

# International Long Term Assignments – Temporary Living

This benchmark analyzes temporary living provisions across International Long-Term Assignment (LTA) mobility programs, providing insight into how organizations structure duration, cost coverage, eligibility, and flexibility within their assignment offerings. As companies continue balancing assignee experience with cost discipline, temporary living remains a critical support mechanism, particularly during the transition between departure from the home location and settlement into assignment housing in the host location.



## Key Metrics

69%

Accommodations

44%

Meals

60%

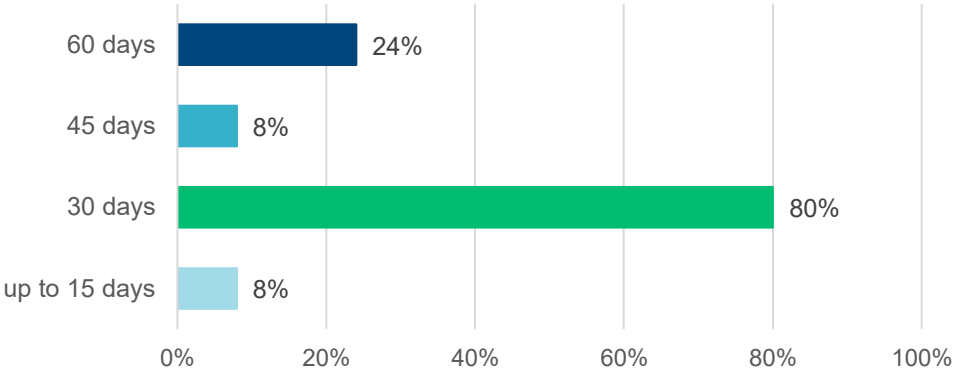
Interim Transportation

Temporary living is a standard benefit across most LTA programs. Among those organizations offering the benefit, 44% structure temporary living within a core-flex framework. Within these programs, 73% provide the benefit as a core offering, while 27% offer it as a flex option.



## Key Practices

Across the benchmark, the most common temporary living duration is 30 days. Several organizations provide extended durations of 45 to 60 days, while a smaller population offers shorter durations such as 15 days in limited tiers. Many policies structure temporary living as a combined duration across the home and host locations, often ending once assignment housing is secured or household goods arrive.



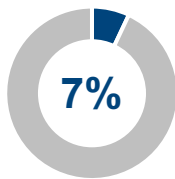
Temporary living duration\*

\*Totals may not equal 100 as duration varies by tier

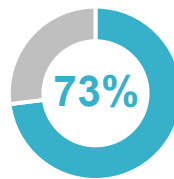
Temporary living is most commonly provided through corporate housing or serviced apartments, coordinated through relocation providers to support standardized quality and cost management. Hotels are generally used only for short initial stays, either prior to departure or upon arrival, depending on housing availability and relocation timelines. Housing costs are typically fully covered by the employer, while meal reimbursement or per diem is usually limited to situations where accommodations lack cooking facilities, with amounts often aligned to corporate travel policy.

Transportation during temporary living is frequently provided, with rental car coverage or public transportation reimbursement typically lasting up to 30 days or until permanent transportation arrangements are established, whichever occurs first.

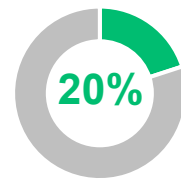
#### Car Loss Allowance



#### Reimbursement (rental or public transit)



#### Rental Car



Totals may not equal 100 as offerings vary by tier

Some organizations also provide incidental support, such as small one-time payments or reimbursement for reasonable expenses incurred during the temporary living period. A limited number of programs (8%) allow alternatives, such as rental furniture in assignment housing, instead of temporary accommodation. Extensions may be approved when operational circumstances delay settlement, including household goods shipment delays, housing market constraints, or housing availability issues.



### Key Risks & Trade-Offs

Temporary living programs require a careful balance between flexibility and control. Undefined or open-ended duration parameters can drive higher costs, increased extension requests, and inconsistent application, while overly rigid limits may lead to dissatisfaction and frequent exceptions, particularly in constrained housing markets.

Meals and transportation support present similar trade-offs; broad or prolonged coverage can blur benefit boundaries and increase costs, while restrictive approaches may detract from the initial settlement experience. Without consistent governance, exception handling can become discretionary, reducing transparency and undermining policy integrity.



### Key Actions

- **Duration utilization analysis:** Review how frequently temporary living days are fully used versus extended to determine whether current duration standards align with housing search timelines.
- **Supplier optimization:** Evaluate corporate housing providers and serviced apartment suppliers across major assignment destinations to ensure consistent pricing and availability.
- **Voice of customer analysis:** Collect relocating employee feedback on temporary housing suitability, amenities, location, and transition timing. Use insights to refine duration tiers and housing standards rather than increasing blanket coverage.
- **Exception analysis:** Review extension requests and approval reasons such as home sale delays, household goods timing, or family needs to inform baseline duration, eligibility rules, or approval criteria to reduce recurring exceptions and administrative burden.