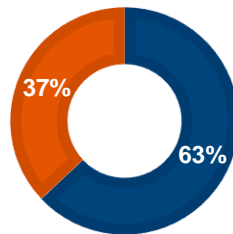


US Domestic College Grad / Early Career / Entry Level

The majority of companies (63%) that have designated US domestic policies for college graduates, early career, or entry level employees offer only a lump sum allowance to support their relocation needs.

Lump Sum Allowance vs Managed Benefits

■ Lump sum only ■ Managed benefits



Of those that offer a lump sum allowance, the amount is determined as follows:

- 30%: Move distance and/or family size
- 30%: Percentage of the employee’s base salary
- 40%: Flat-dollar amount, ranging from USD 3,000 to USD 5,000

When managed services are provided, the most common benefits offered include shipment of household goods (50%), final move (50%), and a miscellaneous expense allowance (58% – amounts range from USD 2,000 – USD 5,000).

Managed Benefits

