



Your Guide to an Elevated Lump Sum Program



Every year, businesses find themselves needing to move their employees for various reasons, whether it's to save on costs or to tap into talent from different areas.

IN THESE SITUATIONS, FINDING EFFECTIVE RELOCATION SOLUTIONS BECOMES CRUCIAL.

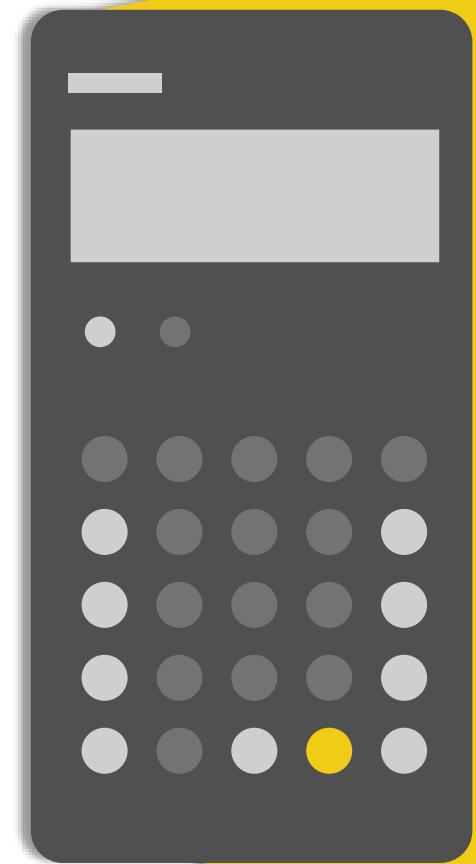
A Lump Sum Program stand out as an attractive option because it offers affordability and flexibility for both employers and employees.

Discover the benefits and challenges of lump sum programs, as well as innovative solutions aimed at enhancing the process.

LET'S START AT THE BEGINNING

Employee relocation programs vary based on a company's needs and range from full-service to lump sum, with many options in between. Here are the four most common types:

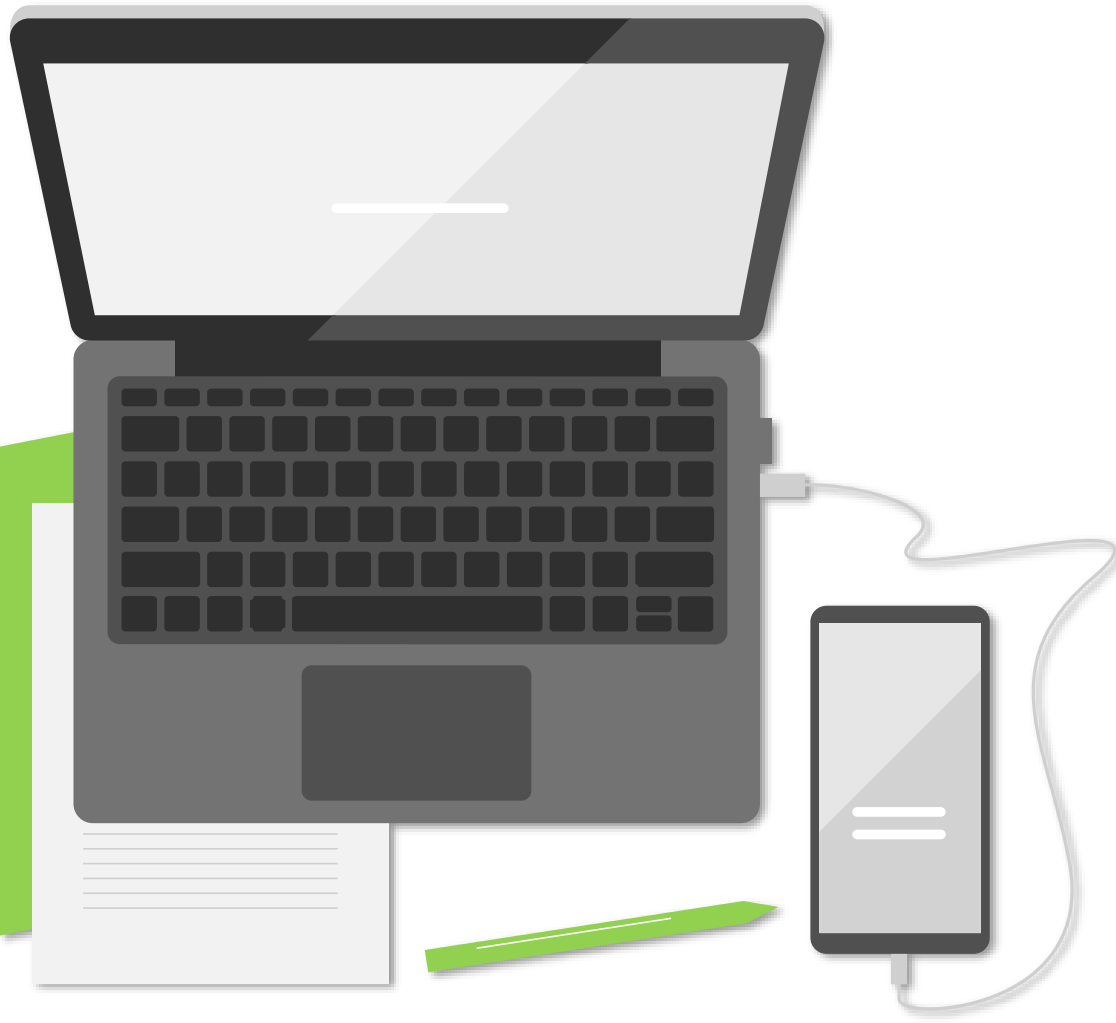
- 📦 **Full-Service.** Comprehensive support for the employee, designed to minimize stress and logistical challenges, offering a wide range of services.
- 📦 **Core Flex.** Core services are provided to all employees, with additional services offered based on the employee's individual needs, providing a blend of consistency and flexibility.
- 📦 **Managed-Cap.** A range of defined benefits are offered, and employees utilize services based on their needs, while staying within a predetermined budget to control costs.
- 📦 **Lump Sum.** Provides a fixed dollar amount as a cash payment. The employee manages their own relocation and coordinates services as needed.



BENEFITS OF LUMP SUM PROGRAMS

Lump sum programs are gaining popularity in the relocation industry for several reasons:

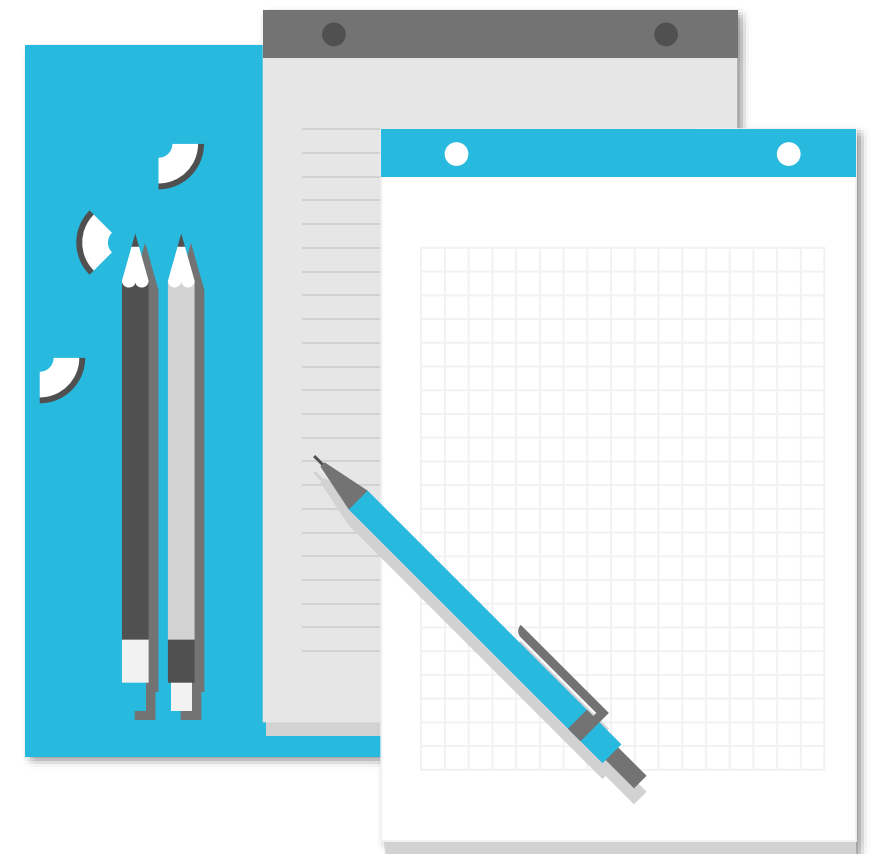
- 🔗 **Simplified Administration.** These programs are easy to manage for corporate HR teams, reducing logistical burdens and allowing for better allocation of resources
- 🔗 **Budget-Friendly.** Lump sum programs provide defined budgets for each relocation without additional direct costs or exceptions, allowing companies to better control expenses.
- 🔗 **Flexibility.** Employees appreciate the flexibility of using the funds in ways that best suit their individual needs, whether it's for housing, transportation, or other expenses related to the move.



LUMP SUM CHALLENGES

Although lump sum programs offer flexibility and simplicity, they do come with a few challenges to consider:

- ⚙️ **Timing of Funds.** Some employees might experience delays in receiving funds, which could affect the success of their relocation.
- ⚙️ **Budget Management.** The funds provided are unlikely to cover all relocation expenses, so careful budgeting and planning are necessary.
- ⚙️ **Move Complexity.** Coordinating every aspect of a move, particularly for long-distance or global relocations, can be quite challenging.
- ⚙️ **Stress of Relocation.** Managing expenses and dealing with various suppliers can feel overwhelming, especially for those who are new to the process.





LUMP SUM PROGRAM OPTIONS

Some companies administer their own lump sum programs; however, they may face challenges with payroll, compliance, and reporting.

Relocation Management Companies (RMCs) manage traditional lump sum programs, primarily process payments and offer reporting, and the relocating employee typically manages their relocation journey independently without much guidance.

Technology companies have entered the marketplace offering lump sum payments and destination services, but they often lack the relocation expertise and established supplier networks that RMCs can provide.

“Isn’t there something better?”

EVALUATING SOLUTIONS

Not all RMCs or technology platforms provide customized solutions. Areas to consider include:

- 🔗 **Expert Guidance.** Does the program ensure a smooth and successful employee relocation experience?
- 🔗 **Useful Checklists and Resources.** Is education and destination information provided to equip the employee with the tools to navigate the process confidently?
- 🔗 **Cost Efficiency.** Are discounted rates or rebates offered to help stretch the employee's relocation budget?
- 🔗 **Reliable Suppliers.** Is the employee able to connect with the same trusted suppliers used by the RMC for their full-service moves?

Leaving employees to navigate their relocation journey alone can ultimately reflect negatively on the company.



COPILOT EXPRESS™ PLATFORM

As a full-service RMC, NuCompass used its nearly six decades of global mobility expertise to create CoPilot Express, an elevated lump sum platform.

CoPilot Express™ overcomes the limitations of traditional lump sums or technology-only solutions by combining:

- 🔗 Instant payments
- 🔗 Personalized guidance
- 🔗 Education and resources
- 🔗 Cash rebates
- 🔗 Direct access to NuCompass' trusted suppliers




A MORE REWARDING LUMP SUM EXPERIENCE

As companies navigate the complexities of employee relocation, lump sum programs stand out as an appealing solution, offering affordability and flexibility for both employers and relocating employees.

By understanding the advantages and challenges of lump sum payments and embracing an elevated lump sum program, companies can facilitate a more rewarding relocation experience and foster positive relationships with their employees.

With revolutionary advancements like the CoPilot Express platform, employers can ensure their duty of care and provide support to relocating employees, while benefiting from the cost-saving advantages of a lump sum program.





Interested in exploring how CoPilot Express™ can elevate the lump sum experience for your employees?

Click [here](#) to take a deeper dive or schedule a demo.

