



# Global Expatriate Compensation Practices Survey

One of the most difficult tasks in expatriate compensation is developing a policy that is deemed fair and equitable by potential assignees. Determining the appropriate compensation approach for an international assignment is the most important expatriate policy decision you have to make.

Our Global Expatriate Compensation Survey will help you set the tone for expatriate assignment objectives and structure competitive compensation packages. In addition, the survey results will help you:

- › better control assignment costs and minimize deal making;
- › reduce administration costs;
- › attract and retain employees by reducing assignee uncertainty; and
- › create competitive expatriate compensation packages.

## Survey topics include:

**Policy and Compensation Approaches:** Gain insight into the use and prevalence of the various types of expatriate compensation systems such as:

- › home country-based compensation
- › modified home country compensation
- › headquarter-based systems
- › host country-based compensation
- › regional compensation
- › developmental assignment compensation

**Assignment Incentives:** Learn about the types of incentives that are being offered as assignment premiums and typical associated provisions:

- › International premiums
- › Hardship premiums
- › Danger pay

## Pre-Assignment Expatriate Programs:

- › Medical expense reimbursement
- › Assistance with passports, visas, and work permits
- › Accommodation search assistance
- › Cultural orientation
- › Language training
- › Legal, financial and tax assistance

### **Relocation and Repatriation Options:**

- › Purchase versus rental accommodation options
- › Shipment versus storage of household goods
- › Temporary living and/or relocation allowance
- › Other relocation expenses

### **General Compensation:**

- › Salary, bonus and incentives programs
- › Goods and services allowances
- › Housing assistance
- › Tax reimbursement
- › Payment methods

### **Other assignment compensation provisions:**

- › Dependent education and visits
- › Host country automobiles
- › Club memberships
- › Vacation, home leave visits and reimbursement
- › Employment termination relocation provisions
- › Pension plans
- › Public holidays

### **Position and Incumbent Data:**

Position level and actual compensation data will be gathered for each of the following key expatriate positions.

#### **Exploration Positions**

Regional Exploration/Geology Manager  
District Geologist  
Project Geologist  
Field Geologist

#### **Operations Positions**

Country Manager  
General Manager  
Manager/Director, Project Development  
Manager/Superintendent Mining Operations  
Manager/Superintendent Plant Mill Operations  
Manager/Superintendent Maintenance  
Chief Engineer  
Senior Mine Engineer  
Chief Metallurgist and Metallurgist/Process Engineer  
Manager Administration  
Manager Materials  
Manager Human Resources  
Chief Accountant/Site Controller

## **Report Pricing**

The Global Expatriate Compensation Report is only made available to participants and costs CDN \$1,100.

The combined forces of PricewaterhouseCoopers, who provide audit, tax and advisory services to many of the top international mining companies, and Coopers Consulting, whose principals have extensive mining industry experience, bring an unparalleled level of expertise to the global mining community.

For more information about this survey, please contact:

#### **Lou Vujanich**

Coopers Consulting Ltd.  
Tel: (604) 632 4611  
lou.vujanich@coopersconsulting.com

#### **Len Boggio**

PricewaterhouseCoopers LLP  
Tel: (604) 806 7016  
lenard.f.boggio@ca.pwc.com

[www.coopersconsulting.com](http://www.coopersconsulting.com)  
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