



## Relocation Package Case Study

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### **Company**

Pre-Round “A” venture-backed start-up oncology company developing early-stage clinical compounds. Company was operating on “Angle” money when Anvil Search Group was engaged to recruit their two lead executives reporting to the CEO.

### **Candidate**

Chief Medical Officer – The third employee hired in the company and the 2<sup>nd</sup> highest level executive – The candidate was relocating from Boston Massachusetts to New York City.

### **Relocation Package**

*Moving Costs:* Company paid van line moving services and storage fees totaling \$27,150.

*Relocation bonus:* 35K was paid to the candidate to cover an estimate of the closing costs of the sale of home in MA and purchase in NY. The bonus was not “grossed-up” to cover taxes. The bonus was paid one month after the candidate’s start date.

*Temporary Housing:* 4/k per month allowance for up to 4 months.