

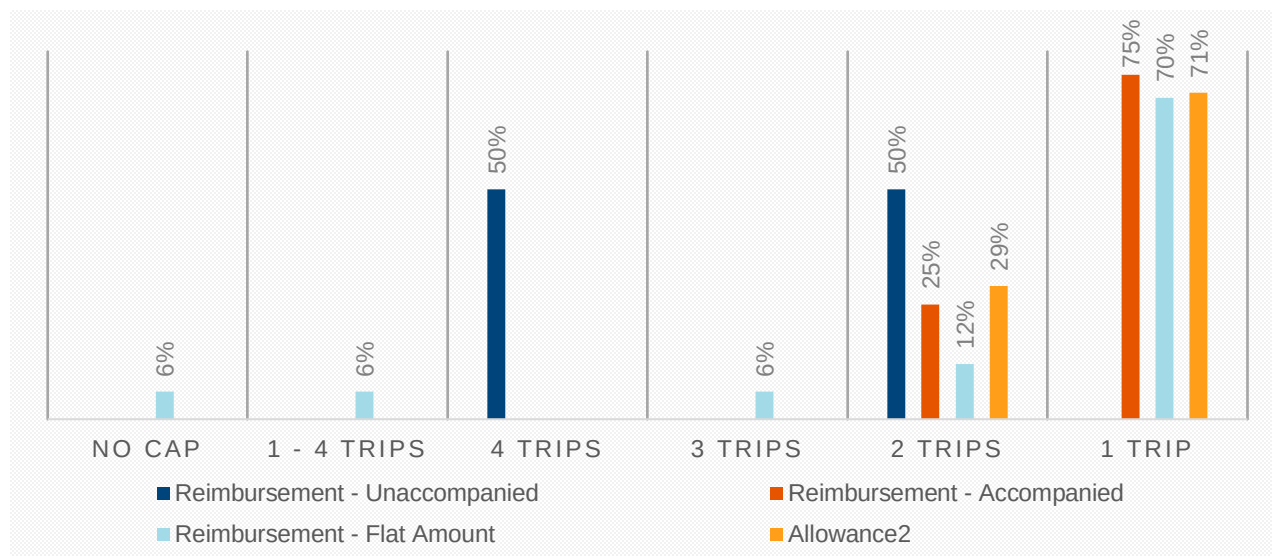
International Long-Term Assignment – Home Leave

Home leave offers the opportunity for international assignees and accompanying household members to return to the point of origin to reconnect with friends, family, and colleagues. While there are apparent themes in long-term assignment programs, variation in assistance and administration ultimately depends on corporate culture and business objectives. The following summary provides insights into the key practices of home leave support.

The majority of organizations (82%) include home leave travel as a standard provision of the assignment program, with the remaining 8% offering assistance as a flexible benefit option. Of the latter, there is an even split in selection between the assignee and business.

Delivery Method and Administration

Home leave expenses are either reimbursed (72%), paid as an allowance (16%), or combination of both options (12%). Regardless of the delivery method, administration of home leave is based on the number of trips.



When paid as an allowance, just under two-thirds of corporations (71%) disburse payments annually, with the remaining 29% remitting funds on a monthly basis.

Location

Home leave is restricted to the home city / country or point of origin for 88% of companies. However, 12% allow for travel to an alternate location.

Eligible Persons

Only 12% of organizations authorize for individuals outside of accompanying household members to utilize home leave (e.g., parents, siblings, friends).