

Flexible Relocation Policy Types at a Glance

Policy Type [†]	Definition	Average Cost to Company to Administer	Pros	Cons
Cash Lump Sum	Cash in a predetermined amount is paid directly to the employee to manage their own move	\$-\$\$	Simple to administer Low cost High employee value proposition for those who prefer to handle most of the move themselves or who can retain any unused funds	 Duty of care issues Potential for hidden costs in both time and money if things don't go well Risk that employee doesn't receive all the support they require due to budgetary constraints Risk of perceived inequity
Managed Cap	Employee has a cash or points budget to spend on relocation services through trusted providers	\$\$ - \$\$\$	 Simple to administer Relatively low cost Addresses duty of care issues Employee choice provides relatively high value proposition Can leverage cuttingedge technology and the power of the crowd 	 Potential for 'buyer's remorse' if employee-selected services don't meet expectations Risk that employee doesn't receive all the support they require due to budgetary constraints Risk of perceived inequity
Core/Flex	Closer to a traditional assignment / relocation policy with options to provide greater or lesser support.	\$\$ - \$\$\$\$	 Provides the business with greater control over spend and customization for the individual Provides opportunity for greater employee value proposition 	 Greater administrative complexity Risk that employee doesn't receive all the support they require due to budgetary constraints Risk of perceived inequity
Hybrid TASSUMPTION that compli	Brings together multiple flexible elements to form a bespoke solution	\$\$\$ - \$\$\$\$\$	Tailored to meet the culture and strategy of the business	 Potential for greater administrative complexity Pioneers have no benchmark