



6 Ways for Companies to Create More Value with Employee Relocation Budgets

When the Tax Cuts and Jobs Act entered the statute book in December 2017, the personal deduction for moving expenses and the exclusion from employees' taxable income of qualified moving expense reimbursements were repealed. Now all relocation costs reimbursed by the employer are considered part of the employee's income and are taxable.

But companies considering relocations shouldn't despair. Why?

Because there are actions they can take that will deliver direct savings, and pay off in the long term.

1 FIND WAYS TO GET MORE FOR LESS

Research your mover to ensure you don't get a cheap deal from a low-quality business or a scammer that will cause stress and leave behind a big mess.

You don't need to give up a quality, full-service experience with a lower relocation budget. With PODS® Partner Program, you can achieve combined value.



6 Ways for Companies to Create More Value with Employee Relocation Budgets - Continued

Now that all moving-related reimbursements to employees are taxable, employers who cover all of their transferees' expenses will have to pay more. It's time to be extra smart about keeping relocation costs down.

2 CHOOSE THE RELOCATION PARTNER THAT'S RIGHT FOR YOU

Match your priorities against the key attributes of the specialists you're considering. Choosing the PODS[®], Relocation Partner Program means that you'll have dedicated solution specialists who can help determine which services you need, how best to control costs, and how to minimize stress and complications.

3 CAPTURE ECONOMIES OF SCALE

If you're relocating multiple employees, schedule moves to happen at the same time or as close together as possible. Can containers be shared? Can temporary living costs be reduced through shared accommodations? There are lots of potential savings. At PODS, different sized containers are offered, and the extensive network allows for local and national moves of all sizes.

4 INCENTIVIZE YOUR TRANSFEREES

As all moving-expense reimbursements are now taxable, there are no tax implications for how a transferee spends money from the relocation budget. So giving employees the flexibility to move money from one spending pot to another (e.g. from househunting into physical relocation, or vice versa) makes sense. Offer greater flexibility, for example, if the transferee keeps costs below a certain threshold, or reward cost savings with a sliding scale of financial incentives.

5 THINK HARD AND MAKE GREAT DECISIONS

Research your options and consider the PODS Relocation Partner Program to truly benefit the business. A decision that's good for the business will pay dividends in the long run. A knee-jerk decision might save money in the short term but cost you further down the line.

6 LUMP-SUM IS NOT YOUR ONLY OPTION

Treat the fact that relocation costs will now be subject to greater scrutiny as an opportunity to make fully informed relocation decisions. Make sure all interested parties (employee, HR, hiring manager) agree on costs, terms, and on the economic sensibility of the relocation, before anything is signed off.



As relocation specialists for two decades, **PODS for Business** took a look at changes our Corporate Relocation clients have made in the wake of the new tax law to get a sense of the impact it can have on relocation budgets.

Show your transferees how much you value them by ensuring they have a dedicated team to support their move. With **PODS' Relocation Partner Program**, they'll enjoy an experience that's flexible, seamless, and less stressful, and their hard work will repay the investment.

888-339-7637

Consider PODS' Relocation Program as an option and **contact us** today to speak with a **Corporate Relocation Program Specialist**.



Let PODS be an Extension of Your Business