Relocation America and Relocation by Design are pleased to sponsor

International Total Compensation – Balance Sheet Approach – Modifications and Alternatives

Designed specifically as International Human Resources Development for the HR Professional

This program is intended to provide an intermediate to advanced level discussion and review of Expatriate Total Compensation with initial emphasis on the traditional Home Country Balance Sheet Approach, modifications to the Approach and alternatives used by organizations with international operations.

By the end of this workshop, participants will have reviewed and discussed the following issues and areas of importance:

- Review, discussion and understanding of the traditional Balance Sheet Approach to expatriate compensation/remuneration, modifications to the Approach, and alternatives. This will include:
  - On-going compensation such as Base Salary, Incentive Compensation and Benefits
  - Assignment compensation including allowances, differentials, and premiums
  - Common modifications to the Approach
  - Alternatives to the Approach such as Headquarters Based Expatriate Compensation, Host Country Compensation, and similar concepts
- Discussion of organizational intent for each type of expatriate compensation model with emphasis on employee mobility, workforce compensation equity, and cost containment in line with organizational goals and objectives
- Discussion and review of positive and negative aspects of each type of model including administrative and legal issues
- Discussion and review of ancillary issues such as taxation and benefits administration

Thursday, September 20, 2012
Registration 8:00 a.m. • Seminar 8:30 a.m. - Noon
Real Estate One Headquarters
25800 Northwestern Hwy., Southfield, MI 48075

HRCI Credits: 3.75 hours for International Credit
Cost: $59 • Pre-Registration and Pre-Payment are required
Please email the attached page to Donna Medich at donna@relobydesign.com or call 248/853-7380.

We accept Visa, MasterCard and Discover
Checks may be sent to Relocation by Design, LLC, 1047 E. Auburn Rd, Rochester Hills, MI 48307