




NuCompass
MOBILITY

Three Ways to Improve the Lump Sum Relocation Experience

AS HR MANAGER, YOUR JOB ISN'T OVER WHEN THE OFFER LETTER IS SIGNED.



You now have to ask the new hire or transferring employee to move to a new community before starting work. Imagine what a huge challenge it is to change where they live, while also changing jobs.

So, you give the employee a lump sum payment to help the employee move.

Lump sum programs are popular because they are easy for corporations to administer, and they provide the flexibility that many employees are looking for.

But, lump sum payments can have some practical challenges, too.

Popularity of Lump Sum Payments



43% of companies offer a lump sum program for domestic moves

53% of employees report challenges or dissatisfaction with lump sum payments

Unfortunately, there are problems that can happen between the day that employee signs an offer and the day they actually start work:

- ⚡ The lump sum payment process is slow or cumbersome and causes financial stress and frustration for your employee
- ⚡ Your employee fails to coordinate all the components of their move and can't start the new job on time
- ⚡ Your employee hires random moving companies that end up damaging their belongings
- ⚡ The relocation experience leads to a dissatisfied employee – before they even arrive at their new job

And, that's just the short list.



TO AVOID THESE
PROBLEMS, COMPANIES
HAVE TO DO MORE THAN
SIMPLY OFFER A LUMP SUM.

BUT WHAT EXACTLY SHOULD YOU DO?

Here are three ways companies can create a positive experience for every employee that is relocating for a new position.



NO. 1: STOP ONLY CUTTING CHECKS FOR EMPLOYEES TO MOVE



You think you're being helpful by giving the employee a cash payment to move on their own terms. It's definitely an appealing solution from your end. It's easy to administer, and it takes the pressure off of you to make arrangements for the move.

BUT, WITH A LUMP SUM MOVE, THE ENTIRE BURDEN FALLS TO THE EMPLOYEE.

Most people only move a handful of times in their lives. It's one of the top-rated most stressful events in life (next to the death of a family member, marriage, or the birth of a child).

EVEN IF THEY'VE MOVED A FEW TIMES, IT'S NOT EASY TO MANAGE A MOVE TO A NEW COMMUNITY, ON THEIR OWN, WHILE ALSO CHANGING JOBS.

Financial support is critical, but it's only part of the equation. Providing guidance and support are also key.





NO. 2: CONNECT YOUR NEW EMPLOYEES WITH HELPFUL RESOURCES



Moving to a new town is challenging. Your employees need to get up to speed on the new area, learn about neighborhoods and schools, and figure out the local housing or rental market. They also need to move their belongings and get settled into their new destination.

ALL OF THESE THINGS NEED TO HAPPEN BEFORE THE EMPLOYEE HAS TO START THE NEW JOB.

New hires are often winding down their current jobs while also trying to arrange the details of the move to the new job location.

They need easy access to a wide range of information and resources so they can coordinate their move as efficiently as possible.

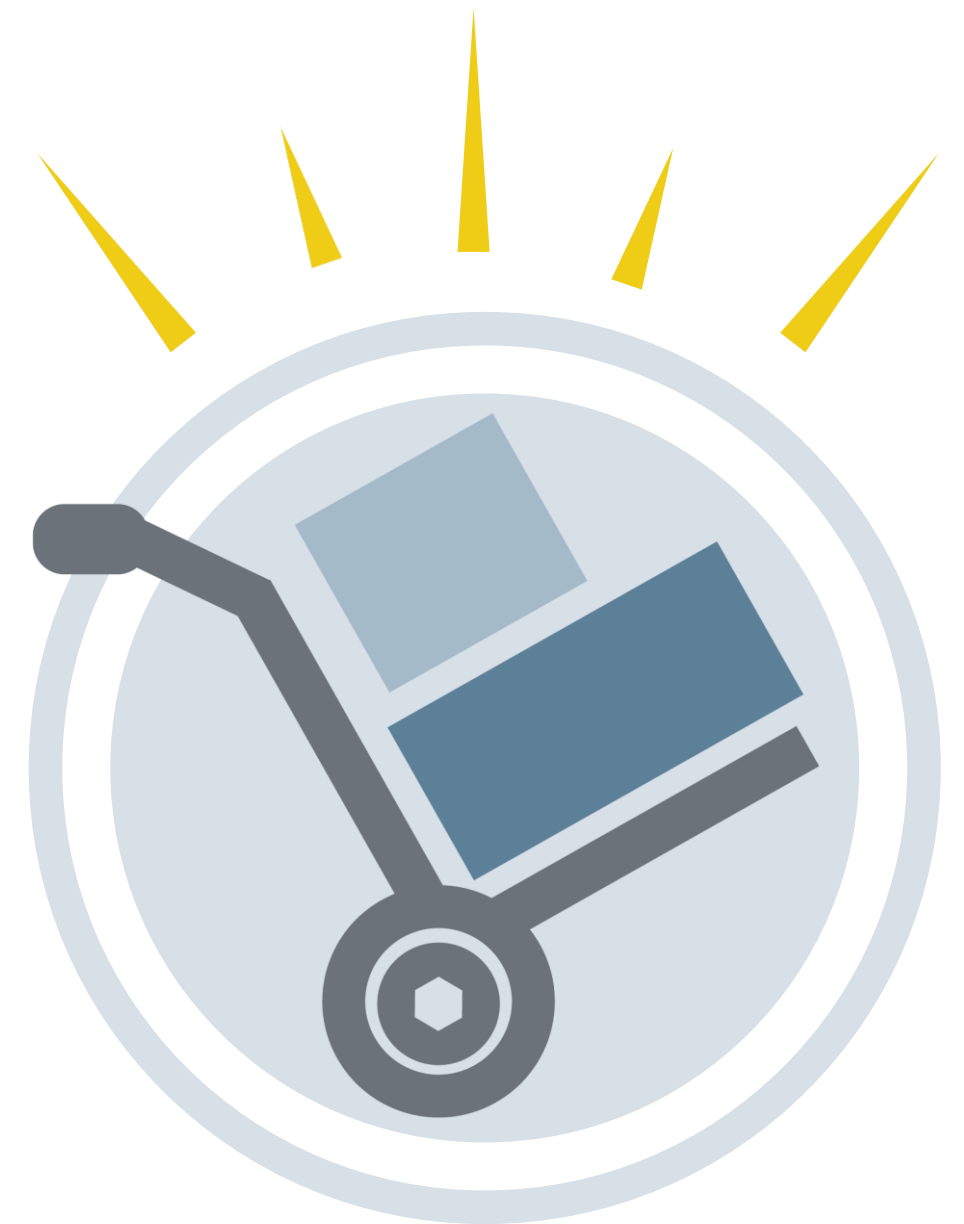




NO. 3: GIVE RELOCATING EMPLOYEES ACCESS TO TRUSTED PROVIDERS

Anyone with a truck and a dolly can claim they are a relocation service. Low-cost services can certainly be attractive, especially if the employee wants to pocket the savings.

BUT WHAT IS THE TRUE COST OF USING CUT-RATE SUPPLIERS?



Damaged goods, missing items, and not getting moved in time are just some of the risks.

IF YOUR EMPLOYEE USES QUALIFIED VETTED SUPPLIERS, THE RISKS ARE MINIMIZED.

And if there is a problem, there are built-in protections and remedies. With unknown online operators, it's up to the employee to work it out if something goes wrong.



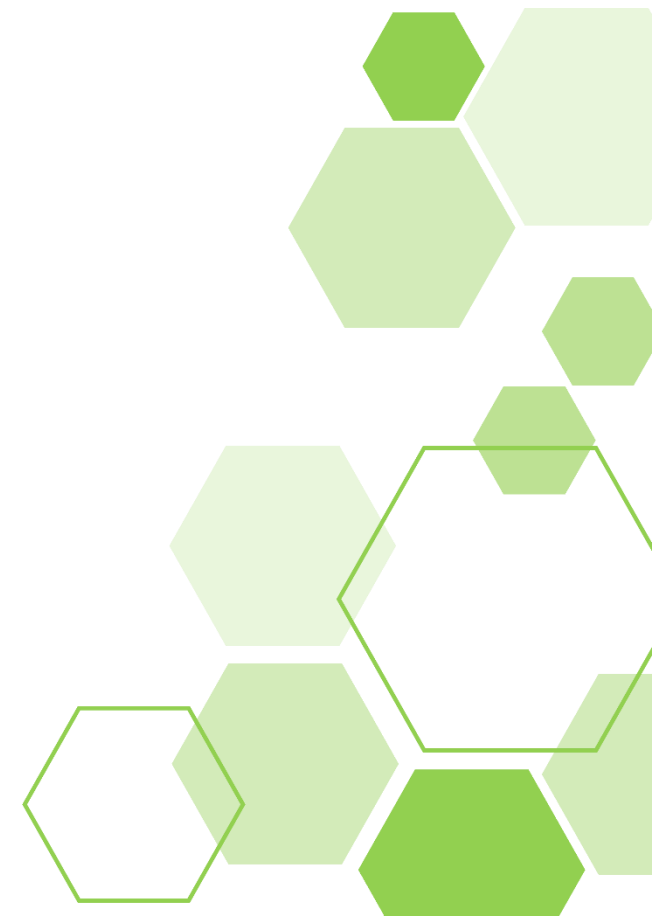


RELOCATION REQUIRES A SIGNIFICANT INVESTMENT BY THE EMPLOYEE.






When a relocation goes wrong, it can lead to a poor first impression of the company, before the employee even starts their new job.



Not only that, a *relocation without any guidance* can cause stress and significantly delay the time until your employee becomes focused and fully productive at work.



Fortunately, NuCompass' CoPilot Express™ provides a new approach for lump sums that can upgrade the experience.

-  Provides fast payments to your employees – and payroll reporting to your company
-  Provides a personalized journey that guides employees through their relocation
-  Gives employees access to vetted service providers, plus cash rebates for common services they may need
-  Provides destination and educational information to help employees manage their own move quickly and easily
-  Offers support, when needed, from experienced relocation consultants

Most importantly, the CoPilot Express digital platform helps your new employees arrive at their new job location feeling good about your company and ready to get to work right away.

Companies of any size can benefit from the innovative technology of CoPilot Express™ to enhance the lump sum experience.

PROVIDE YOUR EMPLOYEES WITH A MORE REWARDING RELOCATION JOURNEY.





CoPilot

EXPRESS™

To learn more about CoPilot Express,
contact NuCompass at 209.610.3603 or [nucompass.com](https://www.nucompass.com)