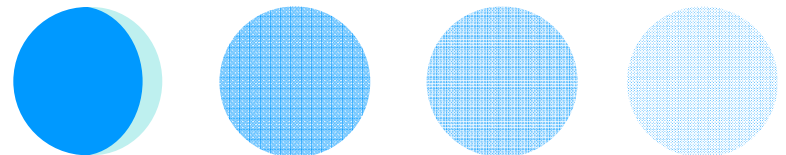




“EXPATRIATES” AT P&G

Marc Forgas, Human Resources Director

OIM – March 2010





P&G

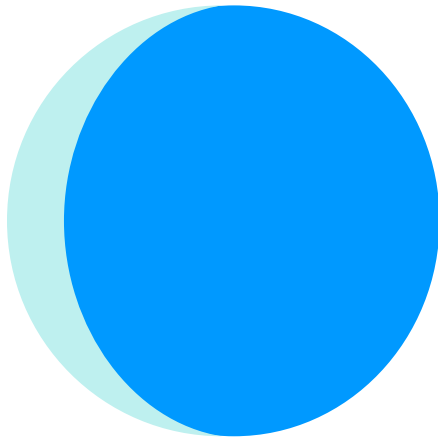
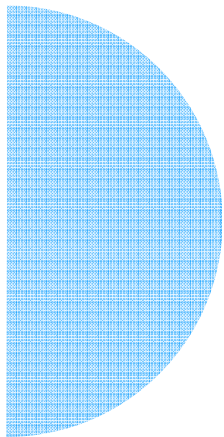
WHO WE ARE

***P&G* ...172 years making everyday life a little better!**

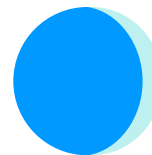
**From 1837... until today...
we have BUILT FROM WITHIN**

P&G at a Glance

Number of Brands	300
Countries of Operations	80
Number of Employees	138,000



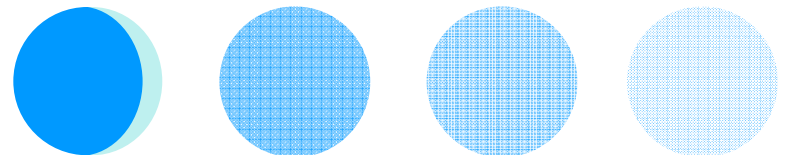
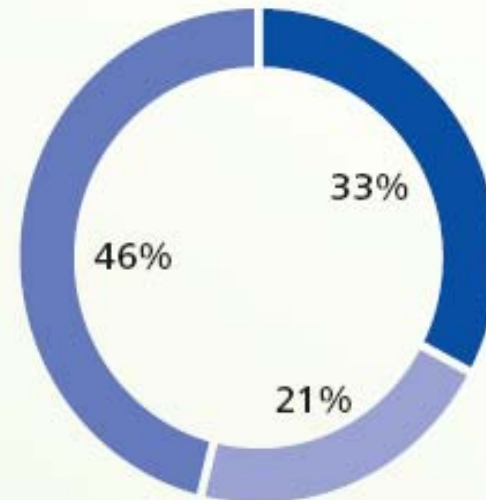
P&G



2009 Financial Highlights

2009 NET SALES US\$ 79 billions
(% of total business segments)

- Beauty
- Health and Well-Being
- Household Care



24 Billion-dollar brands

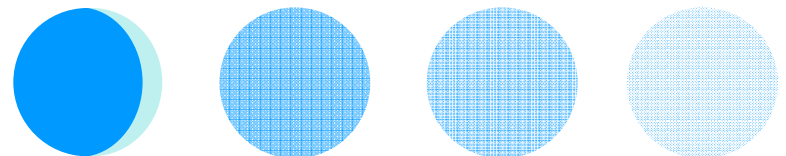


Global Household Care

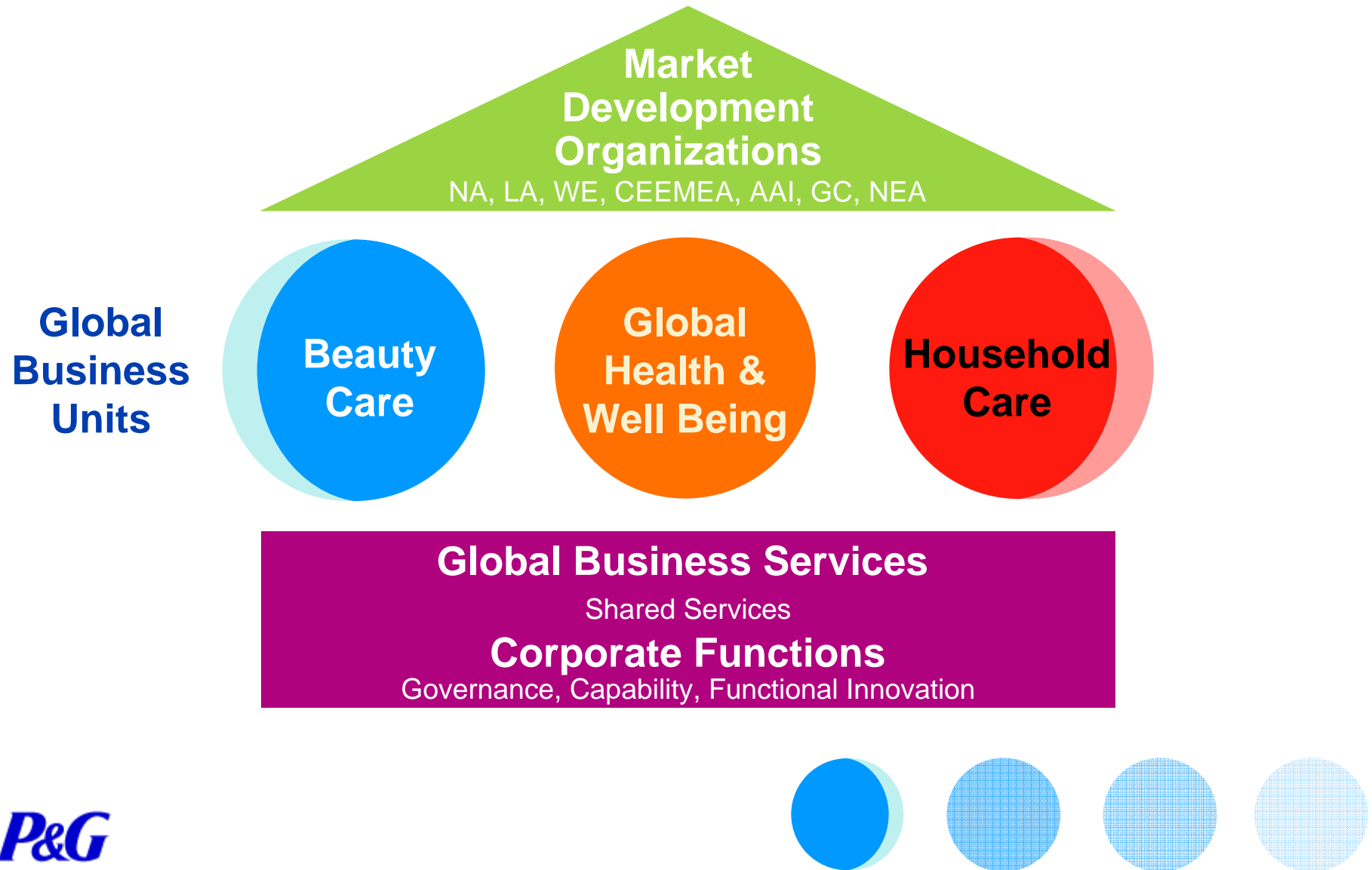
Global Beauty & Grooming

Global Health & Well-Being

P&G



Organization Structure



P&G in Switzerland

Construction phase: 1999 – 2000

- Creation of EMEA HQ
- Employees transferred as expats

Stabilization phase: 2001 – 2003

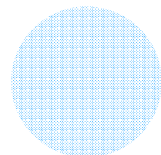
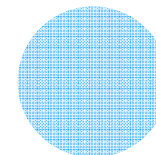
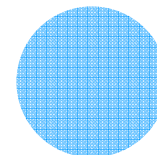
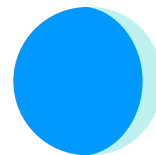
- “Localization” of expatriates

Cruising phase: 2004 – 2008

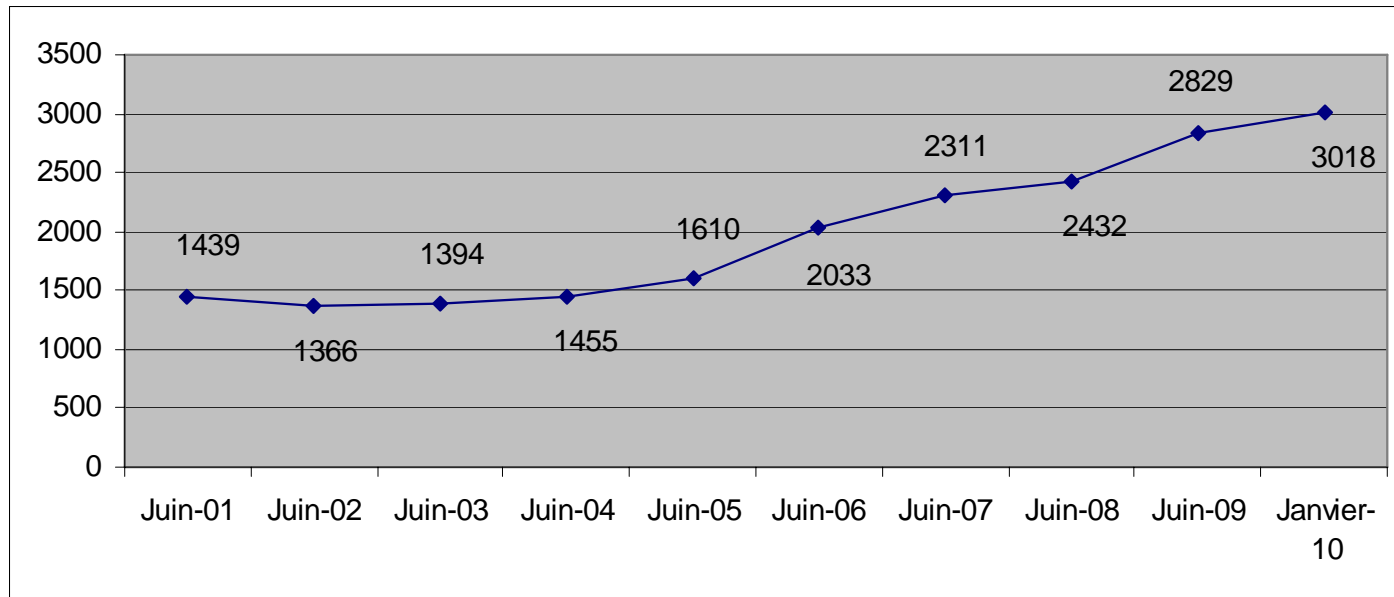
- Integration of Wella & Gillette

Second expansion phase: 2009-2010

- Transfer of CEEMEA employees to Geneva

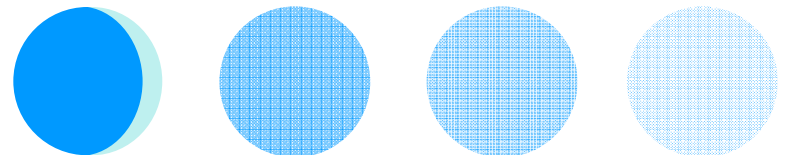


EVOLUTION OF EMPLOYMENT



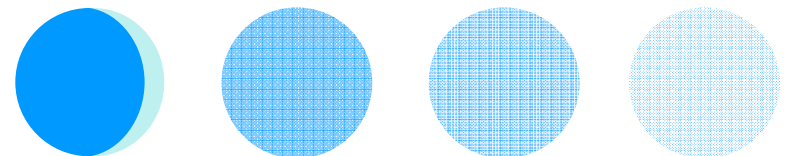
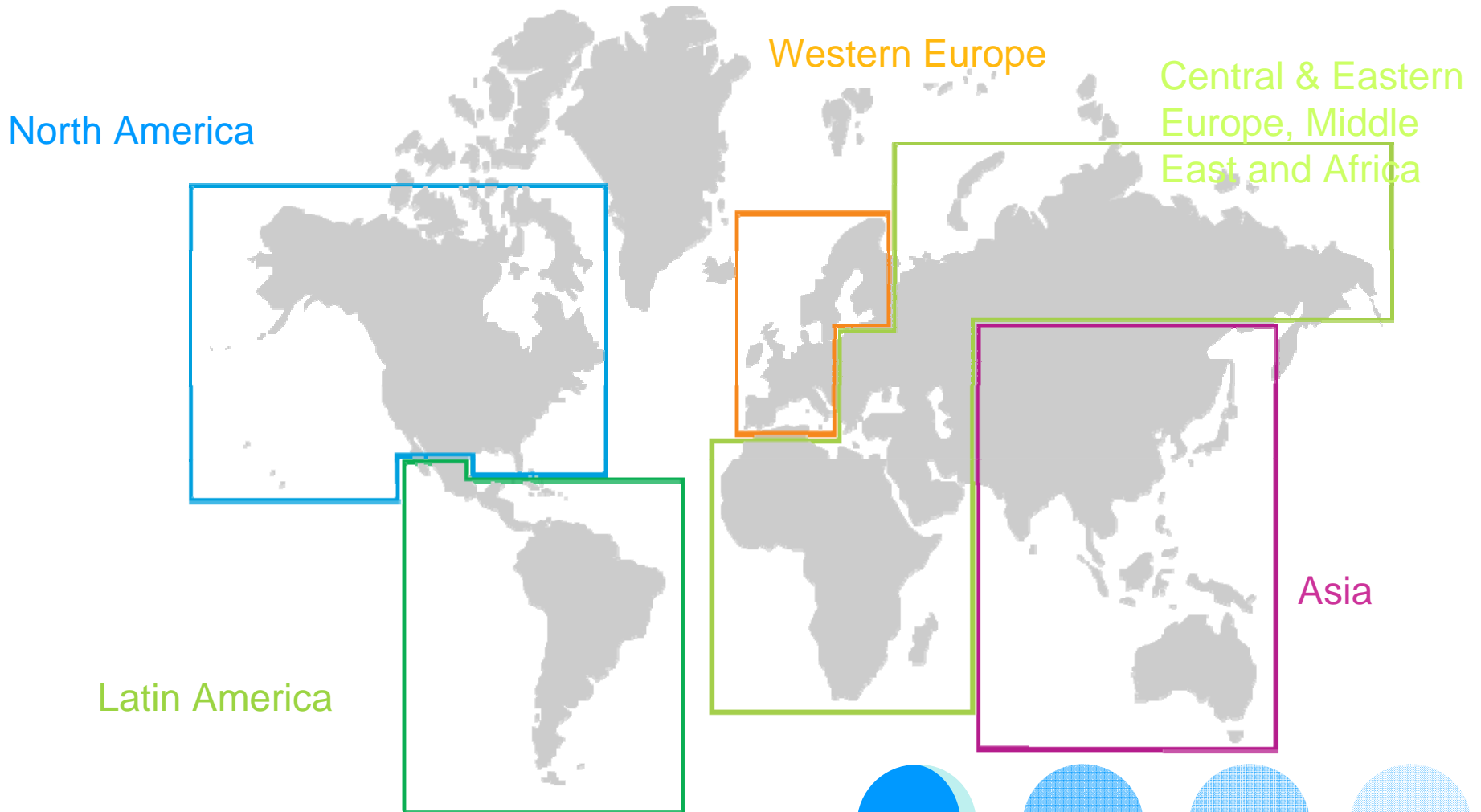
January 2010:

- 2800 employees in Geneva, 200+ in Zurich/Basel
- 70 nationalities:
20% Swiss, 16% French, 13% German, 10% British, 7% Italian, 3% Spanish
- 598 expats / 900 localized



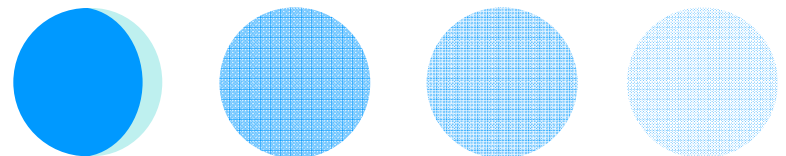
AREAS COVERED OUT OF GENEVA

- North America
- Latin America
- Western Europe
- Central & Eastern Europe, Middle East, and Africa
- Asia



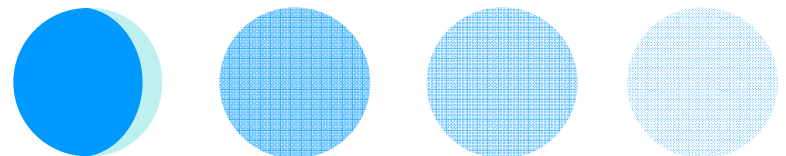
The importance of Geneva HQ

- Strategic HQ for WE, CEEMEA
- Development opportunities for middle and upper management
- A training center for EU new hires
- A sustainable organization

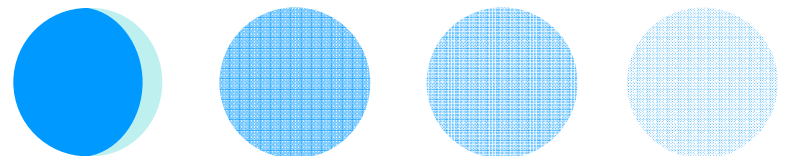


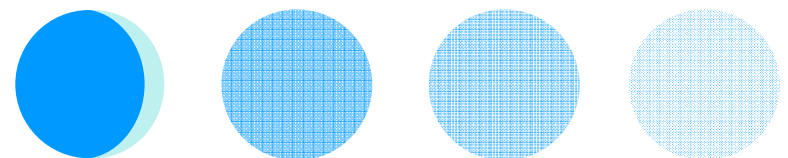
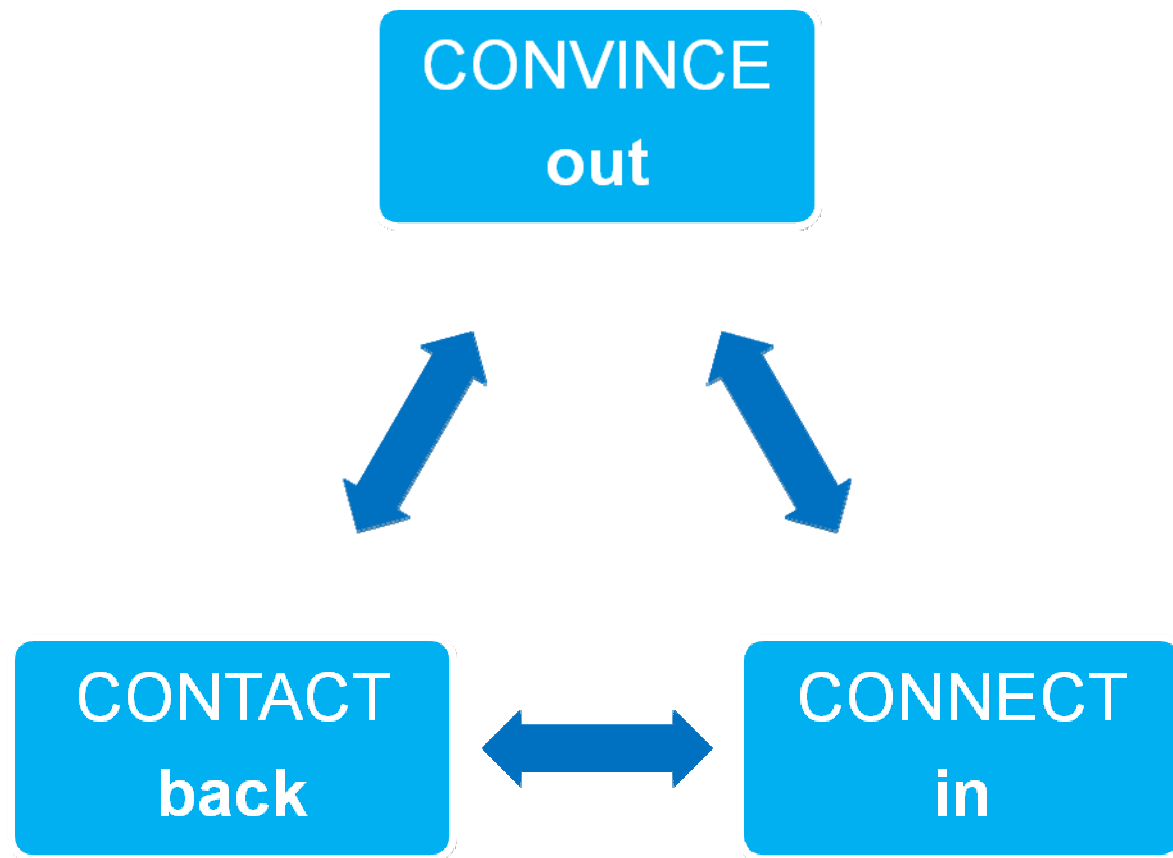
WHY “EXPATRIATES”?

- Global company
- Promotion from within
- “The consumer is the Boss”
- Local organizations led by local talents



MANAGING “EXPATRIATES”





CONVINCE out

Accept/ refuse: a personal decision

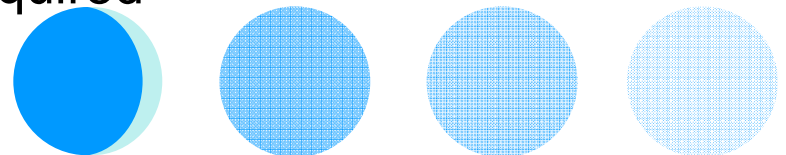
- Time to mature
- Generally limited in time (3 to 5yrs)

Look & see

A career accelerator, in most cases

Support

- House hunting
- Housing allowance
- Schooling
- Medical
- Career consulting for spouse – when required



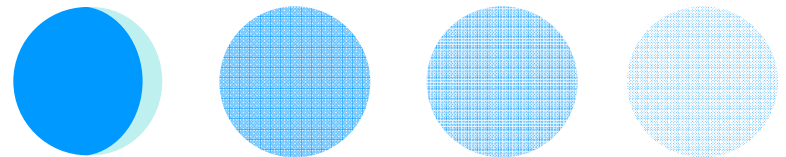
CONNECT in

“Make it easy”

- Relocation Agency
- Orientation
- Language lessons
- Schooling

Internal/ External networks

- **P&G GenevaNet** - Mr Clickit newsletter



Geneva Intranet

[my.PG.com](#)
[WE Net](#)
[CEEMEA](#)

[Contact Mr. Clickit](#) | [Search](#) | [People Finder](#) | [P&G.ch](#) | [Sitemap](#) | [A. A. A](#)

[Transfers/New To Geneva](#)

[Home](#)
[Business](#)
[Organization](#)
[You In The Spotlight](#)
[Geneva Campus Life](#)
[Transfers/New To Geneva](#)

- Relocation Guide
- Orientation Day
- Security Advice For Your Home
- Parents And Parents To Be Corner
- External International Groups
- Language Lessons

[Health & Wellbeing](#)
[P&G Externally](#)
[Communication Guidelines](#)

Transfers/New To Geneva

You just transferred or moved to Geneva and are looking for general guidelines on housing, cars, schooling? We will lead you to the platform that provides you with all details on various relocation categories.

In addition, we offer a whole "settling in" package focusing on language skills improvement and connecting you to external international groups to ensure you have a smooth and easy arrival in Geneva.

A lot of useful information and links for new arrivals can also be found in the [New Here Network](#) section.

Orientation Day

Content Owner: Laure Jacquemard

The orientation day is held on the first working day of each month to welcome new hires and transferees in their new working environment.

[Read more](#)

Security Advice For Your Home

Content Owner: Mark Ruffels

Switzerland is considered to be one of the safest places in Europe, so your chances of being victim of a crime is low. But risk zero doesn't exist, so here is some information and advice about how to stay safe and happy in Geneva.

[Read more](#)

Relocation Guide

Everything you can think of that is related to relocation: Schooling, housing, cars, sickness insurance and much more.

[Read more](#)

Parents And Parents To Be Corner

Content Owner: Ann van Coppenolle

External International Groups

No matter if you are a local employee or an expatriate, here you have a few connections that share same

stock exchange

(PG) 63.69 ▲ +0.02
04:01 PM ET Mar 05

Latest Update

04.03.2010
WE BBA 2010
[Read more](#)

04.03.2010
Tax Workshops 2010
[Read more](#)

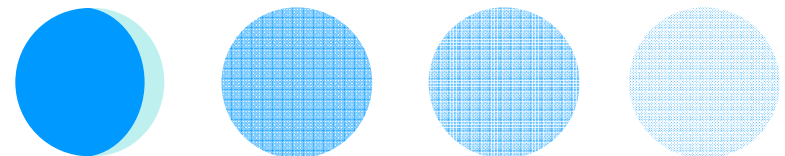
02.03.2010
Vibrant Living Festival
[Read more](#)

18.02.2010
Contact for Health Insurance questions
[Read more](#)

05.02.2010
GBS PC Health Event
[Read more](#)

After work

FOR SALE BOARD



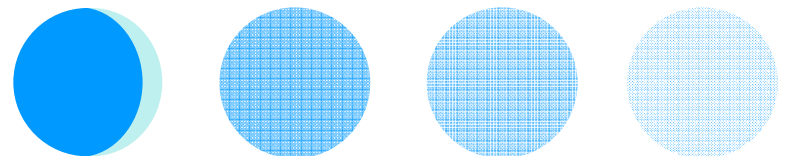
CONNECT in

“Make it easy”

- Relocation Agency
- Orientation
- Language lessons
- Schooling

Internal/ External networks

- P&G GenevaNet - Mr Clickit newsletter
- New Here, **Parents @ work**, Women Network, P&G Sports teams....



Parents' Network



 **P&G Vibrant Living FESTIVAL**
Play life in tune with YOUR Wellbeing

Raising Multilingual Children! Are you equipped?

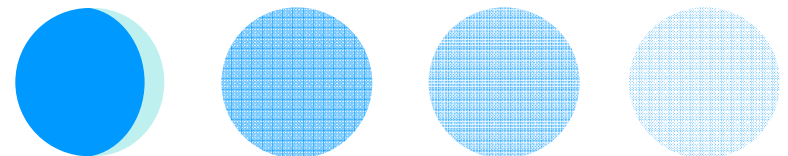
*Join Experienced Psychotherapist
Dr. Elisabeth Kock
and discover how to best raise multilingual children*



When? March 10th
What time? 12 to 1.30 p.m. Lunch provided.
Where? GBC – 22 Discipline Street (-1)
What's next? 1:1 sessions on-site during Spring

Questions? Béatrice Raemy, Kath Newby Grant, Jeannette Potts (GBC) & Anne Bujard (LIC)

Sponsored by Shepell-figi and Gabi Schupp, G.M. Global Wella Professional Franchise
and Geneva Women's Network sponsor



CONNECT in

“Make it easy”

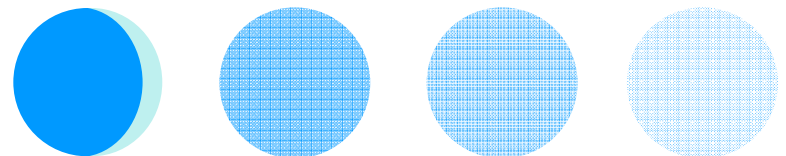
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• Internal/ External networks

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- New Here, Parents @ work, Women Network, P&G Sports teams....
- GWIT, AIWC, Geneve Accueil

We encourage/develop integration

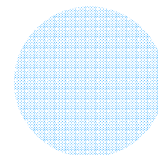
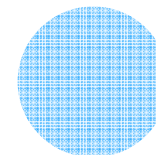
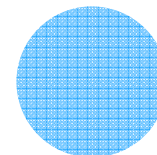
- No “P&G town”
- **Organize community events**



Community Events



P&G



CONNECT in

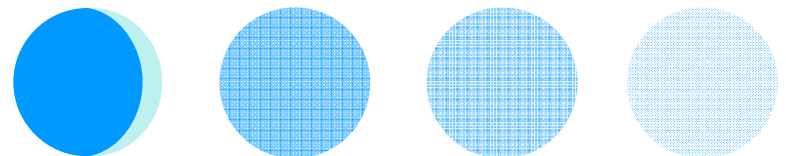
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We encourage/develop integration

- No “P&G town”
- Organize community events
- Competencies sponsorship
- Individual initiatives (eg, Cindy’s...)

Others

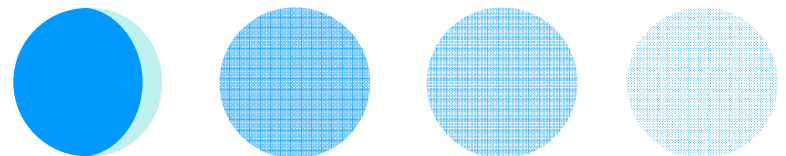
- Diversity training offers
- Career counseling for partner



CONTACT back

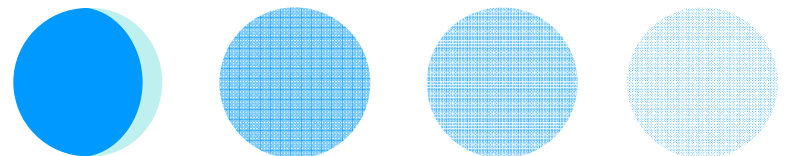
KEEP IN TOUCH WITH OWN CULTURE

- “Yearly back home trip” fund
- Schooling in home language/curriculum
- Home country retirement scheme
- Home country sponsorship



WHAT DOES IT TAKE TO MAKE IT WORK?

- Appropriate infrastructure: housing, schooling, kindergarten, medical, security...
- Strong support from Authorities: work permits, personal taxation,
- Open job market (spouse)



THE CHALLENGES AHEAD

We will continue to need mobility:

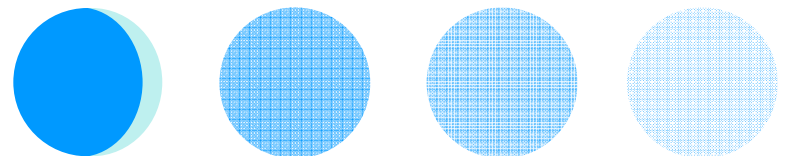
- infrastructures need to continue adapting

We need agility:

- Universities student exchange program help
- English language mastery: schools must reinforce

Increasing % of dual career couples:

- Location free jobs \longleftrightarrow Taxation issues

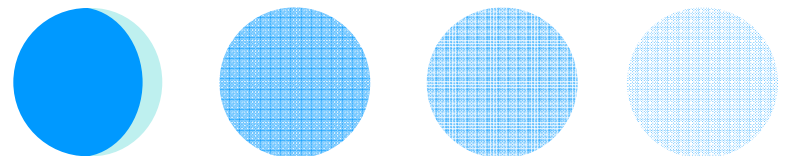


Expatriate Compensation & Policy

Key Principles

Provide Home Country Based Package

- Minimizes windfalls/shortfalls
- Eases transition back to home country
- Uninterrupted long term benefit plans
- Keeps decisions based career development vs. financial attractiveness

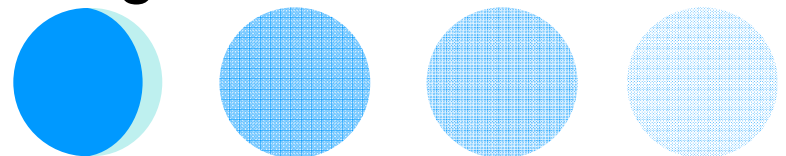


Expatriate Compensation & Policy

Key Principles

Expatriates:

- Receive home country salary & long term benefits (e.g., retirement plans)
- Contribute to tax, goods & services, housing and utilities at same levels as home country peers
- Receive incremental allowances to:
 - Maintain home country goods & services purchasing power
 - Live in appropriate housing at host location



THANK YOU

