuttle, NJRC President
Merck & Co., Inc.

Jeff Cromie, CRP, NJRC Treasurer,
Wells Fargo Home Mortgage

Julie Cibelli, GMS-T, Chairman of the Board
Nelson Westerberg

11:15 - 12:30PM **The Art of Conscious Inclusion**
Keynote Speaker:
Wokie Nwabueze, JD, CPCC

Moving beyond the stereotypes that stand in the way of authentic leadership, belonging, collaboration, and organizational success.

This session will build your awareness of how you can leverage learnings about unconscious bias to create cultures where belonging is both a collective experience and a collective intention. Through an organizational and professional development framework - The Seen & Heard Method™ - you will explore your understanding and experience of how identity/social constructs, lived experience, cultural expectations, and bias shape your relationship to authority, communication, decision-making, belonging, collaboration, and ultimately, your capacity to lead. You'll leave this session aware of best practices and inspired to continue this conversation in your organizations.

12:30 - 1:30PM Lunch

1:30 - 2:00PM **Community Outreach - The Bag Project**
Presenters:
Sara Simonetti, GMS
Director of Business Development
Interconex
Anupa Wijaya
Executive Director, The Bag Project

NJRC is proud to work with the charitable New Jersey-based organization, The Bag Project. The organization's mission is to provide infants and children in crisis with desperately needed emergency bags filled with basic necessities and comfort items via their partner organizations including the NJ Department of Children and Family Division of Child Protection and Permanency, Homefront, Anchor House and more. It is noteworthy to mention that as part of standard operating procedure, DCP&P brings these emergency bags with them when they have to retrieve an infant or child from an unsafe environment. Donations make a direct impact and you will have the opportunity to make a difference by making a financial contribution or by donating items needed for The Bag Project during our conference. A list of these items are posted on our website under Community Outreach, and will be in our Fall Newsletter. You are also invited to volunteer your time and effort to prepare these bags with the organization and may sign up during the conference.

2:00 - 3:00PM **Cross Cultural Social Mixer**
Presenter:
Mercedes Naficy D'Angelo
Director, Global Business Solutions
Cultural Awareness International, Inc.

Have you ever wondered what it feels like to socialize in a completely international setting with people from many different countries?

This cultural simulation will give you a chance to experience socializing in an international setting! Join us for an exciting cultural simulation with a fun and interactive debriefing session with Mercedes D'Angelo from Cultural Awareness International, Inc. NJRC is taking networking to new, educational and exciting heights!

3:00 - 3:15PM Break

3:15 - 4:15PM **Match Game**
Game Hosts:
Alllyson V. Stewart, GPHR, CRP, GMS
Vice President, Business Development
Altair Global
Sue Bornhorst, CRP
VP, Client Relations, Orion Mobility

End the day with Mobility Match Game! You will be challenged to match the answers of global mobility celebrities in a game of fill-in the missing blank. Questions will focus on recent mobility surveys, cultures from around the globe and other mobility-related facts. Think on your feet, be creative, have some fun—and your table may win!

Panelists: Heather Tuttle, Director, Global Mobility, Merck • Melissa Sudano, SCRIP, SGMS-T, Director, Global Mobility, CA Technologies • Becky Woods, GPHR, SHRM-SCP, Director, Global Mobility, ADP • Michelle Durkin, Senior Manager, Global Mobility Services, Teva • Jack Jampel, CRP, Senior Manager, Global Mobility, Stryker Corp • Karen Malloy, CRP, GMS-T, Senior Manager, PR/US Relocation Services, Pfizer **Judge:** John McGowan, Esq., LCM Relo Solutions

4:15 - 4:30PM **Closing Remarks**
Heather Leigh Tuttle, NJRC President

4:30 - 6:30PM **Cocktail Reception & Raffle Prizes**

Holidays around the World (Cont'd)



The Jewish celebration of Rosh Hashanah takes place in the fall, marking the 1st of the High Holy days, celebrating creation. Around the world, Rosh Hashanah is observed through prayer and

reflection. And Bali, for example, holds a “Day of Silence” for people to reflect and meditate in the quiet, even indoors. Thailand’s new year of *Songkran*, celebrated in April, is brought in with more color and water than you could believe, with the theme of water representing a washing away of sins. Russia has a more informal tradition of also observing the Orthodox New Year, guided by the Julian Calendar. This holiday is deeply rooted in tradition and religion and is celebrated closely with family. And let’s not forget the USA, where thousands of Americans gather in the bitter cold of Times Square in New York to watch the famous ball drop, drink champagne toasts, make often short-lived resolutions, and watch fireworks.



Spring: May Queens & Lei Queens

In the spring, a lesser known holiday, May Day, is equally fantastical around the world. For instance, you wouldn’t

imagine people in the UK necessarily dancing around the maypole, but it happens. A May Queen will be crowned, and you’ll be missing out if you don’t join in the festivities. The USA has its own version of the May Queen known as ...the Lei Queen! Hawaiians will lift high this mighty woman so long as she possesses skills of the hula, language, lei-making, and general charisma against the opposition. Scotland and the rest of the British Isles celebrate Beltane Fire Festival, a holiday of pagan origin containing the utmost dramatic bonfires, dancing, music, and even the occasional nudity. Through hushed

whispers on the internet, you can find vague information on *irminden*, Bulgaria’s May Day event where locals steer clear of fields for fear of snake bites, and generally use whatever methods possible to banish reptiles away from them.



Summer: Fireworks & Festivities

Summer months usher in their own traditions, and we find that fireworks displays aren’t just for New Years. Every year,

thousands of revelers in the USA gather to celebrate Independence Day on July 4th. In addition to the ubiquitous barbecues and displays of red, white, and blue, Americans look to the sky for vibrant displays of pyrotechnics. Across the ocean on July 14th, the French celebrate Bastille Day, commonly known as *quatorze juillet*, which commemorates the storming of the Bastille Prison in 1789. In Japan, fireworks, or *hanabi*, have long been lit to vanquish evil spirits during the summer months. Visitors flock to fireworks festivals to witness the displays and take part in wider celebrations, which typically include food and game stalls.

So, what have we learned? No matter where on the calendar the dates fall, we as a people like to celebrate, to be together, to focus on a common theme. We break up the monotony in different ways; sometimes we look to refresh and renew ourselves, other times we look to remember old times and reflect. Even more, sometimes we look just to escape for a while from the push and pull around us – and we do it all through days that we set aside, through our celebrations, through our holidays. ■



New Home, New Life, New Jersey: Part 2: The Children.

NJRC Community Outreach Project

By Sara Simonetti, GMS

There are times when I come home from shopping at the supermarket, and think about how thankful I am to be able to bring home with me all of the things that I'll need to live comfortably over the next few weeks. In trying to do my small part to help the environment, I try to limit the use of plastic bags. What we bring home, and how we do so, may seem like trivial things in comparison to our larger life and work goals, but they are just as important. These small details reflect the choices that we make daily and they emphasize the ability to even have a choice.

NJRC has partnered with Mercer County-based organization, The Bag Project. This organization was founded in 2016 to help alleviate a burden placed on small children who often have no choices. Its mission is to provide infants and children in crisis with desperately needed emergency bags filled with basic necessities and comfort items. Please find the list of some of the most-needed items, as follows:

- Diapers of all sizes
- Onesies with feet (0-3 and 3-6 months, seasonally appropriate)
- Receiving blankets
- Non-denominational coloring books
- Crayons (boxes of 16 colors or more)
- Play Doh (3-4 oz containers)
- Duffle bags, backpacks, diaper/infant bags (24" or larger)

These kits are assembled by TBP delivered to the children via their partner organizations including the NJ Department of Children and Family, Division of Child Protection and Permanency, Homefront, Anchor House, and others. DCPD brings The Bag Project kits with them as standard operating procedure when they have to retrieve an infant or child from an unsafe environment.

With your help, the children who are recovered from crisis situations have the benefit of having their own durable bags, packed with care, with items that will assist them through their transition homes. These kits provide children in unstable life circumstances with comfort items that let them know that there are people who care about their well-being, and who want to see them succeed and be happy.

We ask you to kindly participate in one or more of these three ways: First, you may donate items from the wishlist, which are the items that are most used and sought after. Second, you can give of your time and care, as a volunteer to help pack the bags. Thirdly, make a monetary donation that will assist the organization to continue providing this much needed support to New Jersey's future workforce and leaders.

Thank you to the NJRC Membership and Sponsors for allowing these donations to be possible, and for furthering our commitment to make a positive impact in our local New Jersey Communities.

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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Expanding the Global Talent Pool: Challenges and Solutions of Inclusive Mobility

By Laura Levenson



In today's highly competitive work environment, recognize that global mobility is a key driver of growth and employers are seeking ways to effectively expand their talent pool through more inclusive recruitment practices.

Forward-thinking companies are incorporating diversity and inclusiveness initiatives into their global mobility programs wherever possible, by creating solutions and “work-arounds” that open the door to international assignments as part of anyone's career journey.

LGBT employees face significant barriers to global mobility opportunities, challenging HR and business leaders to increase awareness, help overcome bias and establish policies and benefits that will more effectively promote a more talent pool for assignments.

Above and beyond challenges to promoting a more inclusive corporate culture, the current global regulatory environment is dynamic and increasingly complex. Research suggests that Diversity and Inclusion (D&I) leaders and HR practitioners—not to mention LGBT talent considering global opportunities—can become overwhelmed by the complexity of the legal and regulatory landscape across scores of jurisdictions. They must navigate and manage different cultural and corporate environments across all geographies.

Depending on the country, regulations span so many areas of an employee's life –from recognition of same sex partnerships or marriage, to protection from workplace harassment, discrimination protections, and parity of benefits.

“According to data from the UN Office of the High Commissioner for Human Rights, more than 80 countries have laws that restrict the freedom of LGBTQ people. That means that in over 40% of countries worldwide, LGBTQ expats risk discrimination, prejudice, condemnation, and violence.”

There are many countries where the law may not be directly discriminatory, nor is there anything in place to restrict bigotry in society or to protect LGBTQ expats or indeed locals.

Discrimination beyond laws, is leading to additional burdens to LGBT employees from cultural and social

norms and practices, local company culture, availability of inclusive healthcare, housing and logistics.

Weichert Workforce Mobility has seen increased efforts to align mobility with D&I initiatives and have interviewed many global mobility professionals to learn how best to support the recruitment, deployment and retention of LGBT employees and how best to overcome the barriers to accepting international assignments.

As an example, a US multinational manufacturing company handles all employees going on international assignments consistently, regardless of sexual orientation. Providing full support including making special arrangements if necessary in/for locations for employees who identify themselves as LGBT and where being so is not supported by culture/law. They base their treatment of employees on home country laws, and if their employees are assigned to locations where the laws are not accepting of LGBT, they would make every effort to provide accommodation for their needs through other available means. This company recognizes that same-sex couples relocation considerations are fundamentally no different from any other couples: the partner's job, real estate, children, schools, cost of living, cultural issues, distance from family and friends, and more.

The current, unsettled state of same-sex marriage and civil union laws around the world can present significant challenges. Many companies have recognized this and make no policy distinction between same-sex and opposite-sex couples in terms of relocation benefits, particularly for couples who have entered into a legal marriage or civil union. Some companies also extend consideration where legally permissible to unmarried domestic partners of employees, regardless of sexual orientation.

Partner career assistance makes the relocation more likely to succeed. Companies have concluded the cost of extending these benefits is small, relative to the competitive advantage the company receives in sourcing and retaining the best talent.

When it comes to regulatory matters, for same sex spouses and partners, assignment arrangements get more complicated, but the challenges are not insurmountable. Companies sending employees with same sex partners need to raise this issue with their immigration partner as part of the pre-assignment due diligence process. Employees must also do thorough research and possibly seek legal and immigration advice as part of the pre-decision process.

There are many “work around” scenarios not addressed by the immigration laws in jurisdictions where same sex

Challenges and Solutions of Inclusive Mobility (Cont'd)

marriages are not recognized or illegal, such as:

- Finding a sponsoring employer
- Visiting short term (tourist visa)
- Enrolling in a college program (student visa)
- Performing volunteer work
- Engaging in entrepreneurial work (entrepreneurial visa)

Diversity and inclusiveness experts, Cultural Awareness International (CAI), offered best practices to corporations seeking to overcome the socio-cultural barriers discussed:

- Create an inclusive culture, a flexible approach must apply to more challenging locations. For example, a more flexible home-leave when a partner remains home because he or she cannot obtain a visa.

- Question assumptions and unconscious bias around potential candidates and encourage qualified candidates, irrespective of their gender, sexual orientation, race or religion.
- Consider providing benefits to legally recognized “partners” and establishing guidelines for partners not legally recognized – include as dependents or members of the same “household” where legally permissible.
- Form global LGBT and other social networks to share news, information and best practices.

In conclusion, organizations with forward thinking, inclusive approaches to expanding their talent pool will be best positioned to develop the strongest teams, leading to vast growth potential growth and increased employee engagement. ■

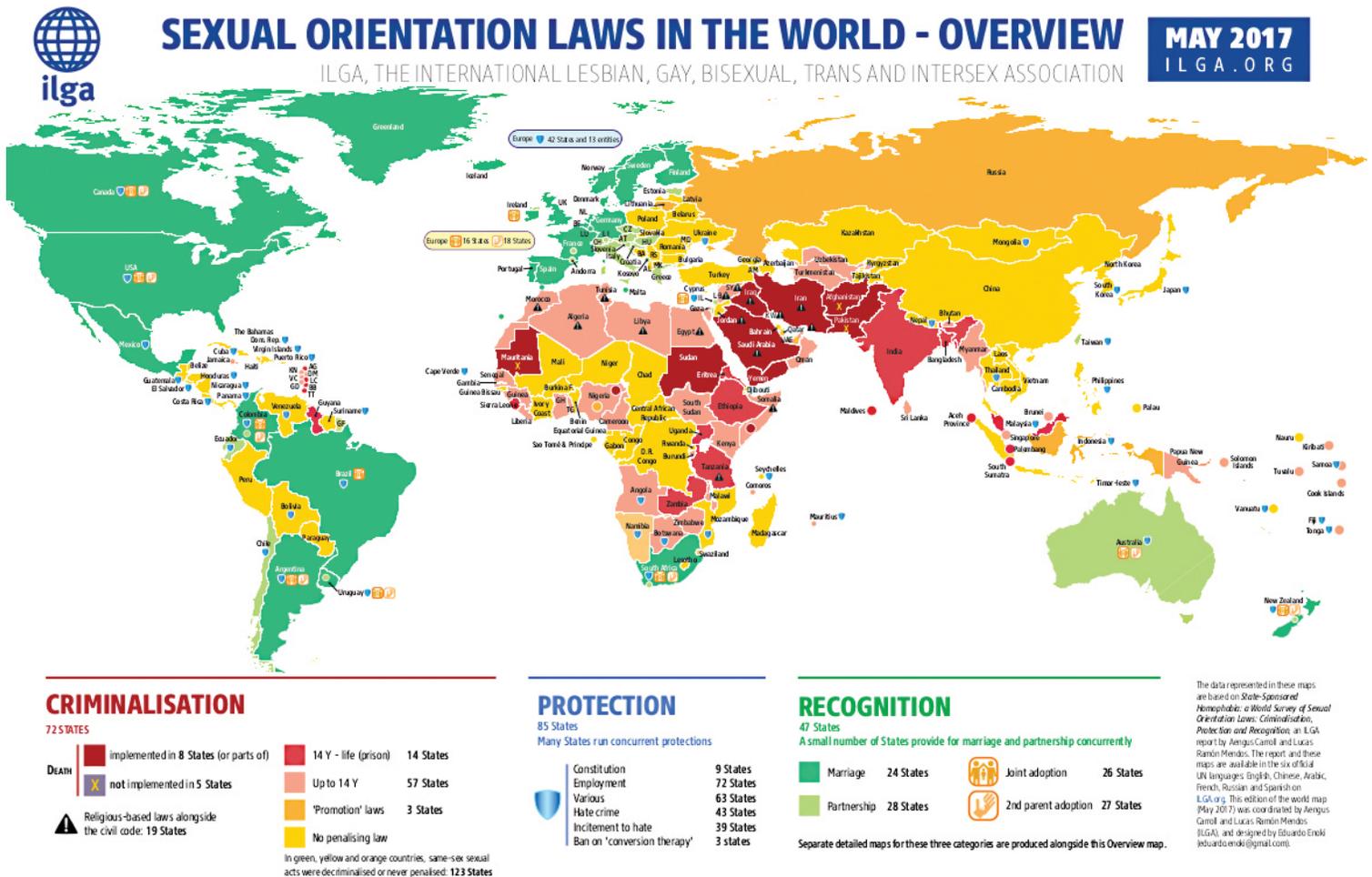


Image source: © 2017 The International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA)

The Art of Conscious Inclusion



Keynote Speaker:
Wokie Nwabueze

Wokie Nwabueze is an organizational culture, fairness, and inclusion expert who helps organizations raise their capacity to manage and leverage diversity, conflict, and change.

Her approach to culture shifting blends 20 years of experience as a consultant, organizational ombudsman, executive coach, attorney, and communication strategist. She has worked with over 3,000 professionals to build cultures of belonging at numerous Fortune 500 companies, academic institutions, and small businesses.

Wokie received her BA in International Relations from Wellesley College, her JD from Columbia University School of Law and sits on the Board of the Scheinman Institute for Conflict Resolution at Cornell University.

NJRC Community Outreach



Sara Simonetti, GMS
GMS, Interconex

Throughout her nearly 19-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 of the office. She is the current NJRC Community Outreach Chair, and is on the Board of New York Council of Relocation Professions in NYC and of the Cooperative in which she lives. She speaks three languages and holds a Third Degree Black belt in Martial Arts. Sara lives in New York with her partner and is responsible for developing relationships throughout the Northeast Region and beyond.



Presenter:
Mercedes Naficy D'Angelo
Director, Global Business Solutions

Mercedes Naficy D'Angelo has been in the training and development industry for 20 years,

consulting with International HR and Global Mobility to develop customized solutions for supporting their international talent in the areas of mobility and global competency development. Mercedes worked for 10 years with a leading Canadian based health and productivity company supporting their global clients in the area of employee behavioral health, crisis intervention and disaster planning. Currently, Mercedes is Director of Global Business Solutions for Cultural Awareness International, Inc. a boutique intercultural consulting and training company that delivers training and destination services worldwide.

A graduate of Princeton University, Mercedes also holds an MBA from Tulane University with a concentration in Human Resources Management and Organizational Development, which included field research on the expatriate selection of five multinational oil companies.

Mercedes is a product of a bi-cultural family (½ Iranian and ½ Puerto Rican) and has lived and worked in Europe, Latin America, North America and the Middle East. Her experience includes relocating internationally with her four children, knowledge of five languages, and numerous encounters with culture shock. Mercedes has presented at conferences hosted by the Society of Human Resources Management (SHRM), the National Foreign Trade Council; the National Leadership Institute and Worldwide ERC.



Presenter:
Allyson Stewart, GPHR, GMS, CRP
Vice President, Business Development

As Vice President, Business Development, Allyson is responsible for developing business opportunities for Altair's global service solutions in the Northeast United States region.

Allyson joined Altair Global in 2016 with a history of developing and delivering successful global mobility programs. She began her business development career in the relocation industry in 2006. Allyson brings extensive sales, marketing, and consulting experience to Altair.

Allyson also has first-hand experience in relocation, having relocated six times within the US, she has had the opportunity to live in the Midwest, in the Southern United States, and now multiple states on the East Coast. Prior to Altair, Allyson owned a consulting firm. She also worked as a Vice President, Business Development, for a leading provider of employee and commercial relocation services and as an Account Manager for a global corporate relocation solutions provider.

She is a member of the Worldwide ERC® and holds their Certified Relocation Professional (CRP) and Global Mobility Specialist (GMS) designations. In addition, Allyson received the Global Professional in Human Resources (GPHR) certification from HRCI.

Allyson earned a Bachelor of Arts Degree in Telecommunications and Electronic Media from The Ohio State University in Columbus, Ohio.



Presenter:
Sue Bornhorst
VP of Client Relations, Orion Mobility

Sue is Vice President of Client Relations for Orion Mobility, a leader in global mobility software and expense management solutions. She is responsible for overall account management and assists in the development of global strategies that are designed to keep pace with clients' evolving needs. Sue excels in collaborating with clients to ensure their operational needs and business goals are met.

Bornhorst is a certified relocation professional (CRP) with 21 years of mobility experience. Before embarking on a relocation career, she was a real estate broker. Prior to joining Orion, she held senior management positions in client services, global relocation and business development for various organizations.



Next Event

NJRC Spring Conference

April 9, 2019
Park Avenue Club
184 Park Avenue
Florham Park, NJ

Be a Part of Future Issues of NJRC Relocation Focus

NJRC welcomes your feedback.

Please submit contributions to Newsletter@NJRC.com or contact our editors.

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