

# MIDWEST MANUFACTURER FINDS THE BALANCE BETWEEN FAIRNESS AND FLEXIBILITY

## OUR PROMISE

Runzheimer is the premier relocation and living costs intelligence solution, powered by Motus. Understanding that today's workforce is driven by data, Runzheimer provides employers and their mobile workers with the actionable insights and tools needed for a successful move. Our world-class solutions support companies with everything from equitable compensation calculations between multiple locations to understanding relocation-related expenses and needs.

**With comprehensive data, Runzheimer empowers employers to win the war for talent while getting the most from their budget.**

## 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 they could depend on. The company 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

