

## **Glossary of Terms**

**Change of Station** - Government employees are generally eligible for Change-of-Station Relocation Benefits (see “Relocation Benefits” below) if the employee is a new appointee appointed to their first official duty station or a current Government employee transferring in the interest of the Government from one agency or duty station to another and the new duty station is at least 50 miles distant from the old duty station.

**Home Sale Program** - The Home Sale Program is one of the contractor-provided services as part of Relocation Services (see “Relocation Services” above). The Home Sale Program provides a “safety net” for an employee. If the employee is unable to sell their home to an outside buyer after 60 days of marketing, NRC’s contractor will purchase the employee’s home at the amount determined by an independent appraisal. If the employee does have an outside buyer, the contractor can still purchase the home from the employee, and then sell it to the outside buyer. NRC pays a considerably lower fee to the contractor when there is an outside buyer. The employee has the benefit of receiving their proceeds from the sale sooner, and the contractor pays most closing costs for the employee (e.g. real estate commission, etc.) rather than the employee paying those closing costs and being reimbursed at a later date by the NRC.

**Relocation Benefits** - Relocation Benefits are amounts paid for or reimbursed to a Government employee relocating (see “Change of Station” above) for qualified Change of Station expenses as specified in Chapter 302 - “Relocation Allowances” of the Federal Travel Regulations (FTR). The FTR is the regulation contained in 41 Code of Federal Regulations (CFR), Chapters 300 through 304, which implements statutory requirements and Executive Branch policies for travel by Federal civilian employees and others authorized to travel at Government expense.

**Relocation Services** - Relocation Services are obtained from an outside contractor under a GSA Government-wide program to obtain certain services for relocating employees that are in addition to Change-of-Station services provided directly by agencies. These services include the Home Sale Program (see “Home Sale Program” below) and other services. The other services are Home Marketing Assistance, Home Buyer Assistance, Mortgage Counseling, and Renter Assistance. While the NRC pays a fee (based on the sale price of the employee’s residence) for the Home Sale Program, the other services are provided without charge to NRC or the employee.