

Participant Profiles

COMPANY "D"

Expatriate Workforce Structure. Company D was unable to match any expatriate jobs to the Foreign Service Jobs.

Assignments. Foreign assignments average two and a half years in length. Staff members generally are only assigned abroad once during their careers. Although staff members can influence the location of their assignment, other factors override personal choice. The Head of the relevant section at Headquarters will usually make the final posting decision. Expatriates are given, on average, 2 months notification before departure. There is no requirement to undertake a hardship assignment.

The primary reason for staff to turn down assignments is the inability of the spouse or partner to work at the assignment location. Poor fit of assignment responsibilities with staff member's skills and local conditions (isolation, security, cultural differences, climate, and health care facilities) are also common reasons. Turnover among expatriates is rising. The percentage of locally hired professionals is also on the rise.

Spousal Compensation/Assistance. Spouses may be employed at the foreign/home location as a local staff member or as a professional staff member if the suitable position is available. The company also provides an allowance to cover job search expenses both abroad and in the home country. Spouses are provided an allowance to cover professional certification, continuing education, or other training when assigned abroad.

Relocation and Incentives. Policies related to conditions of service abroad are intended to maintain home country living standards and purchasing power as well as to match the terms and conditions typically offered by multinational companies. The employer pays for all expenses for third party home management service for staff members that maintain a residence in the home country and provides assistance with the sale of the home country principle residence. The employer also covers the cost of housing and utilities abroad, the employee and provides additional costs of medical/dental care to expatriates while on a foreign assignment through a special home country or international medical plan. Private schooling costs are paid as a matter of course (including boarding where necessary) and the employer does cover the difference in costs between home and host for preschool care.

Incentive premiums and hardship premiums are provided on a case-by-case basis, depending on the location of the assignment. Incentive premium amounts are up to 15 percent of salary, with no cap, while the hardship premiums are up to 25percent, with no cap as well. A cost-of-living allowance is paid as a percentage of base salary with a monetary cap. All of the premiums and the cost-of-living allowances are taxable.

Home Leave/R&R Leave. Home leave travel (to the home country only) is provided once in the first 24 months of the assignment and then once a year thereafter. Rest and Recreation trips are