



The Safeway Companies Pharmacist Relocation Benefit

Full Time Pharmacists working for a Safeway company may be eligible for relocation if moving more than 50 miles for a pharmacist position. The following rules apply:

- Relocation benefits are only available if needed for the move
- Relocation benefits will commence no more than 30 days prior to the date you will begin working Full Time in the new location
- You must have an active pharmacist license in the new location
- You agree to work two years in a full time pharmacy position in a Safeway Company in the new location

Program Benefits	Taxability	Benefit Description
• House hunting/Area Counseling	Taxable & Grossed Up	• 1 trip - up to 4 days/3 nights. Includes air fare, hotel, car, and meal expenses; spouse included
• Temporary Living Expenses	Taxable & Grossed Up	<ul style="list-style-type: none"> • Renter up to 30 days, Renter to Homeowner up to 60 days, Homeowner to Homeowner up to 60 days • Accommodations: <ul style="list-style-type: none"> a) Apartment/motel w/cooking facilities and \$100 set up allowance b) Motel without cooking facilities - max of \$39.00/day for adults & \$17.00/day for children for breakfast & dinner • Standard size rental car, while car being transported. Fill-Up gasoline for return of rental car.
• Return Trip Home	Taxable & Grossed Up	• 1 trip to former location (every 2 weeks if homeowner). Meals not reimbursable
• Homeowner – Former Location	Taxable & Grossed Up	• \$4,000 cap on non-recurring closing costs
• Homeowner – New Location	Taxable & Grossed Up	• \$2,000 cap on non-recurring closing costs
• Renter – Former Location	Taxable & Grossed Up	• Lease cancellation/renters overlap (\$2,000 cap)
• Renter – New Location	Taxable & Grossed Up	• Certain expenses related to securing a new rental
• Relocation of a Mobile Home	Excludable	• Reimbursement provided
• Shipment of Household Goods	Excludable	<ul style="list-style-type: none"> • Household goods carrier OR U-Haul (self move) • Storage up to 30 days
• Travel Expense to New Location	Excludable, Except Meals & Portion of the Mileage, Which Are Taxable & Grossed Up	<ul style="list-style-type: none"> • Mileage plus lodging and meals en route, OR Coach air fare • Auto transporter (if moving over 500 Miles) • One night lodging at former location plus one family meal expense, if required, due to shipment of household goods
• Miscellaneous Expense Allowance	Taxable & Grossed Up	• \$1,000.00 for miscellaneous expenses
• Professional Transition Support	Taxable	• 75% of expense (max of \$750.00)
• Relocation Tax Report at Yearend	N/A	• Itemized report detailing expenses paid to employee or paid on employee's behalf

Note: 1. Detailed receipts are required for all reimbursements.

2. Gross up is calculated at standard withholding rates throughout the year and then adjusted to reflect your marginal tax rate prior to W-2 distribution. Refer to the Relocation Benefit Handbook for a detailed description of each relocation benefit