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October 20, 2007

ORION MOBILITY UNCOVERS RELOCATION TRENDS AND HOT TAX TOPICS AT 20TH ANNIVERSARY CONFERENCE.

Orion Mobility today presented the trends, concerns and “hot topics” explored at its 20th Anniversary Conference held September 17-19, 2007 in Chicago. Presentations included topics in domestic and international relocation, as well as relocation taxes, expense management and reporting.

David Oltman, Orion Co-Founder and President reports, “Compliance is still very much on corporate America’s mind. Everyone wants to hear what’s being done by peers.”

He adds, “One big advantage of these well-attended seminars is that Orion can do a lot of informal surveys and get a sense who’s doing what. With representatives from 1000(?) companies in the room, it’s a great opportunity to track current best practices.”

Oltman says that the hottest topic of all was the issue of temporary assignments, and the new bill proposed in the House of Representatives, HR 3359, The Mobile Workforce State Income Tax Fairness and Simplification Act of 2007, introduced in Congress on August 3rd. The law proposes to limit state or local taxation of the compensation of any employee who performs duties in more than one state or locality to: (1) the state or locality of the employee's residence; and (2) the state or locality in which the employee is physically present performing duties for more than 60 days.

“The law today is ambiguous and only selectively enforced,” Oltman explains. “In theory, if you work one day in a state, you would owe taxes in that state. HR 3359 would provide welcome clarity to employers and relocation professionals.”

Peter Fonseca, Orion’s Director of Operations, reports on another current issue, the housing market. “Rising inventories of unsold homes and how to reduce them were big topics in our corporate panel. “ He says, “Companies have to come up with new ideas, from offering employees incentives to sell their own homes to mass marketing campaigns. Others are revisiting asset recovery programs.”

Fonseca also notes the new focus on paybacks. “We polled the audience. Two to three years ago, only 30-40% of companies used payback agreements. Now, it’s up to about 80%.” One reason for the shift: “The new focus is on Gen X & Gen Y,” Fonseca says. “Companies are offering more temporary assignments, versus relocations, to attract the top talent and using

payback agreements to retain them.”

Quentin Hormel, Orion (add title), adds that conference attendees came seeking education and cost-saving ideas. He says, “Companies are realizing that for years their gross-up policies have been too generous. Now, with software like Orion provides, companies can get exact numbers on each individual’s tax impact.””

Hormel adds, “ It goes beyond the software, of course. You need to have the expertise to teach the user how to take advantage of cost-savings, like using itemized deductions versus standard, for example. He concludes, “That’s why companies are paying so much more attention to this issue when choosing a vendor. We heard a lot more concern about doing it smarter.”

“To learn more about Conference insights on compliance, temporary assignments, and gross-up savings, visit www.orionmobility.com or give us a call,” says John Heithaus, Chief Customer Officer. “We’re always happy to share our latest findings.”

About Orion Mobility

Orion Mobility supports every move – nationally, globally and governmentally. Serving the relocation industry since 1987, Orion Mobility offers the best solution for your success. [reloviewsComplete™](#), is our suite of relocation software solutions facilitating relocation event process flow management, expense tracking and reporting, tax calculation and gross-up functions. Our best-in-class, secure solutions are designed for inhouse use or on an outsourced basis, and are complemented by a full range of software consulting services. For more information on Orion Mobility’s solutions and services, visit orionmobility.com or contact: Orion Mobility, Corporate Headquarters, 88 Danbury Rd. Wilton, CT USA 06897; Email: hello@orionmobility.com; Tel: +1 800 GROSSUP (476-7787) or +1 203-762-0365; Fax: +1 203-834-9625.