

Executive Summary: International Rotational Assignment Program Analysis

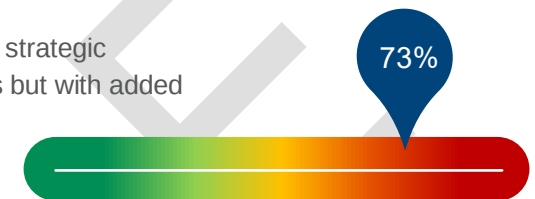
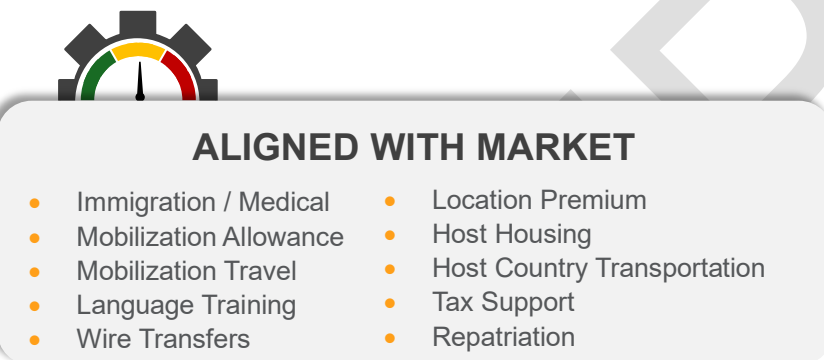
Overview

The company's rotational assignment program offers a comprehensive suite of benefits designed to support employees throughout their international assignments. These benefits not only aim to facilitate the logistical aspects of international mobility but also enhance the overall experience and safety of the employees.

Current Program

The International Rotational Assignment Program is closely aligned with strategic business needs and professional development, similar to industry norms but with added focus on individual career growth. Therefore, the organization's current program is rated at 73% in comparison to other companies within the comparator industries.

In review of the benefit offerings, the majority of the provisions align with market rivals. However, there are five areas of support where the corporation exceeds the competition.



Key Findings: Above Market

- It is uncommon for companies to offer both a foreign service premium and a location premium.
- Most organizations (75%) calculate the location premium based on the days spent onsite only.
- Due to the temporary duration and furnishing of housing, excess baggage fees is typically provided in lieu of a shipment of personal belongings.
- Corporations rarely provide meals during the assignment, whether on-site or through an allowance.

The Company's Proposed Changes

- Base the calculation for the location premium and foreign service premium on the actual days spent in the assignment location.
- Replace the goods and services differential with a meal allowance.

With these changes, the overall rating of the future state of the program is **76%**.

