Eversource – Relocation Assistance Internal Guidelines

	OPTION 1 Non-Exempt in "critical impact positions" and College Grads	OPTION 2 Exempt to Supervisor Level	OPTION 3 Manager/Director Level	OPTION 4 Officer Level, VP, and Sr. VP
HOUSEHOLD GOODS SHIPMENT	• Packing, Transporting, and Insuring • Customary Crating • Appliance Services • One Automobile, if over 400 miles • No Bulky articles • Up to 30 days of Storage	• Packing, Transporting, and Insuring • Customary Crating • Appliance Services • One Automobile, if over 400 miles • No Bulky articles • Up to 30 days of Storage	• Packing, Transporting, and Insuring • Customary Crating • Appliance Services • Two Automobiles, if over 400 miles • No Bulky articles • Up to 60 days of Storage for homeowners • Up to 30 days of Storage for renters	• Packing, Transporting, and Insuring • Customary Crating • Appliance Services • Two Automobiles, if over 400 miles • No Bulky articles • Up to 60 days of Storage for homeowners • Up to 30 days of Storage for renters
EN ROUTE TRIP	• One-Way Coach/Economy Airfare (employee, spouse, and family) • Airport Transport OR • Mileage for two cars at IRS rate (based on 400 miles/day) • Reasonable meals and lodging	• One-Way Coach/Economy Airfare (employee, spouse, and family) • Airport Transport OR • Mileage for two cars at IRS rate (based on 400 miles/day) • Reasonable meals and lodging	• One-Way Coach/Economy Airfare (employee, spouse, and family) • Airport Transport OR • Mileage for two cars at IRS rate (based on 400 miles/day) • Reasonable meals and lodging	• One-Way Coach/Economy Airfare (employee, spouse, and family) • Airport Transport OR • Mileage for two cars at current rate (based on 400 miles/day) • Reasonable meals and lodging
HOME FINDING TRIP	• 1 Trip (3 days/2 nights) • Round-trip Coach/Economy Airfare (over 400 miles) • Reasonable Meals, Lodging, and Rental Car for Employee and Spouse • Reimbursement not to exceed $1,000	• 1 Trip (4 days/3 nights) • Round-trip Coach/Economy Airfare (over 400 miles) • Reasonable Meals, Lodging, and Rental Car for Employee and Spouse • Reimbursement not to exceed $1,000	• 2 Trips (4 days/3 nights) – OR- • 1 Trip (7 days/6 nights) • Round-trip Coach/Economy Airfare (over 400 miles) • Reasonable Meals, Lodging, and Rental Car for Employee and Spouse • Reimbursement not to exceed $1,500	• 2 Trips (5 days/4 nights) • Round-trip Coach/Economy Airfare (over 400 miles) • Reasonable Meals, Lodging, and Rental Car for Employee and Spouse • Reimbursement not to exceed $2,000
TEMPORARY HOUSING	• Up to 30 days • NO meals or incidentals • Not to exceed $5,000 per month • Martha's Vineyard up to 1 year or $8,000 Maximum	• Up to 30 days • NO meals or incidentals • Not to exceed $5,000 per month • Martha's Vineyard up to 1 year or $8,000 Maximum	• Up to 60 days for homeowners • Up to 30 days for renters • NO meals or incidentals • Not to exceed $5,000 per month Martha's Vineyard up to 1 year or $8,000 Maximum	• Up to 60 days – additional extensions available if unable to sell home • NO meals or incidentals • Martha's Vineyard up to 1 year or $8,000 Maximum
DEPARTURE HOME SALE ASSISTANCE	• Plus Marketing Assistance • No monetary benefits	• Plus Marketing Assistance • No monetary benefits	• Plus Marketing Assistance • No monetary benefits	• Plus Marketing Assistance • Customary Realtor Fees and Closing Costs may be reimbursed within the cap
DESTINATION HOME PURCHASE ASSISTANCE	• Plus Home Purchase Assistance • Must have been a homeowner previously • Customary Closing Costs (no discount points/pre-paid items) • Up to 2% of the purchase price, capped at $5,000	• Plus Home Purchase Assistance • Must have been a homeowner previously • Customary Closing Costs (no discount points/pre-paid items) • Up to 2% of the purchase price, capped at $8,000	• Plus Home Purchase Assistance • Must have been a homeowner previously • Customary Closing Costs (no points/pre-paids) • Up to 2% of the purchase price, capped at $10,000	• Plus Home Purchase Assistance • Must have been a homeowner previously • Customary Closing Costs (no discount points/pre-paid items) • Up to 3% of the purchase price

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RENTAL ASSISTANCE	• Plus Rental Assistance • Rental tour fee or lease cancellation not to exceed 2 months' rent • In lieu of home purchase closing costs	• Plus Rental Assistance • Rental tour fee or lease cancellation not to exceed 2 months' rent • In lieu of home purchase closing costs	• Plus Rental Assistance • Rental tour fee or lease termination not to exceed 2 months' rent • In lieu of home purchase closing costs	• Plus Rental Assistance • Rental tour fee or lease cancellation not to exceed 2 months' rent • In lieu of home purchase closing costs
MISC. ALLOWANCE	• Allowance up to $3,000 • Receipts required • Directed to use for items outside of the relocation guidelines • Reimbursements will be grossed up	• Allowance up to $4,000 • Receipts required • Directed to use for items outside of the relocation guidelines • Reimbursements will be grossed up	• Allowance up to $5,000 • Receipts required • Directed to use for items outside of the relocation guidelines • Reimbursements will be grossed up	• Allowance up to $10,000 • Receipts required • Directed to use for items outside of the relocation guidelines • Reimbursements will be grossed up
MOVE CAP	• Cap amount not to exceed $20,000 • Gross-up outside of cap • Cap amount to be indicated in offer letter	• Cap amount not to exceed $40,000 • Gross-up outside of cap • Cap amount to be indicated in offer letter	• Cap amount not to exceed $75,000 • Gross-up outside of cap • Cap amount to be indicated in offer letter	• Cap amount not to exceed $100,000 • Gross-up outside of cap • Cap amount to be indicated in offer letter
TAX ASSISTANCE	• Inverse Supplemental	• Inverse Supplemental	• Inverse Supplemental	• Inverse Supplemental

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