



Expatriate Management Committee

March 20-22, 2007 – Bentonville, AR

The NFTC's Expatriate Management Committee (EMC) met at Wal-Mart International World Headquarters. Participants included representatives from the following companies:

American Express	Eli Lilly	Johnson & Johnson
Amgen	Exxon Mobil	Kellogg
Bank of America	Fluor	Lockheed Martin
Bechtel	Ford	McKinsey
British Telecom	General Electric	NCR
Colgate-Palmolive	General Motors	NFTC
Cemex	GlaxoSmithKline	Nike
Corning	Hewlett Packard	Philip Morris International
Delphi	IBM	Tesco
DuPont	Intel	Wal-Mart

Open-Forum Discussion: Work-in-Progress

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

- Acquisition Integration
- Career Management/Global Mobility
- Cost Control
- Decentralizing Global Mobility Program Management
- Managing Expectations
- Global Mobility Metrics
- Offshoring Service Centers
- Outsourcing and Insourcing
- Policy Reviews
- Premium and Allowance Review
- Service Delivery
- Service Systems Strategy
- Talent Management and Assessment
- Tax/Immigration Compliance
- Utilizing/Changing Service Providers

Thank You Wal-Mart

The EMC and the NFTC appreciate the efforts made by Ryan Larsen, Darla Bourne and their other associates in hosting this meeting.



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Changing Paradigms

The ExxonMobil representative provided a DVD entitled “The New Business of Paradigms”

Company Profiles – Nike and Wal-Mart International

The Nike and Wal-Mart International representatives provided profiles on the respective companies and their global mobility programs.

Powering Performance and Values Through Global Workforce Planning

The representative from Bank of America described their leadership development, the performance management and development process.

Outsourcing IHR: What to Consider

The representative from DuPont described their current project on BPO and IHRO.

Some of the challenge is that the company is over 200 years old, with 23 major businesses, operating in nearly 50 countries.

All HR Activities globally are being outsourced. To simplify and standardize processes is a major driver for the project. A challenge will be getting systems connecting between service providers, assignees and IHR.

Tracking Business Travelers

Representatives from Fluor, HP and Lockheed Martin led the discussion on issues and facilities for tracking cross-border business travelers and assignees.

Heightened focus by host country immigration and tax authorities on compliance as well as assignee security has raised need for tracking systems. Several companies are alerting business travelers about potential personal tax liabilities.

After discussion the committee agreed to invite travel service provider(s) to next meeting.



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Lump Sum Policies

The representatives from Corning and McKinsey led the discussion on Lump Sum payments. In recent years more companies are providing Lump Sum payments for some elements of expatriate allowances

Compensation Collection & Tax Data

The representative from Colgate-Palmolive and Kellogg's described their processes for gathering expatriate compensation data, tax payments and relocation expenses.

At Kellogg's, the data is compiled manually.

At Colgate-Palmolive, there is a user guide for host country data collectors.

Assignee Communications

The representative from Procter & Gamble led a general discussion on assignee communications.

- One company holds a monthly customer care conference call with business unit contacts.
- One company has staff support from its Corporate Benefits Communication Specialist.
- E-breeze voice over technology has been used for global announcements
- One company has a 12 month communication calendar to
 - Employees
 - Relationship leaders
 - Subject matter resources
- Any communications prepared by vendors are reviewed by Global Mobility Director before released to assignees.

The next EMC meeting will take place in Portland, Oregon on September 18-20, 2007.