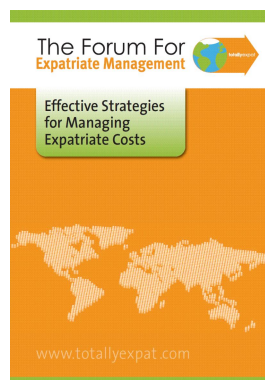


The Forum for Expatriate Management is the worlds fastest growing community of global HR professionals and experts on managing international assignees.

Following the success of 2009's report on budgeting for and managing expatriate costs, we are currently compiling editorial and accepting a limited amount of advertising for three new reports scheduled for release in 2010.

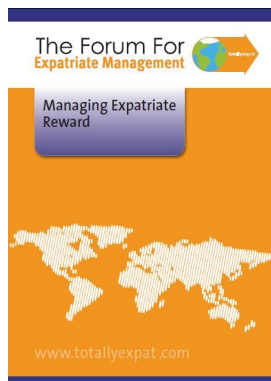
Distributed to nearly 50,000 qualified individuals, each report offers a highly targeted and relevant vehicle to associate and showcase your company to the corporate HR professionals who need your services.



Report Schedules & Subjects

Managing Expatriate Reward (February)

Expatriate reward is a critical issue when companies are planning and implementing a successful assignment. It can be complicated to balance expectations of reward and then design and promote the benefits to an internationally diverse workforce. This report aims to offer advice and suggestions to make reward and benefits meet the needs of the assignee and their employer.



- 1: Designing An Expatriate Reward Policy
- 2: Innovative Reward Structures
- 3: Benchmarking Expatriate Policy
- 4: A Guide To Expatriate Allowances
- 5: Managing Expatriate Pensions
- 6: Expatriate Health Plans
- 7: Tax Equalisation Strategies
- 8: Expatriate Share Plans
- 9: Using Technology To Manage Expatriate Reward
- 10: Localization Strategy
- 11: Managing Expatriate Accommodation
- 12: Managing Home Leave
- 13: Tax Planning For The Expatriate
- 14: Drafting Expatriate Documentation
- 15: Flexpat And Expat Lite
- 16: Managing Currency And Foreign Exchange

Tomorrows World (May 2010)

As companies increasingly go global and new borders open for business what will be the new trends in expatriate management and what new options will be available for the mobility specialist?

- 1: 21st Century Expat Policy
- 2: The Future For Expatriate Pensions
- 3: Expatriate Healthcare - 5 Years Out
- 4: How Technolgy Will Impact on Expat Administration
- 5: Social Networking For Expatriates
- 6: Expatriate Demographics - Predictions For 2020
- 7: Will There Be Tax Convergence?
- 8: What Will Happen To Expatriate Pay?
- 9: Predictions For Global Immigration Policy
- 10: The Future Of Outsourcing

People Who Move People (June 2010)

Profiles, case studies and recognition of the people and companies that have excelled within the mobility industry. Covering both the in-house corporate HR professionals who have organised pioneering programmes, to those suppliers who have displayed innovation and expertise to take expatriate management to new levels.

Technology Solutions To Support A Global Workforce (October 2010)

Mobile and flexible working has been the hot topic for several years now, however the options available for a global workforce go far beyond mobiles or internet access. This report will explore everything from HR management software, teleconferencing, VOIP and even personnel security. Technology helps both efficiency and budget management in any expatriate programme.

Contact Steve Ashton to secure your place in the reports which are most relevant to your business.

t: +33 (0) 963 532 063

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SECTION 2

Controlling Costs Through Assignment Policy

The evolution of the approach to international assignment policies, along with the supporting infrastructure of third party vendors like facilitate delivery of the policy components, is paving the way for a new approach to the industry which to serve the structural changes to the internationalisation of business. Controlling costs in this changing environment through assignment policy requires an understanding of the nature of the business and commercial reasons driving cross border employment, not only in global companies, but also international partnerships, under international business and various employment structures. Knowing where you are in this complex web is a good place to start.

The typical types of assignment compensation offered through assignment policies will vary greatly between industries and/or organisations. In some, an assignment team and specific individuals, while it has long been known that longer term assignments and corporate packages can cost two to three times the home country salary, short term assignments and other alternatives to complete employment can have lower costs, particularly when it comes to core planning efficiency.

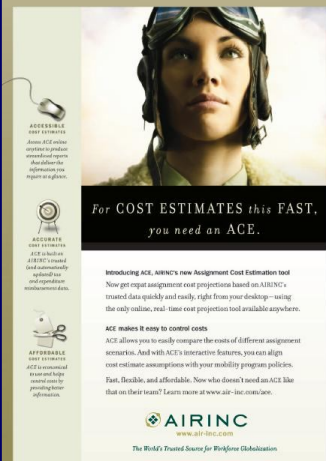
When formulating assignment policy it is essential to know how to control costs, another important starting point is to identify which is the most effective method of improving assignment performance or achieving assignment objectives, as opposed to discretionary.

Cost Control Building Blocks

How are assignment policies on the same, and the approach to cost control will therefore differ from employer to employer, assignment to assignment, and increasingly, from individual to individual. To gain clarity of perspective, some simple questions might help establish the basic cost control building blocks.

- i) What type of entry employment the individual corporate or partnership?
- ii) What is the employment relationship between the individual and the employing entity/employer or self-employed?
- iii) Will this employment relationship change during the period of the assignment?

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SECTION 10

Building An Effective Vendor Partnership

Now more than ever, it is a critical success factor for corporations to develop and build powerful relationships with vendors. In tough times, there lies opportunity to develop relationships, tap into knowledge and expertise and costs and explore new frontiers.

Building:
As we seek to build something, it is imperative to begin with the end in mind. It is not easy to build a structure, for example, unless you know what it is supposed to look like. We apply this concept routinely throughout our daily lives. This means very first, but in reality, it is not so simple, accomplishing pretty much everything that we do.

Effective Vendor Partnership:
Isn't the phrase "Effective Vendor Partnership" redundant? After all, how can one have a "partnership" which is not effective or how can a relationship be effective unless there is an element of partnership?

To build an effective Vendor Partnership we need to begin with the end in mind and focus on the Partnership, here are some key components of a partnership.

Mutual Benefits: The basic reason for entering into a partnership is mutual benefit. In tough times, vendors may be in difficulty and it is very possible that awarding business may create substantial liquidity and there may be an opportunity to renegotiate pricing or services to keep both parties profitable. The vendor must deliver service to the client which is a valuable combination of pricing and service level, and must be able to do so while generating an acceptable profit level.

Clear Understanding: In any partnership, all parties need to be clear on their roles and responsibilities. This is clearly sometimes taken for granted or overlooked entirely but can result in complex long-term working relationships.

Flexibility: In these tough times, all parties must understand that things can change - quickly because

of this, all parties need to be flexible to adapt to those changes. For example, supply parts manufacturers who build manufacturing plants with close proximity of assembly plants efficiency means these supplier firms who show best an ability to modify traditional models of doing business in order to satisfy their customers needs are demonstrating not only a commitment to their existing partnerships, but a commitment for prospective partners as well.

Communication: Open, honest and frank communication between partners is key to making a successful partnership. This may be a good time to explore new frontiers and other opportunities together. It is through communication that trust is built, it is how customers understand their vendor capabilities and limitations, it is through communication that the "rules of engagement" for any relationship are formed and enhanced.

Now that we understand the components of a partnership we need to look towards the building of such a partnership.

Select the Right Partner: This can be best accomplished with an RFP process and based to the specifications of individual industries, the RFP is a key necessary element in the choosing any of questions and criteria which are part of any RFP. It is instructive to pay keen attention to the substance of each prospective vendor.

- Does the prospective vendor present their capabilities in a clear easy to understand fashion if not, it may be a sign that the vendor is working to obfuscate their capabilities.
- Does the prospective vendor ask questions and follow up questions which lead to root causes and then listen to responses in their entirety?
- Does the prospective vendor look to provide solutions tailored to your needs or does every solution seem to be their "standard" offer?
- Looking at things in this fashion is quite instructive when determining which prospective vendor wants to work with you, versus when a prospective vendor wants to sell to you.

32

To check availability contact:
Steve Ashton on +33 (0) 963 532 063
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The Forum for Expatriate Management
Peregrine House, 152 Totteridge Lane, London N20 8JJ, United Kingdom
Telephone: +44 (0) 7831 209381