



WORLDWIDE ERC® WEBINARS

Thursday, April 6th at 9am EDT

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WEBINARS

Geopolitical Climate Changes and the Impact on Global Mobility

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Today's Presenters



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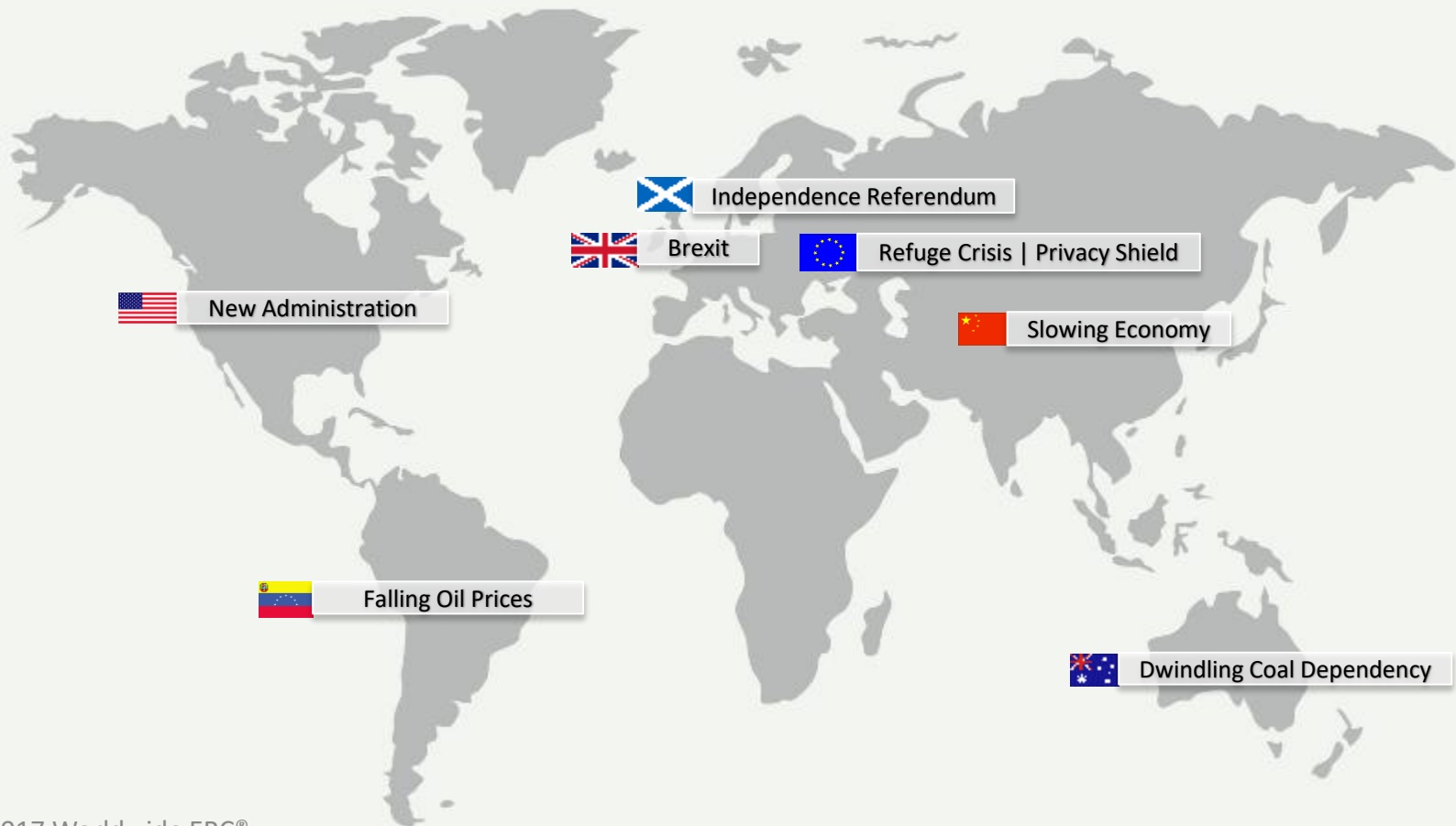
Agenda

- Recent Events
- Geopolitical Climate
- Impact on Global Business
- Concerns for Mobility
- Recommendations

What's going on?



Terrorist Attacks | Environmental and Climate Change | Immigration & Tax Compliance



A Closer Look: Brexit

In June 2016 the British public voted to leave the European Union. In March 2017, the process of negotiating the arrangement began. The key issues have yet to be determined, leaving a significant number of legal, financial and commercial uncertainties. Any changes likely won't be effective until Spring 2019.



Potential Impacts

- Immigration
 - Primarily between the UK and EU
 - Not likely to impact the UK and non-EU countries
 - Current UK immigration law and country-specific agreement will likely remain in place
- Financial
 - Fluctuation of the Pound affecting COLA
 - Household goods custom clearance and taxation
 - Longer transit timelines driving up temporary living costs

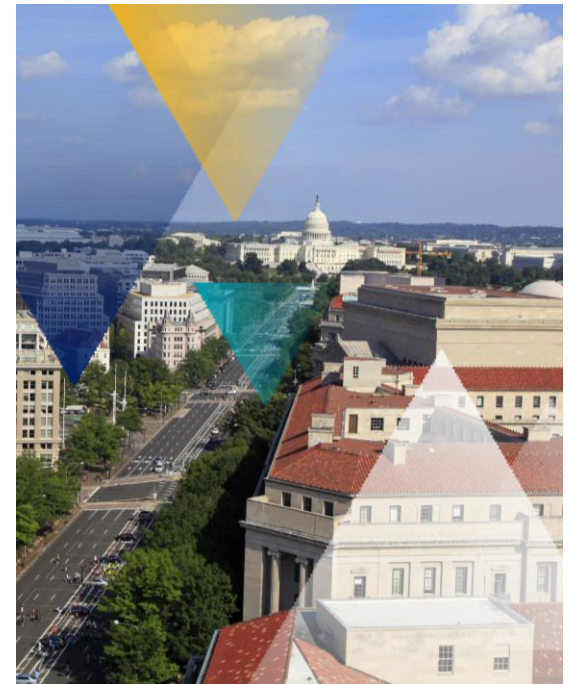


A Closer Look: U.S. Election

In November 2016 U.S. citizens headed to the polls and in January 2017 Donald Trump was inaugurated as the 45th President of the United States. Immigration reform is a key focus area of the new administration with actions already being taken.

Potential Impacts

- Immigration
 - Extreme vetting/limitations of immigrants
- Commercial
 - Possible withdrawal or renegotiation of NAFTA, TPP or TTIP
 - Reduced flow of goods and labor from Mexico
 - Reform of U.S./China trade policies
- Financial
 - Housing market



Impact on Global Business

- Certain industries will be more greatly affected than others
- Commercial impact as cost of manufacturing for global companies could increase
- Reduced confidence in spending due to uncertainties of implications
- Uncertainty around strategic globalization initiatives due to shifting immigration and trade regulations
 - Potential for ripple effect due to reciprocity
- Restricted or more complex movement of human capital



What does it mean for my mobility program?



77% of CEOs are concerned about the *availability of key skills*

71% of Millennials *desire to work abroad* at some point in their career



What does it mean for my mobility program?

Strategic shift in talent management

- More and more mobility leaders are being brought into discussions about future state
- Volume and type of relocations
 - What are the alternative strategies if a population is removed or needs to transition to a new visa type
- Ethical framework to factor in nationality and geographic location into candidate selection



What does it mean for my mobility program?

Rising mobility costs

- Short-term
 - Need for group moves due to immigration changes
 - Business travel in lieu of assignments
- Long-term
 - Housing market changes
 - Immigration complexity
 - Household goods regulations and timelines
 - Compensation and benefits from higher cost locations



What does it mean for my mobility program?

Increasing complexity & administration

- Immigration requirements
- Changing talent demographics means changing relocation needs
- Increased scrutiny and audits



Recommended Next Steps

Don't Panic

Take an Inventory

Make a Plan

Use Your Partners

- Understand how changes impact your specific business and mobility objectives.
- Don't overreact as things will continue to change.
- Alert senior management to any likely mobility related impacts that changes could have on wider business plans and company objectives.



Recommended Next Steps

Don't Panic

Take an Inventory

Make a Plan

Use Your Partners

- Record the profile of those assignees likely to be most affected, so that appropriate short- and medium-term planning for international assignments can take place.
- Review upcoming intra-EU relocations that involve the UK, and/or UK nationals moving within the EU, and/or EU citizens moving to the UK. Keeping an ongoing record of these move types now will make future planning easier.
- Audit all relocation policies and consider any likely areas of additional expenditure or cost such as Cost of Living Allowances (COLA), home/host compensation, shipping, and visa & immigration.



Recommended Next Steps

Don't Panic

Take an Inventory

Make a Plan

Use Your Partners

- Proactively prepare for numerous scenarios to account for the inherent uncertainty.
- Build extra time into the assignment planning process, especially for any anticipated visa & immigration requirements.
- Ensure your relocation planning is in lock-step with preparations being made in other areas of the business such as legal, tax and finance.
- Review “duty of care” policies and procedures.



Recommended Next Steps

Don't Panic

Take an Inventory

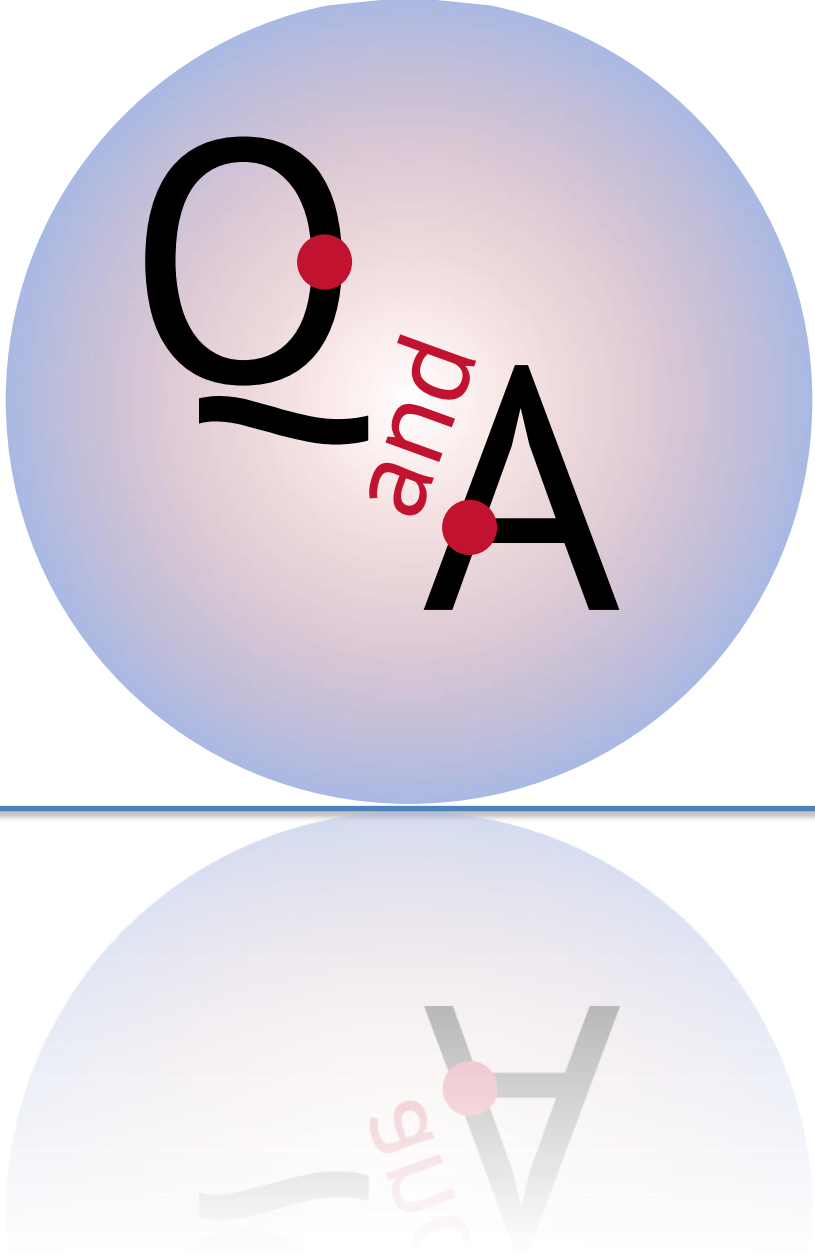
Make a Plan

Use Your Partners

- Seek timely advice from your immigration provider as further information on the likely changes becomes available.
- Working closely with a global mobility provider, companies will ensure they are ready to adapt to the changing international landscape.



Questions & Answers



Thank you for attending!

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