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U.S. Domestic Permanent Transfers: Volume & Cost

2022 Report



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This survey of U.S. domestic permanent transfers was conducted in the summer of 2022.

Our major findings include:

- Increase in projected volumes for 2023
- Average total transfer costs have reached an all-time high
- Home sale assistance remains the most expense component of a transfer.

Volumes & Relocation Costs

Respondents reported that on average their U.S. domestic permanent transfer volumes would increase 5% in 2023 from 2022 levels.

5%*

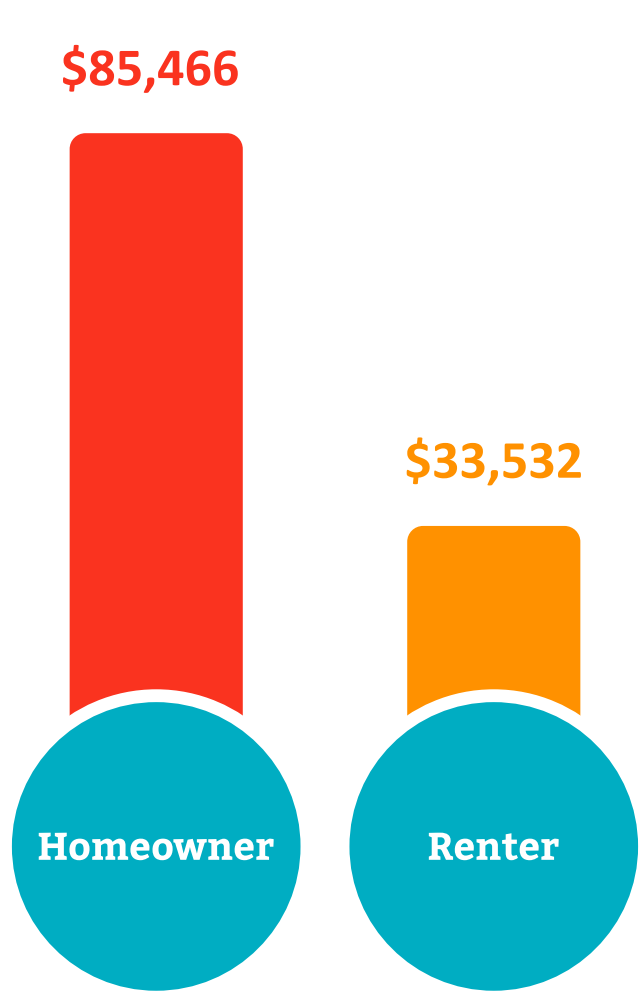
*Average percentage

increase in

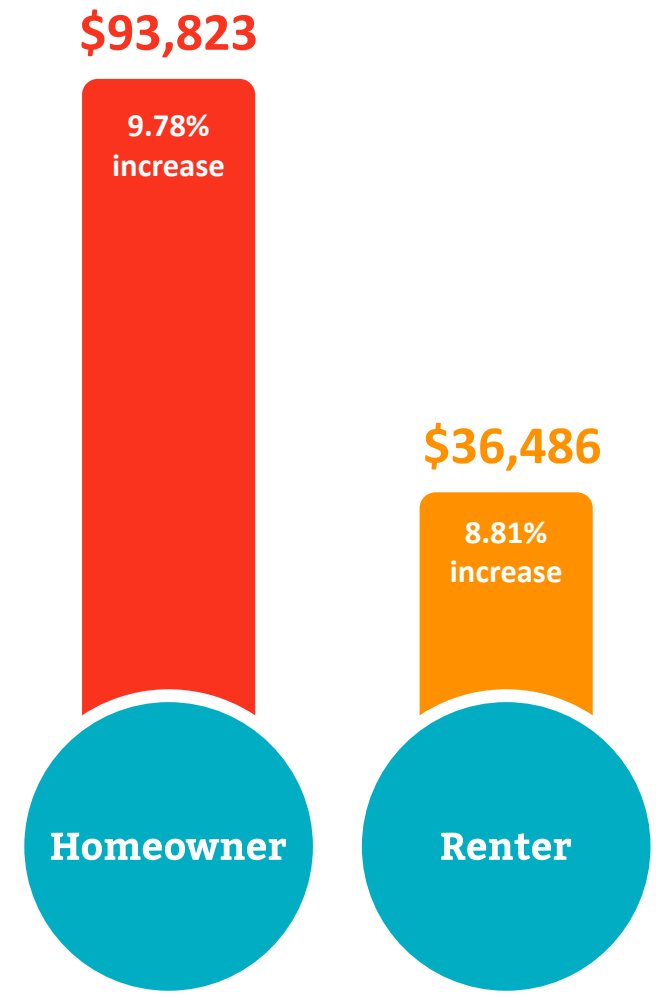
U.S. Domestic
Permanent Transfers

in 2023





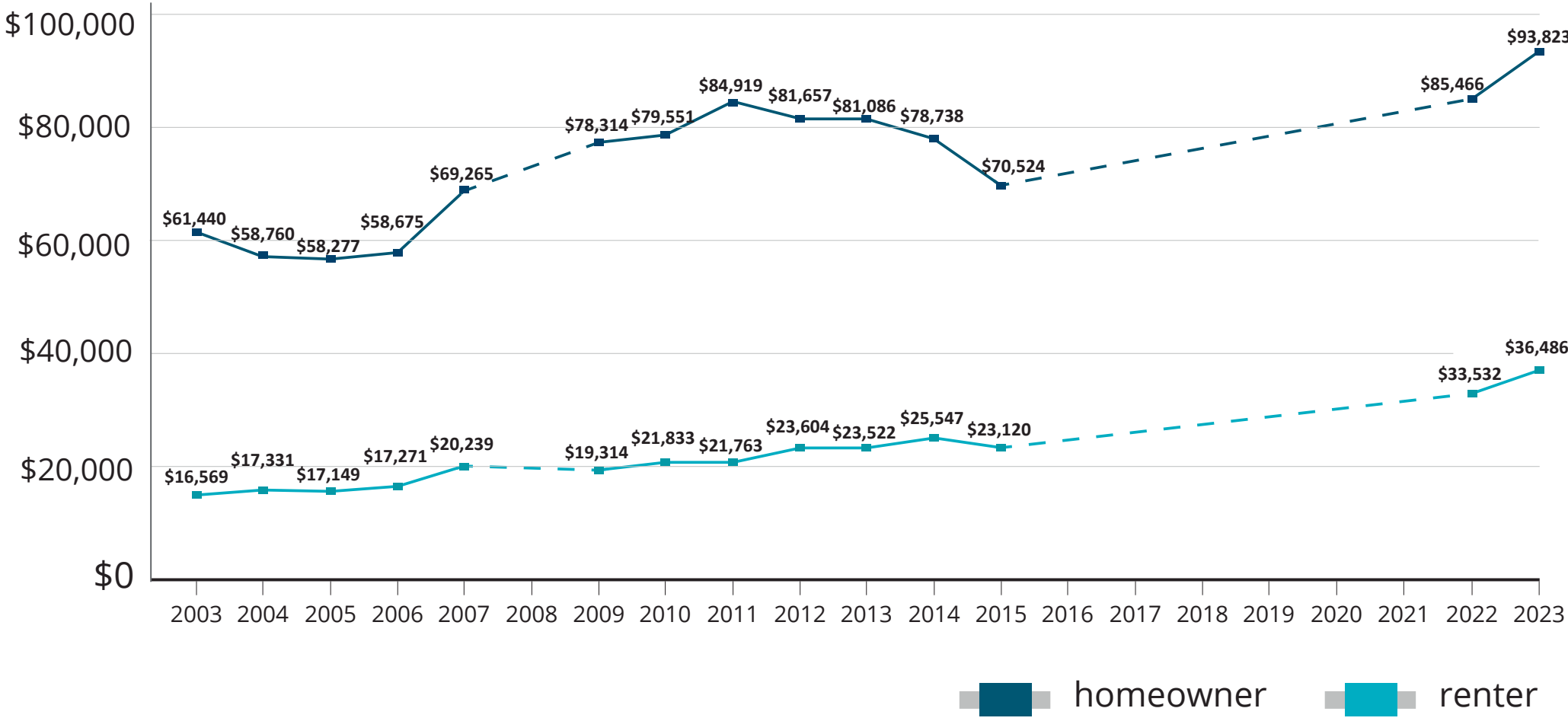
Average total cost per U.S. Domestic Permanent Transfer in 2022



Forecasted percentage increase and total cost per U.S. Domestic Permanent Transfer in 2023

In 2022, the average costs for U.S. domestic permanent transfers hit an all-time high of \$85,466 for homeowners and \$33,532 for renters. This trend looks set to continue into 2023, with a ~9% forecasted increase in costs to \$93,823 for homeowners and \$36,486 for renters.





The average **cost of a homeowner transfer in 2022** was **\$85,466**, for renters it was **\$33,532**.
 In **2015** the average homeowner cost was **\$70,524** and the average renter cost was **\$23,120**.



Average U.S. Domestic Permanent Transfer Component Costs & Rank in 2022

1	Home sale assistance _____	\$36,910	8	Miscellaneous expense allowance ____	\$7,856
2	Loss on sale assistance _____	\$31,125	9	Home purchase closing costs _____	\$7,520
3	Household goods shipment ____	\$16,465	10	Final move relocation expenses ____	\$3,289
4	Federal tax liability _____	\$14,289	11	Home finding trip(s) _____	\$3,210
5	Cost of living support _____	\$11,798	12	Duplicate housing assistance _____	\$3,069
6	Temporary living _____	\$11,339	13	Lease cancellation assistance _____	\$2,410
7	Home sale incentive bonus ____	\$8,188	14	Spousal support _____	\$2,163



Average U.S. Domestic Permanent Transfer Component Costs & Rank in 2022

In 2022, the most expensive reported provisions were:

- | | |
|------------------------------------|-----------------|
| 1. Home sale assistance | \$36,910 |
| 2. Loss on sale assistance | \$31,125 |
| 3. Household goods shipment | \$16,465 |
| 4. Federal tax liability | \$14,289 |
| 5. Cost of living support | \$11,798 |



Common relocation benefit definitions

Home sale assistance – Any amount provided in the course of selling a transferee’s home, such as agent fees and closing costs.

Loss on sale assistance – An amount provided to cover a shortfall when the transferee’s home is sold for less than they originally paid for it.

Household goods shipment – Assistance to cover the cost of shipping the transferee’s household goods to the new location.

Federal tax liability – Assistance to cover the transferee’s increased federal tax liability that is incurred as a result of relocation benefits.

Cost of living support – Assistance to cover the difference in cost between the two locations. This commonly includes a cost-of-living allowance or mortgage subsidy.

Temporary living – Assistance to cover housing and living expenses while the transferee is between homes. This commonly includes corporate housing or a hotel, as well as per diems or meal expenses.

Home sale incentive bonus – A bonus provided to the transferee if their home is sold within a reasonable timeframe.

Miscellaneous expense allowance – An allowance designed for the transferee to cover other expenses that are not specifically covered.

Home purchase closing costs – Assistance to cover home purchase closing costs in the new location.

Final move relocation expenses – Assistance to cover expenses related to the final move, such as airfare, ground transportation and meals.

Home finding trip(s) – Assistance to cover the cost of a trip or trips for the transferee to the new location to find a home.

Duplicate housing assistance – An amount to cover the cost of having a home in both locations.

Lease cancellation assistance – An amount to cover the cost of a transferee breaking their home lease.

Spousal support – Assistance to help the transferee’s spouse adjust to the move and new location. This could include services such as career finding or a cash allowance.



Average U.S. Domestic Permanent Transfer Component Costs from 2015 to 2022

	2015	2022		2015	2022
Home sale assistance	\$39,950	\$36,910	Miscellaneous expense allowance	\$5,871	\$7,856
Loss on sale assistance	\$21,788	\$31,125	Home purchase closing costs	\$7,554	\$7,520
Household goods shipment	\$11,583	\$16,465	Final move relocation expenses	\$1,758	\$3,289
Federal tax liability	\$12,618	\$14,289	Home finding trip(s)	\$3,125	\$3,210
Cost of living support	N/A	\$11,798	Duplicate housing assistance	\$4,167	\$3,069
Temporary living	\$6,789	\$11,339	Lease cancellation assistance	\$2,527	\$2,410
Home sale incentive bonus	\$7,906	\$8,188	Spousal support	\$1,622	\$2,163

Note: Organizations were asked to base their average cost figures on only the number of employees who actually received such assistance. Cost figures among organizations vary based on their particular assistance program and other factors such as geographic region.



Home Sale Programs

For companies with home sale programs, BVOs (buyer value options) continue their trend of being the most common approach, while reimbursement only programs were the least common.

Prevalence of U.S. Home Sale Assistance Programs





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