

U.S. Domestic Market Practices – Temporary Living

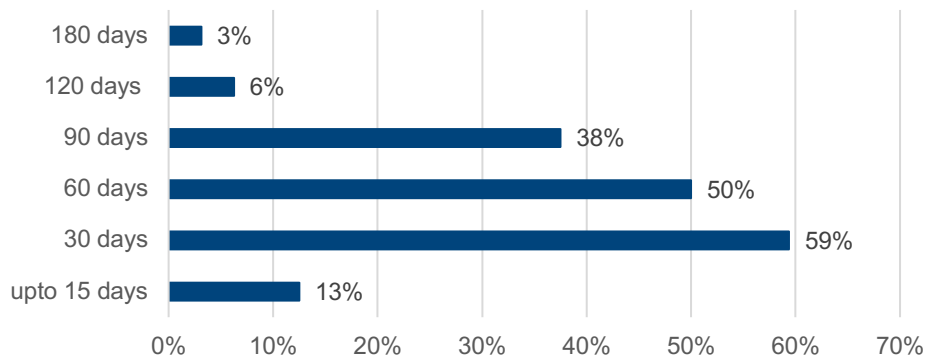
This benchmark analyzes temporary living provisions across U.S. domestic mobility programs, providing insight into how leading organizations structure duration, cost coverage, eligibility, and flexibility within their relocation offerings. As companies continue balancing employee experience with cost discipline, temporary living remains a critical support mechanism, particularly when household goods are in transit or when additional time is needed to secure permanent housing.



Key Findings

Overall, temporary living is a widely offered and largely standardized benefit, provided in at least one tier by most organizations. Traditional program structures continue to dominate, although adoption of core flex designs is increasing as companies seek to introduce controlled flexibility while maintaining cost predictability. Traditional program models account for 84% of benchmarked programs, reinforcing their role as the primary delivery approach. Core-flex models are offered by 22% of organizations in at least one tier among their programs, indicating growing adoption of flexible benefit frameworks. Within core-flex programs, 57% emphasize a structured core foundation, while 43% place greater emphasis on flex components. A smaller share of organizations (16%) offers temporary living as part of a partial lump sum allowance within certain tiers. Meanwhile, 6% do not offer temporary living in at least one of their tiers.

The most common temporary living duration ranges from 30 to 60 days, with senior-level employees often receiving 60 to 90 days. Homeowners generally receive longer coverage than renters, and some organizations extend benefits up to 120 days in exceptional circumstances. Housing costs are almost always covered. Meal reimbursement varies based on kitchen availability and per diem structure, and transportation support is frequently included. Eligibility typically extends to employees and accompanying family members, with some restrictions at lower job levels.



Temporary living duration*

*Total may not equal 100 as duration varies by tier

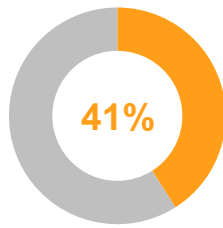


Key Practices

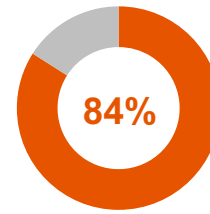
Organizations commonly differentiate temporary living duration based on homeowner versus renter status, with homeowners receiving longer coverage due to greater move complexity. Most organizations reimburse meals only when kitchen facilities are unavailable. A limited subset reduces the per diem, typically around 50%, when cooking facilities are present. Child-specific per diem rates are used to improve cost control.

Transportation support remains a highly standardized component of temporary living programs. Most organizations provide rental car coverage or ground transportation reimbursement, often continuing until the employee’s personal vehicle arrives.

Duration commonly ranges from 10 to 30 days, or aligns with shipment timelines, and most transportation reimbursements are tax assisted.



Meals*



Transportation*

* *Totals may not equal 100 as offerings vary by tier

Some core-flex programs allow employees to select additional temporary living days using flex options, providing limited personalization while maintaining budget discipline. Extension approvals are typically governed by business need or home sale delays, and some organizations require cost sharing for extended stays, particularly for housing expenses.



Key Takeaways

Temporary living continues to play a central role in supporting employee transitions. Programs generally balance defined standards with selective flexibility, aligning duration, eligibility, and reimbursements to relocation complexity while maintaining predictable cost management.

The most competitive programs tend to:

- Align duration with relocation complexity
- Maintain transparent and structured allowance frameworks
- Preserve consistency through core standards
- Enable targeted flexibility where it delivers meaningful value
- Integrate temporary living with related benefits such as household goods timelines, transportation, and rental deposit support

Actionable items:

- **Benefits usage study:** Assess how often temporary living days are fully utilized versus unused. Identify patterns by homeowner versus renter, job level, and move distance to recalibrate standard durations and reduce unnecessary coverage.
- **Supplier optimization:** Evaluate temporary housing and corporate housing providers for rate consistency, occupancy patterns, and length of stay. Consolidate vendors where possible and align property types to relocation profiles to improve cost predictability.
- **Voice of customer analysis:** Collect relocating employee feedback on temporary housing suitability, kitchen availability, 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. Adjust baseline duration, eligibility rules, or approval criteria to reduce recurring exceptions and administrative burden.