

# BENEFITS

*of working*

## INTERNATIONALLY

*when working at* **BL HARBERT INTERNATIONAL**

### FINANCIAL & LIVING BENEFITS

- Working abroad may allow you to exempt all or a portion of your earnings from U.S. federal income tax.
  - \* Click [here](#) for more information. Always consult with your tax advisor for complete details regarding your personal situation.
- BLHI offers a completion bonus of 10% of base salary (1st two years retained; paid monthly thereafter until contract completion).
  - \* For employees who work on the project site in excess of two (2) years, BLHI will retain the first two (2) years' completion bonus payment until employee completes their Term of Service. Then, starting on month twenty-five (25) and throughout the duration of assignment, BLHI will begin disbursing the 10% completion bonus pay on a monthly basis. Upon completion of Term of Service, BLHI will pay out the retained two (2) year balance within employee's final settlement, calculated based on employee's corresponding base salary.
- Monthly cost of living and incidental allowances are also provided.
  - \* Amounts given are determined by the location of the project assignment.
- Housing is provided by BLHI, and consists of a fully-furnished apartment, house, or hotel-style living quarters. All housing utilities are paid by BLHI as well.
- Transportation to and from the project site is also provided. Transportation accommodations vary based on project location.
- BLHI offers a 401(k) retirement plan. Employees can participate in the 401(k) retirement plan after thirty days of continued service (entry dates are the first day of each month).
  - \* Employees may contribute 0% to 100% of pay each pay period. BLHI will currently match 50% of the first 6% of the amount contributed by employees. This amount could be adjusted in future years.

### VACATION & TRAVEL BENEFITS

- Vacation days are accrued at a rate of 2.5 calendar days per month of service, with a maximum of thirty (30) calendar days annually.
  - \* Vacation must be coordinated and approved through the Project Manager.
- A vacation travel allowance is provided upon completion of twelve (12) months of continuous service at the project site. This allowance is the amount of a round-trip airfare ticket to your point-of-hire.
- A Rest and Relaxation (R&R) travel allowance is earned after four (4) to six (6) months of continuous service at the project site (varies depending on location).
- Airfare is provided to relocate to the project site and return to your point-of-hire at the completion of the project (or to relocate to another jobsite).

### INSURANCE BENEFITS

- Medical insurance is available for employees and eligible dependents. The policy insures abroad as well as domestically.
- Dental insurance is also available for employees and eligible dependents. If you choose not to enroll upon initial employment, you and/or your family will not be eligible unless you are terminated and then rehired at a later date.
- We also offer Vision Care provided by VSP. Coverage options include: employee only, employee plus one dependent, and family.
- Long Term Disability (employee only), Term Life, and Accidental Death & Dismemberment policies are available for employees and eligible dependents. The cost of these policies will vary depending on the amount of coverage requested.



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*The above information is applicable for BLHI employees based on projects abroad. Benefits differ slightly for BLHI employees based at the corporate and support offices.*