



Expatriate Management Committee

September 18-19, 2007 – Portland, OR

The NFTC's Expatriate Management Committee (EMC) met at the WHQ of Nike. Participants included representatives from the following companies:

American Express	Eastman Kodak	Lockheed Martin
Bank of America	Eli Lilly	McDonald's
Bechtel	ExxonMobil	Motorola
Boeing	Fluor	Nike
BT	Ford	Nortel
Cargill	GM	PepsiCo
Cemex	GSK	PMI
Citigroup	HP	P&G
Colgate Palmolive	Intel	Shell
Coca-Cola	Johnson & Johnson	Siemens
Corning	JT International	Telefonica Espana
Delphi	Kellogg's	Tesco
		Wal-Mart

Thank You Dave Spooner and Nike

The EMC appreciates the efforts made by Dave Spooner and his colleagues at Nike for hosting the meeting.

Open-Forum Discussion: Work-in-Progress

The meeting commenced with updates on works-in progress including:

- Administration
- Policy Reviews
- Process and Tax Management

Delineating Policy Elements

The representative of Intel led a general discussion on delineating policy elements (especially in dynamic business environments)

In addition to traditional policies attention was also given to "emerging" or new policies (Core/Plus; Cross Border Commonaters; and Intra-Regional).



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Outsourcing Models – Best Options

The representative from Eastman Kodak led the discussion. In 2005 Kodak did a major BPO that included relocation management. One challenge is turnover of staff at the outsource provider.

Localizing from High Cost to Low Cost Countries

The representative from ExxonMobil led the discussion on localization.

Company Profile – BT

The representative from BT provided an overview of the company and its program.

BT is the world's oldest telecommunication company (1846). Gross revenues are about \$40 Billion pa; with 104,000 employees in 50 countries.

In 2006 a complete review was done on the global mobility program.

In 2007 they introduced a new long term and short term policy. Working on a cross – border commuter policy.

Vendor Compliance – Carrots & Sticks

The representatives from American Express and P&G led discussion.

Company Profile - Kellogg's

The representative from Kellogg's provided an overview of the company and its global mobility program.

Business Traveler Tracking

Michelle Jo of Deloitte provided an overview on tracking business travelers.

Tax Service Project

The representative from GSK described the service process improvement project done with their global tax provider.



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Permits Foundation

The representative of GSK provided an overview on the goals and makeup of the Permits Foundation. MNCs are encouraged to become members of the Foundation. The goal of the Foundation is the promotion of open work permits for expatriate partners.

Welcome BT

The EMC welcomes BT (formerly British Telecom) as a member.

Thank You Larry Hutchings

The EMC thanks Larry Hutchings for being Chair of the Steering Committee for 2007. His leadership is greatly appreciated.

Global Mobility Policy at Shell

The representative from Shell described their global mobility policy. The majority of Expatriates are carried as if they are from the Netherlands (the exception are expatriates from the United States). The policy was established 1979. An underlying philosophy was to have that program that provided internal equity.

Meetings in 2008

March – Dates To Be Determined – Phoenix

September – Dates To Be Determined - Charlotte