

PROGRAM OVERVIEW

Should Your Lump-Sum Benefit Be More Than Just A Check?

Yes.

LumpSumPlus provides additional benefits without increasing cost.

- Relocation Counselor plans the move with employee.
- Employee receives Household Goods Moving, Home Buying and Selling Assistance.
- Employee has immediate access to before-tax dollars for moving services.
- Employer substitutes MMC's fee for payroll taxes avoided.

A Summary:

Reimbursements for Household Goods Movement and Employee's Final Trip to destination are not taxable income. When an employer provides a lump sum payment to the employee for these expenses via payroll, it creates extra/unnecessary taxes to be paid by both the employer and the transferee. LumpSumPlus enables the transferee and the employer to avoid paying taxes on these tax-free relocation expenses. Additionally, the employee receives corporate-style relocation services.

The Process:

- Employer forwards a Move Initiation Form to MMC.
- MMC Relocation Counselor immediately contacts the transferee and begins planning and implementing the move.
- MMC provides direct payment for household goods moving expenses and reimburses the transferee for final trip expenses.
- MMC reporting provides:
 - Remaining lump sum amount, which employer will pay employee directly.
 - Accounting information: W-2 and expenses summarized by category.



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