

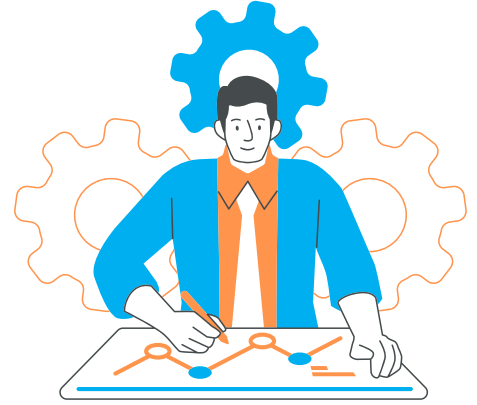
RETHINKING INTERN COMPENSATION

THE CASE FOR LUMP SUM PAYMENTS OVER SHORT-TERM HOUSING BENEFITS

By adopting lump sum payments over short-term housing benefits, organizations can adapt to the changing landscape of internships, better support their interns and early career hires, save money, and ultimately create a more inclusive and attractive internship program.

PROGRAM DIVERSITY

Internships have moved beyond the pool of students seeking experience to a sea of diverse individuals at varying stages in their careers. With this shift in diversity, the one-size-fits-all housing benefits no longer work.

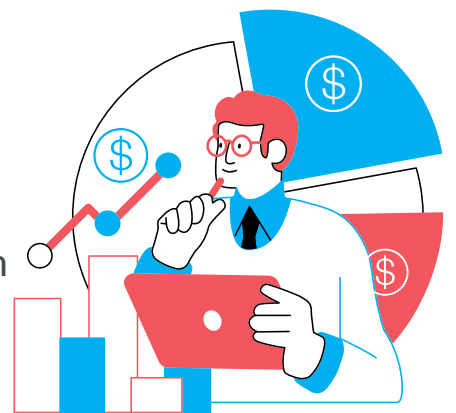


FINANCIAL REALITIES FOR INTERNS

When faced with student loans, transportation costs, and living expenses, traditional housing benefits just don't cut it. Lump sum payments empower interns to allocate their compensation where they need it most.

FLEXIBILITY AND AUTONOMY

Lump sum payments grant interns flexibility in budget allocation depending upon their unique situation. This freedom greatly benefits those who prefer not to (or can not) take advantage of offered housing benefits.

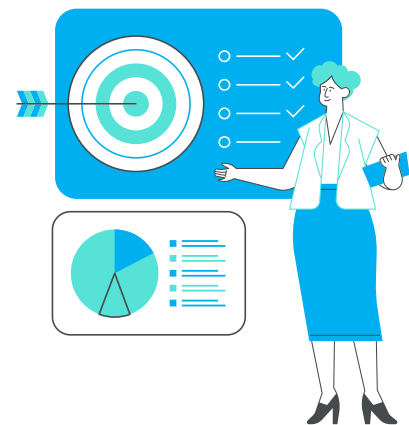


ATTRACTION AND RETENTION

The flexibility interns have with lump sum short-term housing stipends enhances an organization's attractiveness and contributes to a positive experience -- ultimately driving workforce attraction and employee retention.

COST-EFFICIENCY

Providing lump sum short-term housing benefits to interns saves organizations money and reduces admin burden while enabling interns to make cost-effective choices. This results in reduced company expenses, streamlined processes, and an overall improvement to the intern program.



LEGAL COMPLIANCE

By offering a lump sum to interns, organizations can navigate potential legal pitfalls more easily and ensure compliance with employment laws.