



Expatriate Management Committee

September 23-25, 2008 – Charlotte, NC

The NFTC's Expatriate Management Committee (EMC) held its Fall 2008 meeting at the headquarters of Bank of America in Charlotte, NC. Participants included representatives from:

American Express	Eli Lilly	Lockheed Martin
Bank of America	Fluor	McDonald's
Bechtel	Ford	NFTC
Boeing	GSK	Nortel
Cargill	HP	PepsiCo
Caterpillar	IBM	PMI
Cisco	Intel	Siemens
Coca-Cola	Johnson & Johnson	Telefonica Espana
Colgate-Palmolive	JT International	UPS
Delphi	Kraft	Wal-Mart
Dupont		

Thanks go to Casey Clemence, Senior Vice President-International Assignment Services, and to his colleagues at Bank of America for hosting the meeting.

Current Projects Report

The meeting opened with reports from the participants about projects that they are currently working on, which included:

- Review and improvement of end-to-end mobility processes
- Insourcing of assignment management
- Implementation of new assignment management technology
- RFP's for Destination and Immigration services
- Preparation for assignment of a project team of 100 expatriates into headquarters
- Establishing a new International Assignment framework that expands categories of assignment programs
- Finalizing outsourcing implementation plan
- Introducing a new low cost assignment package
- Developed a roles and responsibility matrix to clarify Home Country, Host Country, and Assignment Team activities
- Implementing an expatriate retirement plan

Pulse Survey

During the meeting 10 separate "pulse surveys" were conducted; the results will be posted to the EMC chat site.

Participant Case Studies

During the meeting the following case studies or member led discussions were held(which will be posted to the EMC chat site):



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- The Economy and the Impact on Global Mobility
- Hardship premium review
- Redesign of the global mobility function

An Economist's View of the Current Economic Situation

Peter Kretzmer, Senior Economist, Bank of America provided a comprehensive overview of the impact of the current downturn in the U.S. economy and the risk of systemic gridlock. His presentation was timely as it occurred less than a week before the U.S. Congress acted on recommendations from the heads of the Federal Reserve and Treasury Department.

Tax Compliance Update

William Owens, Partner and National Practice Leader of Pricewaterhouse Coopers provided an overview on current expatriate-related tax compliance issues.

By-Law Review

The representatives of Cisco and Eli Lilly will work with the Steering Committee on a review of the EMC by-laws. The revised by-laws will be discussed at the Spring 2009 meeting.

Welcome New Members

The EMC welcomes Kraft Foods and Siemens as the newest members.

Chat Room Review

Claire Keogh of the NFTC administers the EMC chat room. She provided an update on the chat room protocol and what is being archived.

Combined Meeting with the International Assignment Management Committee (IAMC)

A portion of the meeting was spent in joint session with the members of the IAMC. Both groups found value in the session and agreed to have future meetings together periodically.

Permits Foundation Survey

The representative of GSK urged the EMC and IAMC attendees to support the current Permits Foundation survey of the work permit and related issues faced by assignee partners/spouses. The NFTC re-sent the survey details and links to the EMC and IAMC members.

Table Top Discussions

The following topics were the basis for “table top” discussions:

- Expatriate Lite Policy
- Talent Management
- Compliance and Global Mobility: Tracking Short-Term Assignees and Business Travelers
- Improving Cost Management
- Localization
- “Claw-Backs” of Assignment-Related Payments
- Responses to the Current Global Economy



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