

**FS Survey of Terms and Conditions of Employment
Detailed Results Table Part 3 – May 3, 2002**

	connections)?	DFAIT/CIC reviewed and revised annually.	COMPANY - A month's salary	COMPANY - B Incentive Premium: No Hardship Premium: Paid in normal cycle	COMPANY - C Incentive Premium: Paid in normal cycle Hardship premium: paid in normal cycle	COMPANY - D Other: US: \$3,000 OR US \$5,000 depending on assignment
<i>Incentive and Hardship Premiums and Cost-of-Living</i>						
8.	Please indicate whether you provide an incentive premium and a hardship premium?	Incentive premium paid in normal cycle Hardship premium paid in normal cycle	Incentive Premium: Paid in normal cycle Hardship Premium: No	Incentive Premium: No Hardship Premium: Paid in normal cycle	Incentive Premium: Paid in normal cycle Hardship premium: paid in normal cycle	Incentive premium: Other: Depends on assignment option. Affects whether we say premium or not and when it is paid Hardship premium: Other: Depends on assignment option. Affects whether we say premium or not and when it is paid
9.	If you provide an incentive premium and/or hardship premium, on what basis is it calculated?	Incentive premium Carries according to step-rated table Hardship premium varies according to step-rated table	Incentive Premium: Expressed as a percent of base salary without a monetary cap 15% for all assignments Hardship premium: None	Hardship Premium: Expressed as a percent of base salary without a monetary cap Other: As determined by International Compensation Data provider	Incentive Premium: Expressed as a percent of base salary without a monetary cap 15% for all assignments Hardship premium: Expressed as a percent of base salary without a monetary cap – varies by location – Lowest percentage 5%, Highest percentage 15%	Incentive premium: Expressed as a percent of base salary without monetary cap – up to 15% Hardship Premium: Expressed as a percent of base salary without monetary cap – up to 25%
10.	Do you provide a Cost-of-Living allowance?	Yes, as a percentage of base salary without a monetary cap	Yes, as a percentage of base salary without a monetary cap	Yes, paid out as a fixed amount	Other: Part of the balance sheet process, ORC (Organization Research Counselors) tables, based on position, family situation and location	Yes, as a percentage of base salary with a monetary cap
11.	If you provide a Cost-of-Living allowance, how often is the amount adjusted?	Adjusted whenever differential changes by at least a fixed percentage of 3%	Adjusted whenever new data are received – Twice a year	Adjusted whenever differential changes by at least a fixed percentage – 5%	Adjusted whenever new data are received	Adjusted whenever new data are received – Every six months
12.	Which of the following are taxable to the staff member?	Other: None	Other: None of the above is taxable, but in the future, cash amount to travel to location other than home will be taxable	Other: Grossed Up	Other: Nothing is taxable, but base salary amounts are reduced to account for tax	Incentive Premium Hardship Premium Cost-of-living allowance
<i>Assistance with Home Country Housing</i>						
13.	Do you have a housing assistance program designed to help maintain a residence in the home country?	Yes, pay all expenses for third party home management services	Yes, pay all expenses for third party home management services	Yes, pay all expenses for third party home management services	No	Yes, pay all expenses for third party home management services
14.	Do you guarantee reimbursement of a loss from the rental of the home country principal residence?	Yes, with a cap of a specified monetary amount or number of months rent	No	Yes, with a cap of a specified monetary amount of number of months rent	No	No

Note – Some of the respondents are not included in the table – data are only included in aggregate report.