

MIDWEST MANUFACTURER FINDS THE BALANCE BETWEEN FAIRNESS AND FLEXIBILITY

OUR PROMISE

With tight budgets and limited resources, companies are increasingly required to do more with less in their relocation programs. Runzheimer Relocation Information Services help companies make the best use of relocation budgets and maximize their existing policy to ensure both employer and employee satisfaction. Each company is unique. Some handle thousands of global moves while others need to move just a few resources across the country.

Regardless of the company or policy, there is one commonality—organizations want to be sure their relocation reimbursement is fair and accurate.



? THE CHALLENGE

For a Midwest-based equipment manufacturer, the right information was key. With responsibility for over 1,000 moves annually, their relocation specialist needed data she could depend on. They reimbursed their employees with a lump sum to cover home finding trips and temporary living expenses. The distance moved and the family size varies from move-to-move. Before engaging Runzheimer, this company had a policy that provided a reimbursement for family size and distance, but it was not geographically sensitive. This resulted in some employees being undercompensated and others being overcompensated depending on their pre- and post-move locations. Runzheimer reviewed their existing policy and recommended that they provide a lump sum based on family size, distance and pre- and post-move destinations.

✓ THE SOLUTION

By using Runzheimer's dynamic, geographically sensitive lump sum report as a basis for reimbursement, they've greatly improved employee satisfaction and their policy offers a lot more flexibility.

Runzheimer's reports provide complete alignment with policy parameters, along with the ability to manage and control budgetary spending.



KEY RESULTS

- + Increased employee satisfaction
- + More flexible policies