

US Domestic Lump Sum Plus Program Market Practices

Year over year, companies seek to offer support for their mobile population that provides an exceptional employee experience, achieves business objectives, and reflects corporate culture and values. To accomplish this, Graebel partners with these organizations to provide strategic guidance in developing and transforming their relocation programs using our “people-first” approach to talent mobility. The following is a summary of typical practices of this market for US domestic lump sum plus programs.

Program definition and eligibility

This program applies to both newly hired and current employees.

Many companies reserve this program for entry-level or junior-level employees.

Accompaniment includes the employee’s spouse/domestic partner and eligible household members, as defined by each organization.



Lump sum allowance



One-time payment intended to cover most relocation-related expenses. This amount may be either a predetermined amount or customized based on a variety of factors such as employment status (new hire / current employee), housing status (renter / homeowner), employee level / grade, move distance, and/or household size.

The lump sum is intended to cover expenses associated with transferring to the new location, including, but not limited to:

- Disposition of the current residence
- Home finding trip
- Temporary living
- Pet transportation
- Travel to the new location
- Securing a new residence

Shipment of household goods



Packing, loading, transporting, unloading, delivery, and valuation (insurance) of normal household goods via a professional carrier.

In lieu of professional carrier services, a self-move offers employees an alternative option through containerized shipments (e.g., pod service) or rental truck.

Tax considerations

Tax assistance or gross-up is typically calculated using a supplemental rate and provided for taxable benefits, with the miscellaneous expense allowance, home sale incentive, and loss-on-sale as the most common exclusions.



Repayment terms

Most organizations include a two-year agreement requiring repayment if employment is terminated:

- Within Year 1: 100%
- Within Year 2: 50%

