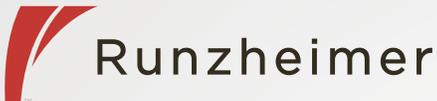


RELOCATION INFORMATION SERVICES - TWO LOCATION COMPARISON



TWO LOCATION COMPARISON

LUMP SUM
ALLOWANCE
DOMESTIC &
INTERNATIONAL

LIVING COST
STANDARDS REPORT

ISOLATED POST

TEMPORARY
ASSIGNMENT

Whether you are a full-time relocation professional or you handle employee moves as part of your job, it can be a complicated process. Based on everything you have on your plate, you may think calculating the cost of living is easy – do some quick internet research and you are done. That could be a costly mistake. Are you supporting a standard of living based on appropriate data or lifestyle choices? The Runzheimer Two Location Comparison provides a comprehensive view across geographic locations, so that you can compare relevant costs before a move occurs and accurately determine an appropriate cost-of-living allowance where applicable, for your transferee's relocation. We refer to this as an “apples-to-apples” comparison.

ATTRACT & RETAIN KEY TALENT - ENSURE FAIRNESS - EXTENSIVE RESEARCH

The Runzheimer Two Location Comparison helps you create a comprehensive offer package that takes cost-of-living differences into consideration, and calculates an allowance that can phase out over time. The standards-based methodology ensures a fair and consistent approach to compensating your relocating employee. This is based upon your policy and a typical standard of living, not your employee's lifestyle choices. We conduct extensive research to ensure the living communities are comparable in the pre-move and post-move locations; comparisons include homeowner or rental costs, transportation, income taxes and good and services.

WE WORK
WHERE YOU WORK.™

HOW IT WORKS



1

Using our web-based service, transferee-specific parameters are entered for salary, family size, homeowner/renter status, pre and post-move locations and company policy.



2

We calculate the comparison using our proprietary data and methodology.



3

The RTLC is delivered in real-time, providing a detailed breakdown of various housing, transportation, income tax and goods and services costs for each location and the differential between them.



4

Your company can use this information to create a competitive relocation package. Even when no cost-of-living allowance is necessary, the results can be used to demonstrate the affordability of the post move location to the transferee and highlight any applicable windfalls that they will experience if they are moving to a lower cost location.

INSIDE THE TWO LOCATION COMPARISON

HOUSING

Provides typical mortgage, insurance, real estate taxes, utilities and maintenance costs for homeowners in specific locations. Rental costs are calculated including rental insurance and utilities.

TRANSPORTATION

Calculates all fixed and variable costs associated with owning and operating vehicles in the selected locations. Includes fuel, tires, maintenance, insurance, registration, financing and depreciation.

INCOME TAXES

Includes all typical income taxes, including federal, state/provincial, local and social insurance.

GOODS and SERVICES

Analyzes a market basket of goods and services typically purchased over the course of a year. Expenditure patterns are specific to the employee's salary and family size. The market basket includes: food at home, food away from home, alcohol, tobacco, household furnishings and operations, clothing, personal care, domestic services, medical care and recreation.

All of the above data components are continuously collected, analyzed and updated to keep results fresh and relevant.

Founded in 1933, Runzheimer connects people, companies and their vehicles in ways that drive superior productivity and impactful business intelligence. We provide expertise, technology and world class customer service that empowers companies to move their businesses forward with confidence. As a result, our customers are able to better manage cost, reduce business risk and increase employee satisfaction in the mobile workplace. Runzheimer is the leader in workforce mobility programs, designing and delivering business vehicle programs, relocation information services and business expense solutions. We are highly renowned and recognized for our market leading service delivery focus, an integral part of our corporate culture.



Runzheimer

info@runzheimer.com
800.558.1702
runzheimer.com

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