

Destination:

**Luanda
Angola
10/10/2013**

International Assignment Profile

Family: Samp55A
Employee Dean
Spouse Micki

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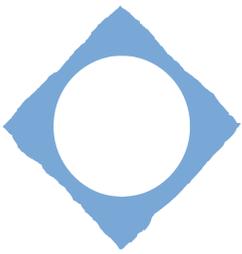
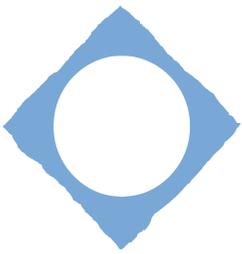


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About the IAP

The IAP is a new tool developed specifically to aid managers, HR execs, EAP/EAC counselors, or others in planning with a family for a successful foreign assignment. Specifically, the IAP assists in anticipating stresses, strains, or difficulties that might detract from an employee's business success on an assignment, and a supporting family's adjustment to and hopefully enrichment from the assignment.

The basic factors come from common sense and experience, but the underlying technology used to measure the factors and discover patterns is supported by the most advanced technology available in both measurement and scaling and in artificial intelligence. The IAP is designed so that all this works in the background, supporting you by supplying information, making suggestions and recognizing patterns that it has learned (yes, it learns from its and your successes and mistakes!). These patterns may be associated with strengths or may be issues that need shoring up through counseling or necessitate further planning. In addition, every report is screened and edited by a psychologist, social worker, or experienced EAP/HR professional to make sure that it is both useful and accurate.

The first section contains an informational overview, with all the primary information that an experienced counselor would gather in preparing a background sketch of the family: things like age, marital information, medical issues, motivation, and other key information for both the employee and the spouse/partner, if appropriate. Spouse employment info is especially important in this section.

Next comes data gathered from the family about their central concerns, both back home and on assignment. These are first compared with a large expat sample in the separate sheet "How do we compare with other expats?" and are subsequently paired with actual reports and data from the anticipated location. We note which things should go well ("Pleasant surprises"), and which aspects will require some thought, planning, or compromise ("Important Issues"). We also note the absolutely most critical things to cover in planning or preparation: the Major Issues, and most importantly, the Critical Issues. There are factors that can make an assignment difficult or even threaten the success of an assignment. A more detail graphical analysis or "drill down" is available for review in the next section.

The IAP then presents a view of the employee and his or her spouse in terms of psychological traits that impact how people react and respond to international assignments. The similarities and differences in their responses are especially important in understanding the family as a system, since major differences can be either a source of strength (one complements the other) or a source of conflict.

Finally, sections detailing all the children going, as well as parents back home, and children not going are available for inclusion in planning and review.

Getting started!

How do we compare with other expat families?

When you completed the computerized questionnaire (the IAP), you indicated some preferences and some concerns that would be important to you in adjusting to your new assignment. Later on, you'll get to see how your needs and preferences match up to the actual location, but as a starting point, here is how YOUR concerns compare with a large sample of other expats.

“Less” means you are considerably less concerned about that issue as regards your location than the typical expat, “Same” means that your concern is about the same as most expats, and “More” means the issue is more important to you than it is to most other expats.

Most people have a mixture of issues that are more important for them, as well as some that are less. It is these differences that make each assignment- and it's planning and preparation- unique for each person and family!

How does this impact our assignment?

Most people enjoy seeing how their opinions and thoughts compare to others. If you find that your ratings are a bit above most other expats in certain areas, it may mean that it will be harder for you than most people to make adjustments, regardless of your destination location. For example, if you are more concerned about Climate than most people, it may mean that there are fewer places that you will be comfortable going than most people, or that you will have to make more accommodations and adjustments than most people. Likewise, if Climate is less of a concern to you than it is to most people, then it probably will be easier to adjust to more locations than the typical person.

The similarities and differences between spouses can also be interesting and often make important items to discuss in terms of what is most important on the upcoming assignment. What really matters, of course, is how your concerns match with the area you are locating to- regardless of what other people think! Rest assured, we will cover that in a later section.

Less	Same	More	<i>Destination concerns:</i>	Less	Same	More
		●	Housing concerns			●
	●		Local sanitation standards	●		
	●		Schools and education			●
●			Recreational opportunities	●		
		●	Racial balance	●		
●			Safety in walking and traveling	●		
		●	Role of women		●	
	●		Social acceptance of expats			●
●			Availability of other expats	●		
	●		Host national workplace attitudes			●

Micki	Dean
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<i>Less</i>	<i>Same</i>	<i>More</i>	<i>Destination concerns:</i>	<i>Less</i>	<i>Same</i>	<i>More</i>
	•		Local mental health services		•	
	•		Local availability of meds/OTC			•
•			Local emergency facilities	•		
•			Local hospitals			•
	•		Local physicians and providers		•	
•			Difficulty of returning home			•
		•	Ease of getting around			•
	•		Availability of familiar foods		•	
	•		Climate and weather patterns		•	
<i>Less</i>	<i>Same</i>	<i>More</i>	<i>Destination concerns:</i>	<i>Less</i>	<i>Same</i>	<i>More</i>
	•		Crime rates and safety			•
	•		HNC drivers required or advised			•
•			Responsivity of local police	•		
	•		Status of citizens from our country		•	
		•	Political stability			•
	•		Travel advisories			•
•			Availability of local work	•		
	•		Similarity of dominant religion		•	
	•		Religious tolerance	•		
	•		Religious extremists			•
	•		Availability of religious community		•	

Micki
Dean



Basic info

Introduction: Employee

Employee: Dean Samp55A. He is 45 to 49 old, and has worked for Demo for a medium time (5 to 10 years). Dean was born in United States, and is a citizen of Canada. Dean has been assigned to Luanda and is moderately pleased about the choice. He feels very poorly informed about the culture, language, and living conditions in the assigned location based on general information obtained thus far and feels he is not at all experienced or acquainted about the conditions in the destination from personal experience or direct contact. Note that fluency in the destination language is minimal. Dean is interested in improving fluency in the local language.

This international assignment was actively sought out. Dean reports that the anticipated additional salary may be needed for financial survival, and completion of the assignment is definitely required for consideration for other promotional opportunities. Dean feels the assignment will be very successful. He feels that his wife is positive about the anticipated assignment.

Previous business travel has been frequent travel, and it is described as very successful.

Dean is not at all acquainted with the workplace and management norms or customs in the anticipated destination. He will be managing or supervising citizens of the host national country. Dean will be reporting to or supervised by a manager from the host national country. He is interested in learning about cross cultural management if training is available.

Medical Checklist:

- Major Medical Problems: Yes, but the problem(s) are currently under control (-)
- Minor medical issues: No (-)
- Prescription drug needs: Yes (-)
- OTC drug needs: Yes (-)
- FACILITIES USE: Dean anticipates using a mixture of local and company provided services.
- Alcohol issues: Dean is not concerned that he may have problems with drinking or alcohol use during this assignment.
- no concerns about spousal or partner alcohol abuse.
- Drug related issues: No concerns about problems with prescription or other drug use during this assignment.
- Spouse or partner concerns: Dean has no concerns or worries about spousal or partner drug use during the assignment.



Basic info

Introduction: Spouse

The spouse in the Samp55A family is Micki. She has been married to Dean for 6 to 10 years and describes her national origin as Martinique, and citizenship as Canada. Micki is very displeased about the location assigned. She is very poorly informed about the culture, language, and living conditions in the assigned location from general reading or other sources of information. From direct contact or personal experience with ex-pats in the location, Micki feels not at all experienced or acquainted about the conditions in the destination. Note that fluency in the destination language is none at all. Micki is interested in improving fluency in the local language.

Micki did not actively support her husband in seeking out this assignment. The expected additional salary and benefits from the assignment are absolutely needed for financial well being. Micki feels that the assignment may definitely be needed for promotion consideration. Regarding the success of the assignment, Micki feels that the assignment will be very successful.

Previous work related travel experience is described as infrequent travel.

Micki will be giving up a job to join Dean on this assignment. She values the job greatly, and is very upset over having to leave it. This will likely have a significant negative impact on Micki's career. In fact, she feels that her career is pretty well destroyed because of this move. Micki fully expects to find a position in the assignment location that allows her career to continue, but is reconciled that her capabilities and training will not be fully utilized, and the new position will most likely not be as desirable as the one being vacated.

Medical Checklist:

- Major Medical Problems: No (-)
- Minor medical issues: No (-)
- Prescription drug needs: No (-)
- OTC drug needs: Yes (-)
- FACILITIES USE: Micki anticipates using a mixture of local and company provided services.
- Alcohol issues: Micki is not concerned that she may have problems with drinking or alcohol use during this assignment.
- no concerns about spousal or partner alcohol abuse.
- Drug related issues: No concerns about problems with prescription or other drug use during this assignment.
- Spouse or partner concerns: Micki has no concerns or worries about spousal or partner drug use during the assignment.



Destination Information

These descriptions are compiled from a variety of sources including internet sites, interviews with expats, statistical ratings, and other sources. While we strive to keep them timely and accurate, use them as a starting point for your own explorations and information gathering!

ANGOLA

Angola is located on the South Atlantic Coast of West Africa between Namibia and the Republic of the Congo and is bordered by the Democratic Republic of the Congo (previously Zaire) and Zambia to the east. It is the seventh largest state in Africa with a total area of 1,246,700 square kilometres (including Cabinda Province), but is also one of the most sparsely populated. The 7,270-square-kilometer enclave of Cabinda is separated from the rest of Angola by a strip of Zairian territory and is bordered on the north by Congo. The country is divided into an infertile coastal strip stretching from Namibia to Luanda; a wet, interior highland; a dry savannah in the interior south and southeast; and rain forest in the north and in Cabinda. The Zambezi River and several tributaries of the Congo River have their sources in Angola.

Present-day Angola is a construct designed by European politicians at the Conference of Berlin in 1885. Before that time, people with different political traditions, ranging from decentralized mobile groups to autocratic kingdoms, inhabited the area. The Kongo, Ndongo, and Ovimbundu kingdoms had early contact with the Portuguese, who in the sixteenth century created colonies on the coast. Portuguese, mestiço, (person of mixed descent), African merchants and middlemen sold millions of slaves who were transported to the Americas on Dutch and Portuguese vessels. Although the slave trade was stopped in the 1880s, internal slavery continued into the twentieth century. After the Conference of Berlin, Portuguese colonialism took on a very different character. Through a slow and halting process that met with much local resistance, the Portuguese attempted to expand their control over the interior of the country and enforce a colonial system with taxation and forced labour. The war for liberation started in 1961 with rebellions in Luanda and the northern region. The anti-colonial war ended after Portuguese soldiers, tired of war in the colonial territories, staged a coup in Portugal in 1974. On 11 November 1975, Angola became an independent country.

In the years immediately after independence, economic development was further stunted by the departure of 700,000 Portuguese colonists, who controlled the Government and most of the economy. However, after gaining independence Angola was engulfed in a civil conflict that lasted for more than a quarter century. A cease-fire was called in April 2002, two months after the death of UNITA leader Jonas Savimbi, and, on November 21, 2002, the government and former rebels signed a peace agreement that definitively ended the conflict and has allowed reconstruction to begin. In April 2003, the World Bank committed US\$100 million to the Angolan reconstruction and rehabilitation programme. However, both the Bank and the IMF were reluctant to release funds until Angola's endemic corruption was curtailed. Government support for social institutions is often inadequate. Many hospitals are without medicines or basic equipment, schools are without books, and public employees often lack the basic supplies for their day-to-day work.

Fighting has ended in all areas of the country except Cabinda, where the Government of Angola continues to pursue remnants of the insurgency led by the Front for the Liberation of the Enclave of Cabinda (FLEC). There have been very few recent reports of violence in Cabinda, but foreigners have not been targeted.

The executive branch of the government is composed of the president (head of state and government), the prime minister, and the Council of Ministers. The Council of Ministers, composed of all government



ministers and vice ministers, meets regularly to discuss policy issues. The President, the Council of Ministers, and individual ministers in their areas of competence have the ability to legislate by decree. Of the 220 deputies in the National Assembly, 130 are elected at large, and 5 are elected to represent each of the 18 provinces. The Electoral Law also calls for the election of three additional deputies to represent citizens living abroad; however, those positions were not filled in the 1992 elections. The ruling MPLA controls 59% of the seats. The central government administers the country through 18 provinces. Governors of the provinces are appointed by and serve at the pleasure of the president.

The legal system is based on Portuguese and customary law but is weak and fragmented. Courts operate in only a fraction of the 164 municipalities. A Supreme Court serves as the appellate tribunal; a Constitutional Court with powers of judicial review has never been constituted despite statutory authorization. Recently, the Supreme Court has acted as a Constitutional Court.

Angola is rich in natural resources, including oil, coffee and diamonds. Despite this, 95 per cent of Angolans live in poverty or extreme poverty. Agriculture employs over 50 per cent of the population but production has declined so much that, from being a net exporter, Angola now imports over half its food requirements. Fishing, which almost ceased to exist, is now being rejuvenated with foreign aid. New oil and gas fields off the shore of Cabinda (an enclave in the north of the country) are being developed. However, Angola has only one refinery and so exports most of its oil in the crude form. The Government is looking to a new cooperative agreement with Algeria and partial privatisation of the state oil firm, Sangol, to boost production and refining capacity. The only other industry of any size is diamond mining. Angola's largest trading partners are Portugal, Brazil, France and the USA, from whom it imports much of its food and almost all its manufactured equipment. Annual growth in 2005 is estimated at 11.7 per cent.

Aside from the oil sector and diamonds, it is recovering from 27 years of nearly continuous warfare, corruption, and economic mismanagement and ranks in the bottom 10 of most socio-economic indicators. The rapidly expanding petroleum industry accounts for 51.7% of GNP, 95% of exports, and 80% of government revenues. Currently producing 1.4million barrels per day, production is expected to reach 2 million barrels per day by 2008. Oil production remains largely offshore and has few linkages with other sectors of the economy, though a local content initiative promulgated by the Angolan Government is pressuring oil companies to source from local businesses. Block 15, located offshore of the enclave of Cabinda, currently provides 40% of Angola's crude oil production. Angola was ranked 160 out of 177 countries on the UNDP's Human Development Index.

Diamonds make up most of Angola's remaining exports, with yearly production at 6 million carats. Diamond sales reached approximately \$1 billion in 2005.

Estimates of Angola's population vary widely, as there has been no census for many years, but it is thought to stand at no less than 13 million. It is estimated that in May 2000, 350,700 Angolans lived outside the country and another 2.5 million to 4 million were displaced within the national borders. About a million residents have died because of the war. Angola has a young population, over 45 percent of which is below fifteen years of age. The population density varies greatly by region. Over the years, the urban population has grown strongly and more than half the people now live in towns. The capital, Luanda, has drawn in many immigrants—a quarter of all residents now live there.

There is no single national Angolan identity but the notion of being Angolan is strong. The country is divided along many lines: Ethnic, religious, regional, racial, and other factors interact in the conflict. The Portuguese language sets Angola apart from its neighbouring countries and has created long-standing ties not only with Portugal but also with Brazil, Mozambique, and other Portuguese-speaking countries.

Angola has three main ethnic groups, each speaking a Bantu language: Ovimbundu 37%, Kimbundu 25%, and Bakongo 13%. Other groups include Chokwe, Lunda, Ganguela, Nhaneca-Humbe, Ambo, Herero, and Xindunga. In addition, mixed racial (European and African) people amount to about 2%, with a small (1%) population of whites, mainly ethnically Portuguese. Portuguese make up the largest non-Angolan population, with at least 30,000 (though many native-born Angolans can claim Portuguese nationality under Portuguese law). Portuguese is both the official and predominant language. Foreigners moving to Angola are strongly urged to learn Portuguese – most Angolans do not speak or understand English.

Christianity is the religion of the majority, with Roman Catholicism claiming the largest numbers of the population. About 5 million people, or 38% of the population, are Roman Catholic as of 1998. About 15%



of the population are of Protestant denominations; the largest include Methodist, Baptist, Congregationalists (United Church of Christ), and Assemblies of God. Almost half the population (47%) follow African traditional beliefs either exclusively or in conjunction with other faiths. Communities in rural areas of the country practice animism and other indigenous religions. Though a colonial-era law banning non-Christian religions still exists, it has not been generally enforced.

Government-controlled media are predominant. Angola's only daily newspaper, *Jornal de Angola*, and the terrestrial TV service, TPA, are state-owned and carry little criticism of the Government. Private radio stations operate in the main cities but the state maintains a monopoly in radio broadcasting across much of the country. The constitution provides for freedom of expression but the Government does not always respect this and the few private media outlets are liable to harassment. Pay-TV services are operated by Multichoice Angola, and include Brazilian and Portuguese channels.

The currency of Angola is the Kwanza (NKz) with 1 Kwanza (AOA) = 100 centimos. Notes are in denominations of AOA100, 50, 10 and 5. Coins are in denominations of AOA1, 2, 5, 10, 20, 50, 100 and 50, 20 and 10 centimos. The Kwanza was devalued by a factor of 1000 in January 2000 (1 new Kwanza = 1000 old Kwanzas). New banknotes have been introduced. As at September 1st 2006 the exchange rate was 1USD: 80.16AOA. It is not an internationally convertible currency nor can it be imported or exported. A non-resident may take out no more than U.S.\$5,000 unless they have made an official declaration upon entry into Angola. Traveler's checks are rarely accepted and major credit cards are not accepted at only a few of Luanda's largest hotels. ATMs do not accept international cards and are not widely available. Newer U.S.-dollar bills are generally favoured due to the ease with which the older style is counterfeited. Where service charge is not added to the bill, 10 per cent is acceptable, although tipping is not officially encouraged. Tipping can be in kind (e.g. cigarettes).

Like the rest of tropical Africa, Angola experiences distinct, alternating rainy and dry seasons. In the north, the rainy season may last for as long as seven months, usually from September to April, with perhaps a brief slackening in January or February. In the south the rainy season begins in November and lasts until about February. The dry season (*cacimbo*) is often characterized by a heavy morning mist. Temperatures fall with distance from the equator and with altitude and tend to rise closer to the Atlantic Ocean. Thus at Soyo, at the mouth of the Congo River, the average annual temperature is about 26°C, but it is under 16°C at Huambo on the temperate central plateau. The coolest months are July and August (in the middle of the dry season), when frost may sometimes form at higher altitudes.

Health and medical facilities are a major concern. Full health insurance is essential and should include medical evacuation insurance. In the event of serious medical conditions every effort should be made to go to Johannesburg, South Africa. There are some hospital facilities in the main towns but adequate medical facilities are virtually non-existent and shortages of routine medications and supplies occur. Visitors should travel with their own supply of remedies/medicines for ailments such as stomach upsets and headaches. Pharmaceutical supplies are extremely difficult to obtain.

An official yellow fever vaccination certificate is required before entry into Angola will be permitted. Vaccination is usually recommended for yellow fever in addition to vaccines against cholera, hepatitis A, hepatitis B, influenza, meningococcal meningitis, rabies, typhoid, and a one-time polio booster if not previously vaccinated. Angola is a chloroquine-resistant malaria region. Begin malaria prophylaxis (mefloquine/lariam/doxycycline) 5 weeks before arrival and expect to continue using it for the entire tour. Pills should be taken with a full glass of water to avoid esophageal problems and with food. Routine immunizations, such as those that prevent tetanus/diphtheria or "childhood" diseases, should be reviewed and updated as needed. Consult your physician.

HIV AIDS is widespread. Angola has a prevalence of over 100 Tuberculosis cases per 100,000 population, the highest WHO risk category. Travellers planning to stay more than 3 months should have pre-departure PPD skin test status documented. Travellers should avoid crowded public places and public transportation whenever possible. Domestic help should be screened for TB. Schistosomiasis is present in freshwater lakes and rivers throughout the country and is transmitted by larvae that penetrate intact skin. Avoid freshwater exposure. According to WHO, approximately 46,800 cases of cholera have been reported since late February 2006; the majority of cases have occurred in Luanda province. Fourteen out of 18 provinces have been affected. Travellers should carry oral rehydration salts in case of severe diarrhea and exercise particular care in hygiene and food habits. Poisonous snakebites are a potential danger in the countryside.



All water should be regarded as being potentially contaminated. Water used for drinking, brushing teeth or making ice should have first been boiled or otherwise sterilised. Milk is unpasteurized and should be boiled. Powdered or tinned milk is available and is advised, but make sure that it is reconstituted with pure water. Avoid dairy products, which are likely to have been made from unboiled milk. Only eat well-cooked meat and fish, preferably served hot. Pork, salad and mayonnaise may carry increased risk. Vegetables should be cooked and fruit peeled.

Dining and eating in general is not particularly easy in Angola because food is expensive and many of the less well-equipped restaurants have poor hygienic conditions. There are severe food and drink shortages at present and tables should be booked well in advance in the few restaurants and hotels. Notice needs to be given for extra guests. A burger and fries in a fast food restaurant in Luanda can cost 100USD for two. Nonetheless, Angolan cuisine is varied and tasteful, with local dishes based mainly on fish, cassava products and spicy stews. National specialities include Palm oil beans, Calulu (dried fish or dried meat layered with fresh fish or fresh meat, onion, tomatoes, okra and sweet potato leaves), Chicken muamba (seasoned with palm oil hash), Mufete de Cacuso and Farofa (cooked with manioc flour). Angolan seafood is abundant and very good, and the Angolan coast is a special place to eat fresh lobster right off the fisherman's boat. Tropical fruit in Angola is also a treat.

If, however, you are situated in Luanda and need to dine, it is recommended that you get to Ilha de Luanda where beach-restaurants (of varying price-classes from very exclusive to rather informal) can serve most foreign needs. It should also be said that restaurants in Luanda are increasing in numbers and quality, since the recent peace has brought stability and significant investment to the country. All restaurants accept USD in cash and very few accept credit cards.

Crime is a serious problem throughout the country. While most violent crime occurs between Angolans, foreigners have occasionally been attacked. Street crime is a regular occurrence in Luanda. The most common crimes are pick pocketing, purse-snatching, vehicle theft, and vehicle break-ins. Armed muggings, robberies, and carjacking involving foreigners are not frequent but do occur. Police and military officials are sometimes undisciplined and their authority should not be challenged. Four-wheel-drive vehicles are targeted for carjacking. Drivers should not resist if threatened. Soldiers and police who normally carry automatic weapons patrol city streets. In general, movement around Luanda is safer by day than by night. Air travellers arriving in Luanda at night are strongly advised to arrange reliable and secure ground transportation in advance. If this is not possible, use only the regulated taxi service at the airport and in Luanda. Unregulated taxis are unsafe and can present a crime risk.

Since the end of the civil war, overland access to the interior has increased. However, fighting in most of the country damaged or destroyed many roads and bridges; there are no services for motorists outside urban areas. Road travel can be dangerous due to poor conditions, banditry, and especially the presence of landmines in many areas. There are more than 20million landmines in Angola that have claimed 70,000 victims since the peace agreement in 2002. Many secondary roads are impassable during the rainy season. Overloaded, poorly marked and disabled vehicles, as well as pedestrians and livestock, pose hazards for motorists. There are no well-maintained overland routes to neighbouring countries. Frequent checkpoints and poor infrastructure contribute to unsafe travel on roads outside of the city. Visitors should avoid unnecessary travel after dark, and no travel should be undertaken on roads outside of cities after nightfall.

Drivers under the influence of alcohol are common, especially on weekends, and the return trip to Luanda from beach outings can be particularly hazardous. Many areas of the countryside, including secondary roads and bridges, are heavily mined.

All public transportation, including buses and van taxis, should be avoided as the vehicles are generally crowded, unsafe, and unreliable.

In-country flights are frequently cancelled, leaving travellers stranded. Maintenance of aircraft, especially leased Antonovs, is unreliable. Landing strips in provincial towns are sometimes dangerous. Air travel within the country should be restricted to landing strips that have been certified as landmine-free designated routes that may be determined from time to time by the United Nations Humanitarian Coordination office in Luanda.



Throughout Angola, taking photographs of anything that could be perceived as being of military or security interest, including government buildings, may result in problems with authorities and should therefore be avoided. Do not use binoculars, maps, etc. near government buildings of any description. It is inadvisable to photograph public places, public buildings or public events also. Copies of photography permits should be deposited with the British Embassy; permits should be carried at all times.

Identity documents should be carried at all times.

Homosexual activity is illegal.

Shortages of food, lodging, medicine, transportation, utilities, and water affect most of the country.

International calls are difficult to place outside the capital. Most personal cellular phones are not compatible and must be reprogrammed for use within Angola.

The electric current in Angola is 220V running at 50Hz. The Plug types used is the round pin attachment plug.

LUANDA

Luanda (formerly called Loanda) is the largest city and capital of Angola. Located on the Atlantic Ocean, it is both Angola's chief seaport and administrative centre. It has a population of approximately 4.5 million (UN 2004 estimates), and is the capital city of Luanda Province.

By the time of Angolan independence in 1975, Luanda was a modern city and the majority of the city's population was of Portuguese origin, with very few Africans permitted to live there. After independence however, most of the Portuguese left and travelled overland to South Africa. An immediate crisis resulted due to the lack of skilled labour and local knowledge needed to run the city and maintain its infrastructure. A large number of skilled technicians among the force of Cuban soldiers were sent in to support the MPLA government and were able to make a valuable contribution to restoring and maintaining essential services in the city. The city is now run by local Angolans but the excessive cost of living and remnants of a war torn country have resulted in vast poverty among the locals.

Luanda is divided into two parts, the baixa (old city) and the cidade alta (new part). The baixa is situated next to the port and has narrow streets and old colonial buildings. The inhabitants of Luanda are primarily members of African ethnic groups, including the Ovimbundu, Kimbundu and Bakongo tribes. The official and the most spoken language is Portuguese, although many Bantu-related indigenous languages are spoken. There is a very small population of European origin.

Luanda is the seat of a Roman Catholic archbishop. It is also the location of most of Angola's educational institutions, including the private Catholic University of Angola and the public University of Agostinho Neto. It is also the home of the colonial Governor's Palace and Estádio da Cidadela, Angola's main stadium, with a total seating capacity of 60,000.

Manufacturing includes processed foods, beverages, textiles, cement and other construction materials, plastic products, metalware, cigarettes, and shoes. Petroleum, found nearby, is refined in the city although this facility has been repeatedly damaged during the civil war. Luanda has an excellent natural harbour, and the chief exports are coffee, cotton, sugar, diamonds, iron, and salt. However, the economy of Luanda continues to be severely disrupted by the ongoing military conflicts in Angola.

Luanda is the world's 4th most expensive city with a 5km taxi journey costing 35 US dollars in Luanda (and that is the official set rate), and a burger and chips in a fast food joint costing anywhere from 10 dollars. Housing prices are astronomical - a basic one-bedroom flat can cost twice what it would in London or New York. Two-bedroom apartments in the centre are 3,000 USD.

Electricity and water go out several times a day. While some foreigners live along the palm-lined Marginal, Luanda's crumbling waterfront promenade, the oil companies maintain separate walled compounds of suburban-style houses for their employees on the outskirts of the city. Most foreign workers, including US Embassy employees, earn more money in Angola than they would almost



anywhere else, due to extra "hardship payments." And while just a few years ago there was nothing to buy, a new sporting-goods store filled with Nike products and a Range Rover dealership have opened downtown. Luanda is expensive, however, and recently took the top spot as THE most expensive city in the entire world to live in, topping Tokyo, London, and Geneva.

Domestic help is available at about USD 200 per month for part-time domestic help (30 hrs per week). Very few domestic workers speak English.

There are a few reasonable supermarkets in the city centre (The South African shop and Intermarket). Shoprite has a big supermarket on the outskirts of town. According to local expatriates, this is worth a trip as they have a better selection of food and produce including items such as fresh yoghurt - and prices are not as high as in town. The problem is that it is impossible to get all of the items on your list at one go. A good practice is to grab it if you find what you want. If you live in the southern part of town, travel time to supermarkets can be longer than an hour.

Internet access is available but dial-up is extremely slow and requires a landline that works. It costs 20 USD per month. DSL is now available but costs are prohibitive (USD 430 per month).

The main places to visit in Luanda are the fortress (containing the Museum of Armed Forces), the National Museum of Anthropology and the Museum of Slavery, 25km (16 miles) along the coast from Luanda. Luanda itself is built around a bay and there are bathing beaches (the Ilha beaches) five minutes from the centre of the city. Approximately 45km (28 miles) south of Luanda is Palmeirinhas, a long, deserted beach. The scenery is magnificent, but bathing here is hazardous. Fishing is possible both here and at Santiago beach, 45km (28 miles) north of Luanda.

The Kissama National Park lies 70km (45 miles) south of Luanda, and is home to a great variety of wild animals. Accommodation is available in bungalows located in the middle of the park, but visitors must bring their own food. The park is closed during the rainy season.

The Calandula Waterfalls, located in the Malanje area, make an impressive spectacle, particularly at the end of the rainy season. There are some nightclubs and cinemas in Luanda. Cinema seats should be booked in advance. The Lenarius, a gallery, cafe and ball all-in-one, is situated behind the Ministry of Defence and is open from 1600 until late in the evening.

In Luanda main streets are paved, but streets in the slums are in disrepair. Driving conditions aren't necessarily what most westerners are used to, and most roads have no lines or signals. Never take the minibus taxis – they are unsafe both in terms of security and roadworthiness.

The climate in Luanda during January to April is considered the hot season with temperatures often in the upper 90s. This is also the time to expect the heaviest humidity and rain, the heaviest falling in March and April. The cool season is from June to September and is referred to as "cacimbo", during which it does not rain, but is gray and overcast. The temperature maintains in the 80s during the day with mild to cool evenings.

Luanda International School is fairly new and is financially supported by the oil companies. It has about 300 students serving Preschool through Year 13. <http://www.lisluanda.com/Index.htm>

There is also the French International School that many of the Total, Final, and Elf employees send their children to. Another option popular with upper class Angolans and the Portuguese is the Portuguese school.

Upon arrival, contact your Embassy immediately to register.

<http://www.gindungo-online.freehomepage.com/>

[http://www.thirdworldtraveler.com/Africa/Africa_Oil_Tycoons\(Angola\).html](http://www.thirdworldtraveler.com/Africa/Africa_Oil_Tycoons(Angola).html)



Destination Matches for the family

The following chart summarizes relevant adjustment data matched to the anticipated location for the family in four easy to use categories:

KEY (Critical) ADJUSTMENTS and Major Issues are factors that the employee or spouse rated as critical and highly important, but are lacking or significantly inferior in the anticipated location. Thus, critical adjustments reflect the most serious changes or accommodations that the family must make, either to accept or to succeed in the assignment. Needless to say, it is this category that will demand the most planning and attention, as they will definitely impact an assignment in a negative manner if ignored.

DISCUSSION ISSUES are key items that are not as critical as the above listings, but will certainly impact an assignment. They represent the intermediate compromises and adjustments that a family must make, and should be noted or addressed in all planning.

GOOD MATCHES are just that: conditions reported in the assigned location that match the stated needs and preferences of the family. It does not mean that they can be ignored, but that there are good sources of satisfaction of these needs available in the assigned location.

PLEASANT SURPRISES are those items for which the family (employee or spouse) indicated were critical or highly important for either the success of the assignment (or their possible acceptance of the assignment) AND for which the anticipated destination provides either equivalent or sometimes better conditions than their stated needs or preferences. These make planning very pleasant!

SLEEPERS are a very interesting category, composed of those things the family (employee or spouse) indicated were NOT critical or especially important, but are either quite lacking, inferior, or negatively different in the anticipated location. They represent things that the family may not really appreciate until they are not available.

The ADJUSTMENT CHARTS that follow show in greater detail the adjustments facing the family. They are useful in elaborating or discussing specific issues. The bars indicate the degree of adjustment that will likely be required to adapt to the new location (matched to the categories above). Bars to the LEFT (called major adjustments) reflect larger degrees of differences in what the family indicated as important or necessary to them, and the actual or reported conditions in the location. Bars to the right indicate that conditions in the location are actually better than what the employee or spouse indicated was necessary or important for them to adapt.



Destination Matches

Critical Issues (Serious discrepancies)	
<ul style="list-style-type: none"> <input type="checkbox"/> Adequate, available, affordable housing <input type="checkbox"/> Schools and education <input type="checkbox"/> Quality and availability of hospitals <input type="checkbox"/> Crime rates <input type="checkbox"/> Host national drivers required 	<ul style="list-style-type: none"> <input type="checkbox"/> Adequate, available, affordable housing <input type="checkbox"/> Schools and education <input type="checkbox"/> Quality and availability of physicians <input type="checkbox"/> Crime rates <input type="checkbox"/> Host national drivers required
Major issues	
<ul style="list-style-type: none"> <input type="checkbox"/> Sanitation issues <input type="checkbox"/> Availability of prescriptions and OTC medicines <input type="checkbox"/> Quality and availability of physicians <input type="checkbox"/> Ease of returning home quickly <input type="checkbox"/> Ease of getting around (mobility) 	<ul style="list-style-type: none"> <input type="checkbox"/> Sanitation issues <input type="checkbox"/> Safety in walking and traveling <input type="checkbox"/> Role and status of women <input type="checkbox"/> Ease of getting around (mobility)
Discussion Issues	
<ul style="list-style-type: none"> <input type="checkbox"/> Safety in walking and traveling <input type="checkbox"/> Role and status of women <input type="checkbox"/> Acceptance in the social environment <input type="checkbox"/> Host national attitudes toward ex-pats in the workplace <input type="checkbox"/> Acceptable emergency facilities <input type="checkbox"/> Local law enforcement <input type="checkbox"/> Stability of host national government <input type="checkbox"/> Social unrest and travel advisories 	<ul style="list-style-type: none"> <input type="checkbox"/> Recreational opportunities <input type="checkbox"/> Racial balance <input type="checkbox"/> Acceptance in the social environment <input type="checkbox"/> Availability of prescriptions and OTC medicines <input type="checkbox"/> Status of US citizens <input type="checkbox"/> Stability of host national government <input type="checkbox"/> Social unrest and travel advisories
Good matches with preferences	
<ul style="list-style-type: none"> <input type="checkbox"/> Availability of other ex-pats <input type="checkbox"/> Dominant religion <input type="checkbox"/> Local religious tolerance <input type="checkbox"/> Local religious community 	<ul style="list-style-type: none"> <input type="checkbox"/> Availability of other ex-pats <input type="checkbox"/> Dominant religion <input type="checkbox"/> Local religious community
Pleasant surprises!	
<ul style="list-style-type: none"> <input type="checkbox"/> None 	<ul style="list-style-type: none"> <input type="checkbox"/> None
Dean	Micki

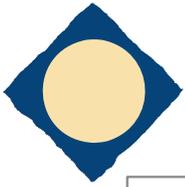


Sleepers

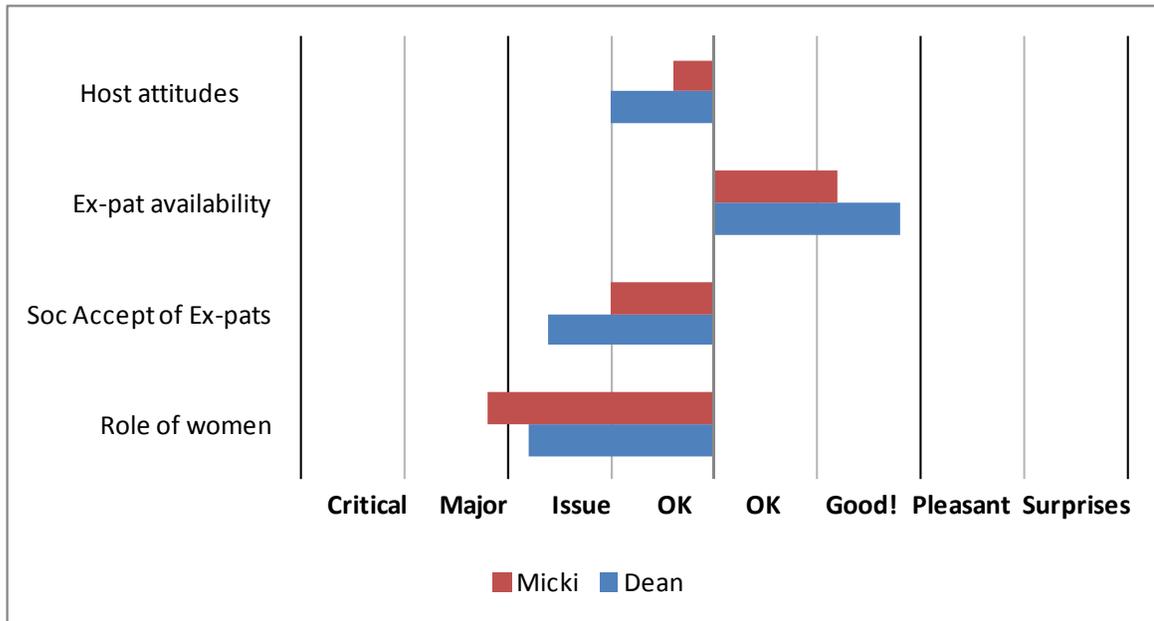
Sleepers are interesting match-ups that always warrant careful re-consideration. "Sleepers" are conditions or resources that the candidate indicated were NOT essential or even moderately important, but are either lacking or rated as poor in the assigned location. They fit the old adage about not knowing the worth of water until the well is dry! Less experienced or first time ex-pats often underestimate the degree of adjustment they will have to make to new locations, so when important items appear here, be sure to give them some more thought.

Sleepers	
<ul style="list-style-type: none"> ❑ Recreational opportunities ❑ Racial balance ❑ Quality and availability of mental health services or counselors ❑ Local law enforcement ❑ Opportunities for local involvement 	<ul style="list-style-type: none"> ❑ Quality and availability of mental health services or counselors ❑ Acceptable emergency facilities ❑ Quality and availability of hospitals ❑ Local law enforcement ❑ Opportunities for local involvement
Dean	Micki

Notes:



Social Environment



SOCIAL ENVIRONMENT

This category covers the factors that would generally confront a family on a day to day basis in this location such as manners, customs, values, and beliefs.

Host attitudes describes the level of acceptance of expatriate individuals and families in the host national social system

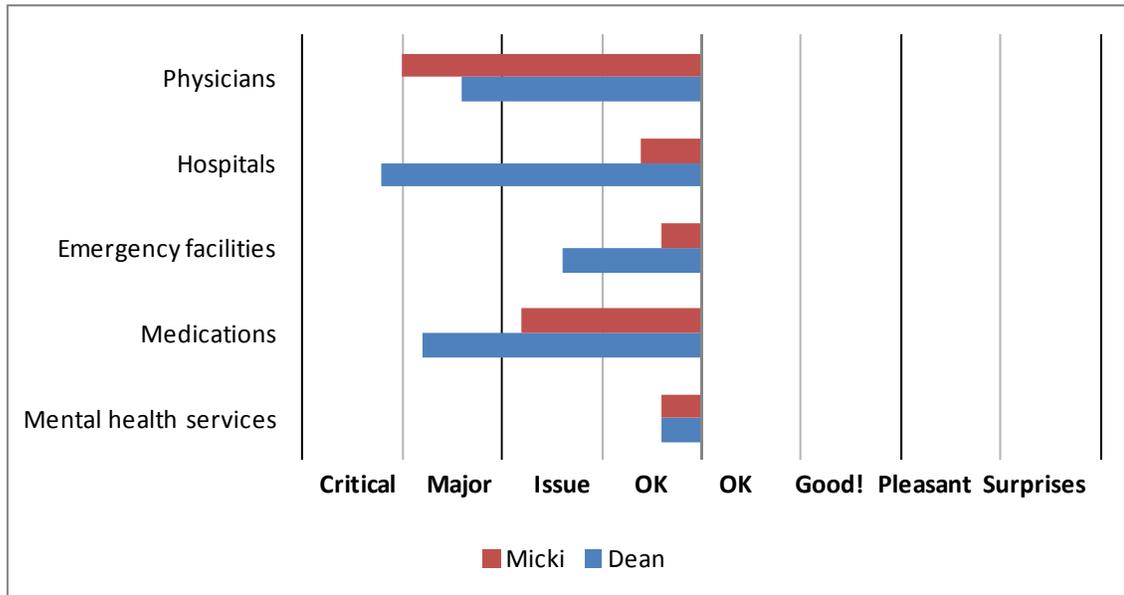
Expatriates refers to the presence of an expatriate population available to new expatriates for social contact and a sense of community

Social acceptance rates the ease or eagerness with which host national company employees welcome and accept new expatriate employees in the work and social environment

Role of Women highlights the degree to which the culture of the destination is restrictive to women in the social context, such as dress codes, ability to travel alone, and freedom to take normal social initiatives



Medical and Health Care



MEDICAL AND HEALTH CARE

The standard of comparison for this category is the extent to which the medical care facilities and the training of medical professionals are similar to or equal to those of the United States.

Physicians refers to the availability and quality of doctors.

Hospitals refers to the availability and quality of hospitals and hospital care.

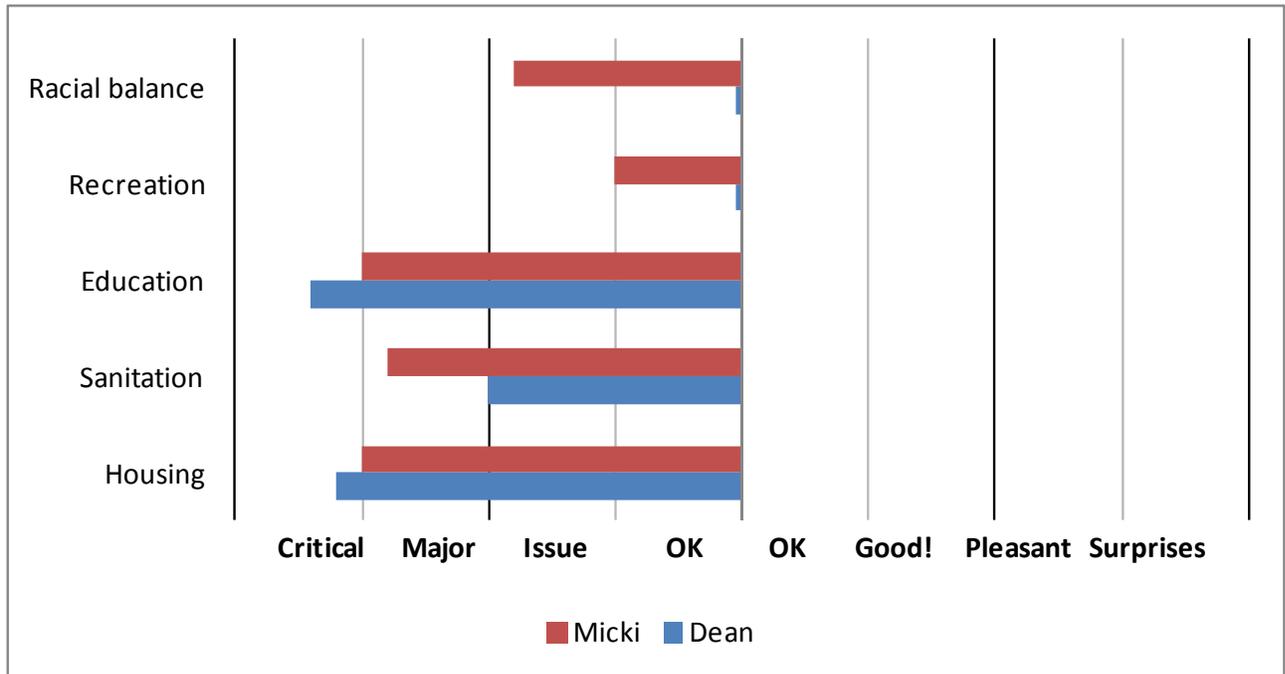
Emergency facilities refers to emergency rooms and ambulance availability and quality.

Medications references the availability of prescription and over-the-counter medications.

Mental health services refers to the availability and quality of mental health professionals.



Family Environment



Family Environment

Aspects of the new culture which dramatically affect family life and activities.

Racial balance refers to differences in the racial balance compared the US distributions (some US families may experience being a racial minority for the first time).

Recreation rates the availability of recreational and travel opportunities afforded by the destination location

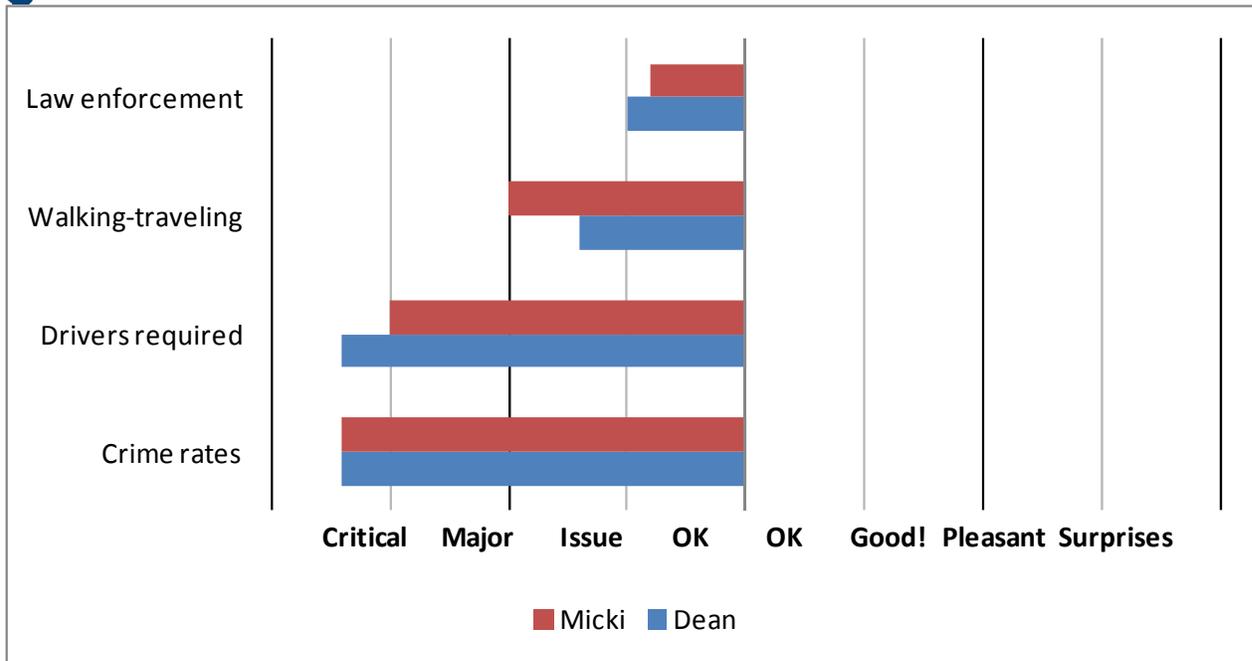
Education refers to the availability of reasonable quality educational resources for elementary and secondary education

Sanitation rates housing with reference to availability of clean water, modern plumbing, showers, and toilets

Housing rates the availability of acceptable housing in reasonable proximity to work on factors such as location, spaciousness, privacy, and comfort.



Safety



Safety

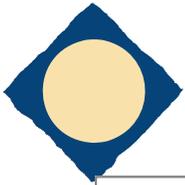
Safety assesses the daily risks that may be encountered in moving about and conducting daily activities.

Law enforcement refers to the availability and responsiveness of local law enforcement to expatriates.

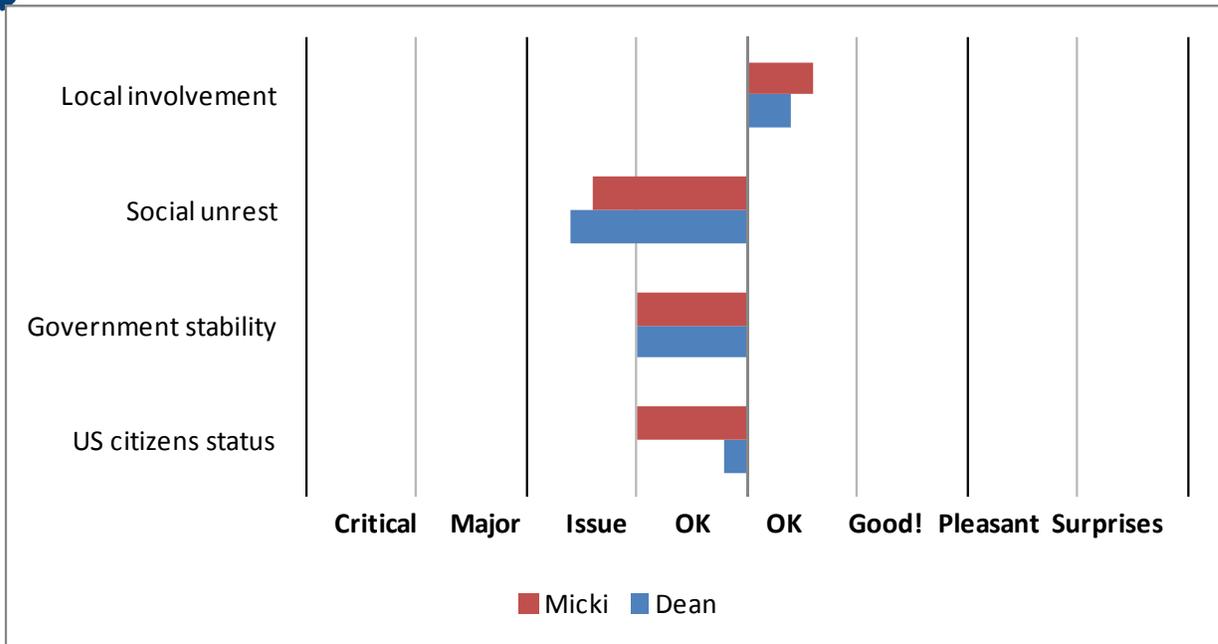
Walking-traveling rates the freedom to walk and drive safely at this destination.

Drivers required refers to the necessity of having host national drivers to insure safe, reliable transportation for the family.

Crime rates indicate the overall crime rate and potential for this destination.



Political Environment



Political Environment

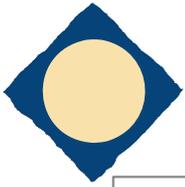
This category gathers the current sense of the stability of the government, and its vulnerability to political unrest as well as any restrictions that may be placed on foreign residents.

Local involvement is the ease with which foreigners can become involved in local work (paid employment) as well as volunteer activities such as zoos, parks, schools.

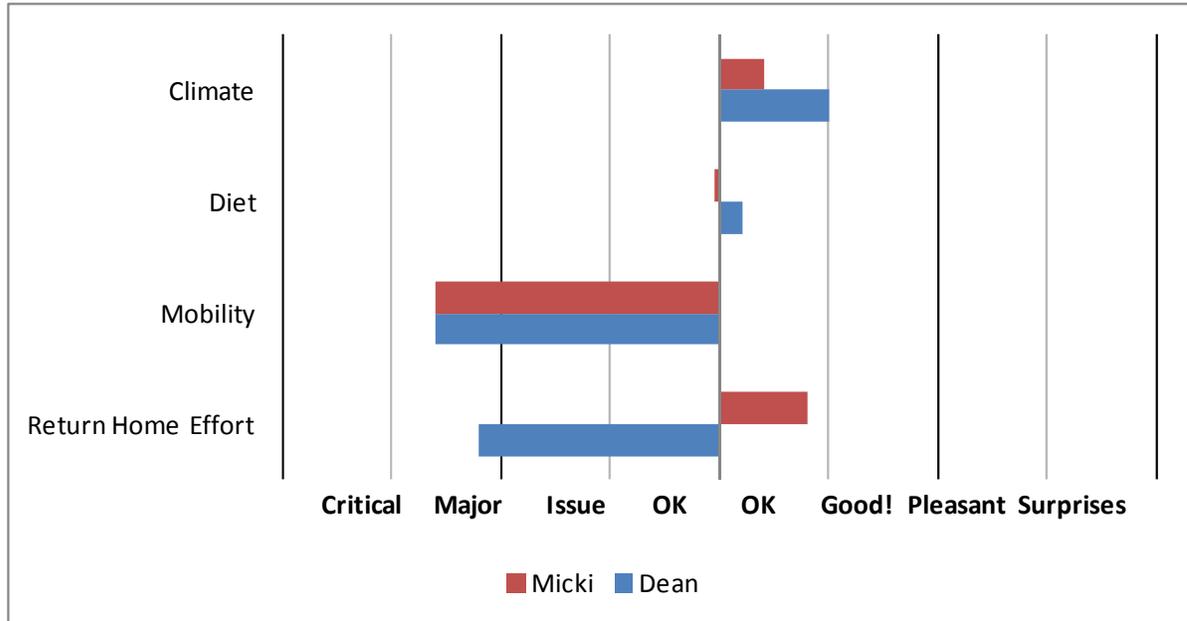
Social unrest estimates the level of social and political disturbances at this destination through travel advisories and local reports

Government stability judged by resident expatriates

US citizen status rates the degree of political acceptance or respect shown to US citizens by the host national culture.



Physical Environment



Physical Environment

The non-social, psychological, or political aspects of living and getting around in the new culture.

Climate refers to various weather conditions: wet or dry, tropical, temperate, or arctic

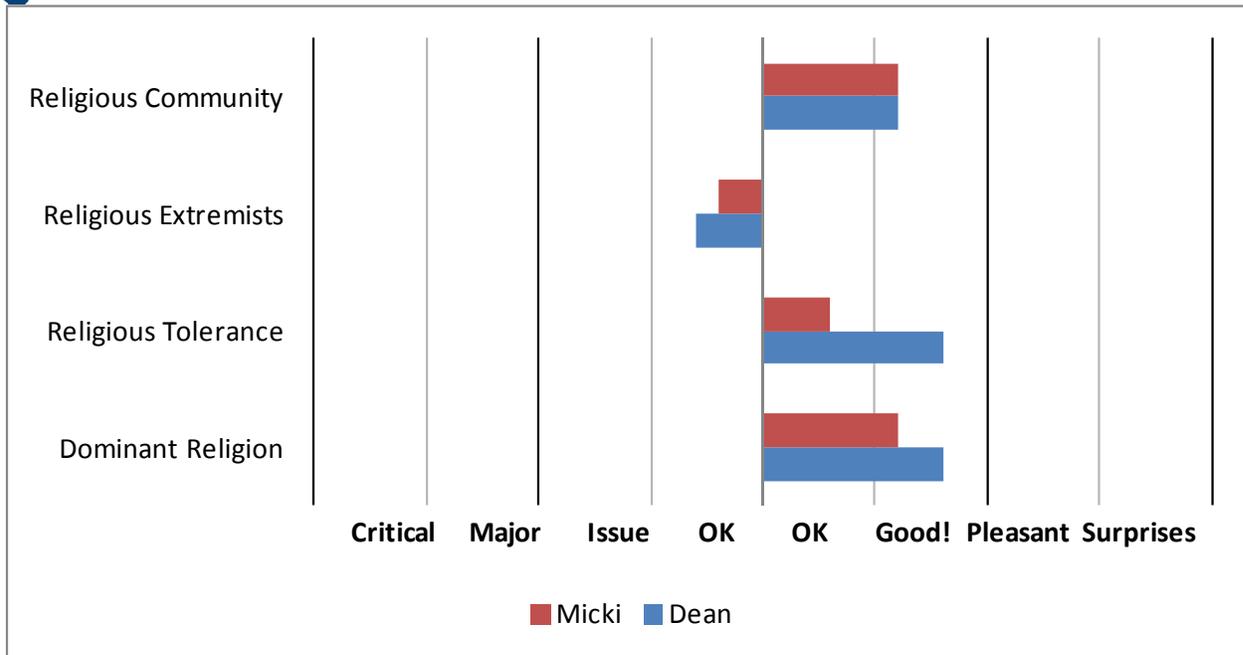
Diet refers to the difference in food preferences and the availability of familiar food items

Mobility refers to the ease of families to move about the neighborhood and community for shopping and socializing, including the need to live in a restricted compound.

Return home effort refers to the effort required to execute a return home, taking into consideration not only the distance involved but the adequacy and existence of hubs or travel facilities.



Religion



Religious Environment

The presence or absence of a familiar religious community as well as the nature and degree of acceptance of a differing religious belief system.

Religious community indicates the presence of a familiar worshipping community

Religious extremists refers to the presence of religious extremists who can create social unrest and may be hostile toward other religions

Religious tolerance rates the freedom of expatriates to exercise their religious faith at this destination.

Dominant religion identifies whether the destination country has a religious distribution similar to the employee's home location.



Psychological, traits and value factors

The psychological, traits, and values section allow you to size up any specific attributes that may facilitate, inhibit, or otherwise color a family's adjustment to the new assignment. They are grouped into four major clusters, all of which have been shown by research to materially affect adjustment to foreign assignments or new locations.

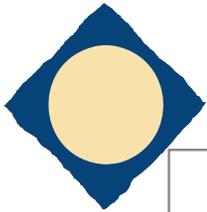
GENERAL OUTLOOK describes how an employee or spouse looks at the world (and certainly the new location!) in terms of their **TOLERANCE**, breadth of **INTERESTS**, **EMPATHY** with other human beings, and **INNOVATION** (the ability to seek out or discover new solutions or compromises). We have deliberately centered our constructs on easy to understand, simple constructs, that generally mean what they appear to mean. Thus, an innovative person describes him or herself as looking for new methods, and enjoying trying novel ideas. Likewise, empathetic people are easily touched by suffering and misery.

SOCIAL AND INTERPERSONAL FACTORS address how the employee or spouse relate to the social world. **SOCIABILITY** resembles introversion-extroversion, in that highly sociable people like contact and interaction. **SOCIAL CONFIDENCE** is really self confidence as shown in social situations. **CONFORMITY** (to social norms) describes how an individual bends with or opposes norms. Strongly non-conforming people often enjoy being different for its own sake. **SOCIAL POISE** describes characteristics that relate to changing, influencing, or leading others. High scorers like to change people, and are often charismatic and influential.

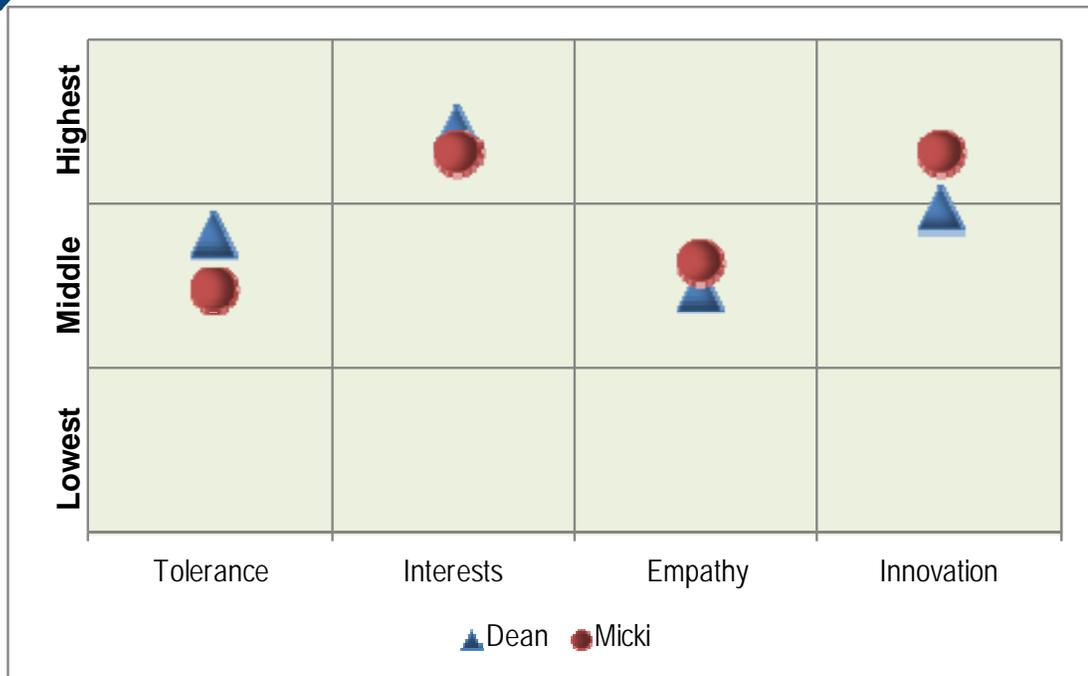
ADJUSTMENT FACTORS tap into basic mental health issues (anxiety, stress, chronic sadness, pessimism). While the IAP cannot be an in-depth diagnostic tool, individuals who score low in any of these categories should be thoughtfully and tactfully questioned about their attitudes. **Emotional Stability** refers to the ability to control and monitor emotions, versus being impulsive or volatile. **Mastery** is the sense of control over one's fate or fortune versus feeling that one is buffeted by chance or controlled by powerful others or events. A high sense of mastery (often called "locus of control") is associated with success in many endeavors.

VALUE FACTORS characterize an individual as regards **TRADITIONAL** (North American) **VALUES**. Extremely high scorers often see different cultures as inferior or in a negative light. **RESPONSIBILITY** suggests that an individual will follow through, and will try to do the correct or responsible things. Low scores on this trait should be a serious warning sign! **RISK TAKING** is great in small doses, but too high scores suggest more of an adventurous attitude than may be wise for a corporate assignment. **ORGANIZATION** reflects a valuing of organization and planning, whereas lower scores reflect more spontaneity and lack of planning.

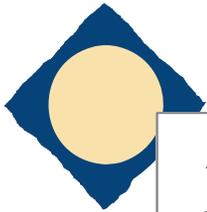
In all cases, the IAP gives you a capsule description for each person, allowing for discussions and comparisons.



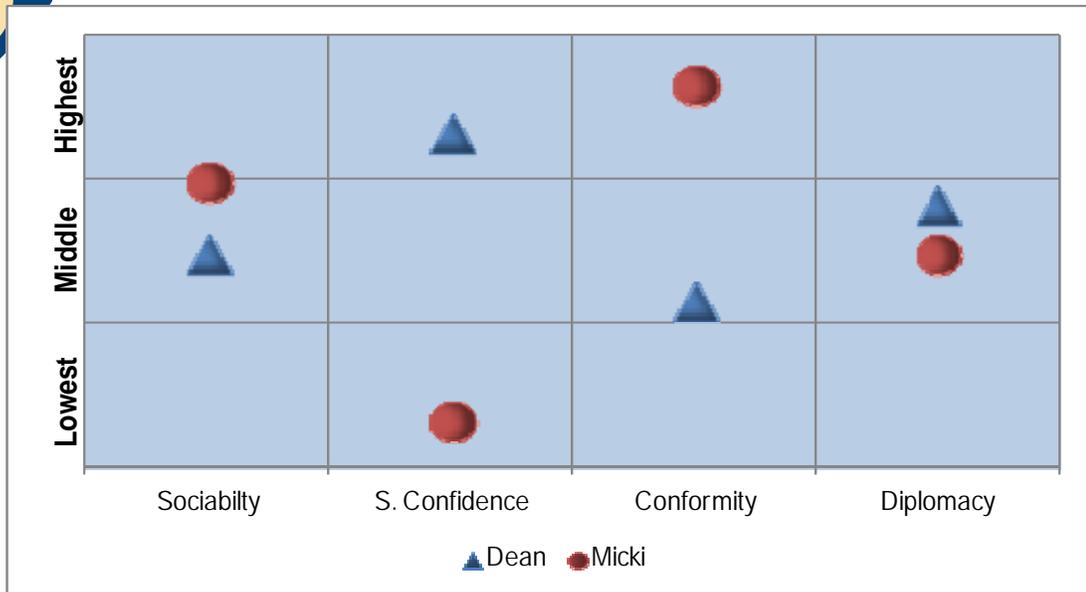
General Outlook



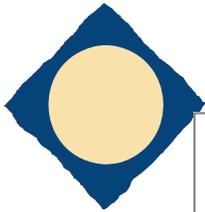
Style	How this might impact adjustment on the assignment
Tolerance (Dean)	A bit above average in being tolerant and accepting of differences. Accepting and non-judgmental. This is a very positive sign for ex-pat success.
(Micki)	Tolerance is about average when compared to the average person. Should tolerate a wide range of differences and changes, but may have to do some work in accepting radically different customs, or activities which are in conflict with major values.
Interests (Dean)	This employee has many interests in a variety of areas. Will likely find assignments interesting, even if others find them dull. A VERY positive sign.
(Micki)	This spouse has a high breadth of interest compared to the general population, and is likely to find the new culture interesting and intriguing. Likes learning new ideas and is interested in a wide range of opinions and activities.
Empathy (Dean)	About average in being empathetic and identifying with others in an emotional sense. Appreciative of problems and seen as reasonably caring.
(Micki)	Spouse is average in being empathetic to others and sharing their misfortunes or joy. Should relate well to host national citizens, but can still manage feelings in a difficult environment.
Innovation (Dean)	Innovation and creativity is high, a very positive sign for productive adjustment. Should expect this employee to try new things, and see old things in new ways.
(Micki)	This spouse is quite creative, and can find unique solutions for problems or disruptions. Likes to invent new ways of doing things, and can improvise easily. Needless to say, this is a very positive indicator for assignments, particularly when services or resources are unpredictable.



Social and interpersonal



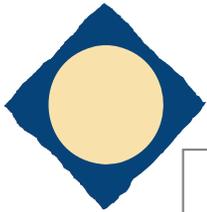
Style	How this might impact adjustment on the assignment
Sociability (Dean)	Sociability is average for this employee. Generally enjoys being with others, but can tolerate some solitude. In most cases, this is a positive sign for foreign assignments.
(Micki)	Sociability in this spouse is high. Will need and likes lots of outgoing activities and contacts. May have difficulty with isolation.
Confidence (Dean)	Social confidence is high for this employee. Not easily intimidated, and shows strong self confidence in groups. Seen as comfortable in groups by peers, and is not easily embarrassed. Is self assured and self sufficient.
(Micki)	Tends to be rather low in social and self confidence, and may feel uncomfortable, anxious, and rather stressed in groups. May sometimes tend to feel less adequate than others, and does not like to be singled out for attention. *Be sure to review this in preparation interviews.
Conformity (Dean)	Social conformity is low-average. May not always like to conform to expected social customs, but will generally fit in. If conformity is crucial in new location, check this out in interviews.
(Micki)	This spouse values conformity and fitting in. This is an extremely positive sign for an international assignment, suggesting the he/she will work hard to conform to local customs and norms.
Diplomacy (Dean)	Social persuasiveness and astuteness is a bit higher in this employee than in the average. May tend to enjoy persuading and changing others, and is generally tactful and diplomatic in these efforts. Can be discreet but influential.
(Micki)	Likes to persuade and influence others about as much as the average person. Does not try to change people to suit his/her wishes.



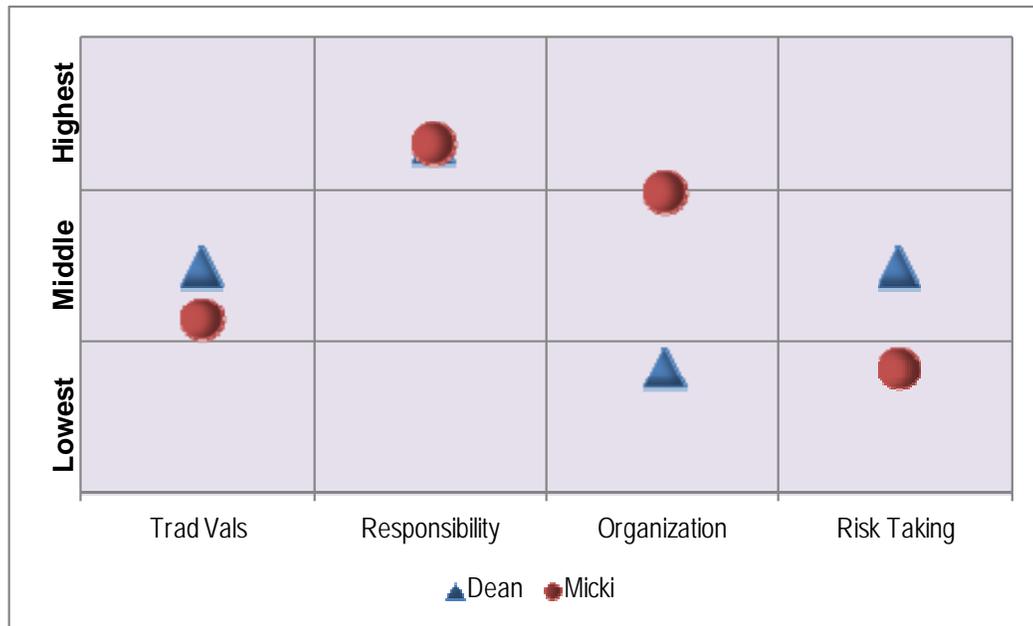
Adjustment Factors



Style	How this might impact adjustment on the assignment
Energy level (Dean)	Energy level is high in this employee. Can keep up with the demands of a hectic assignment. This is a positive sign!
(Micki)	A typical amount of energy and endurance. Gets tired, but not more easily than most. Can handle intense and lengthy work as well as most people.
Anxiety-stress (Dean)	Anxiety, stress, and tendency to worry and fret is very low. A positive sign.
(Micki)	Low anxiety in this spouse. Handles stress well, and does not suffer from excessive worry or nervousness. A positive sign.
Emotionality (Dean)	Emotional stability and the ability to control and manage emotions is high, a very positive sign. Controls feelings well, and acts in a mature and measured manner. Does not pop off or act impulsively
(Micki)	Controls and modulates emotions well, and is not prone to outbursts or impulsive displays of emotion. Acts in a controlled, restrained, and mature manner, and can manage stress without easily acting out.
Mastery (Dean)	Often feels somewhat at the mercy of fate, circumstances, and other people. Feels less in charge of his/her own fate and future than most people, and may not hesitate to blame those that he/she feels is responsible. Discuss in interviews.
(Micki)	Generally feels in charge of his/her life and circumstances, and does not feel at the mercy of fate or luck any more than the typical person does. A generally good sign for success in international assignments.



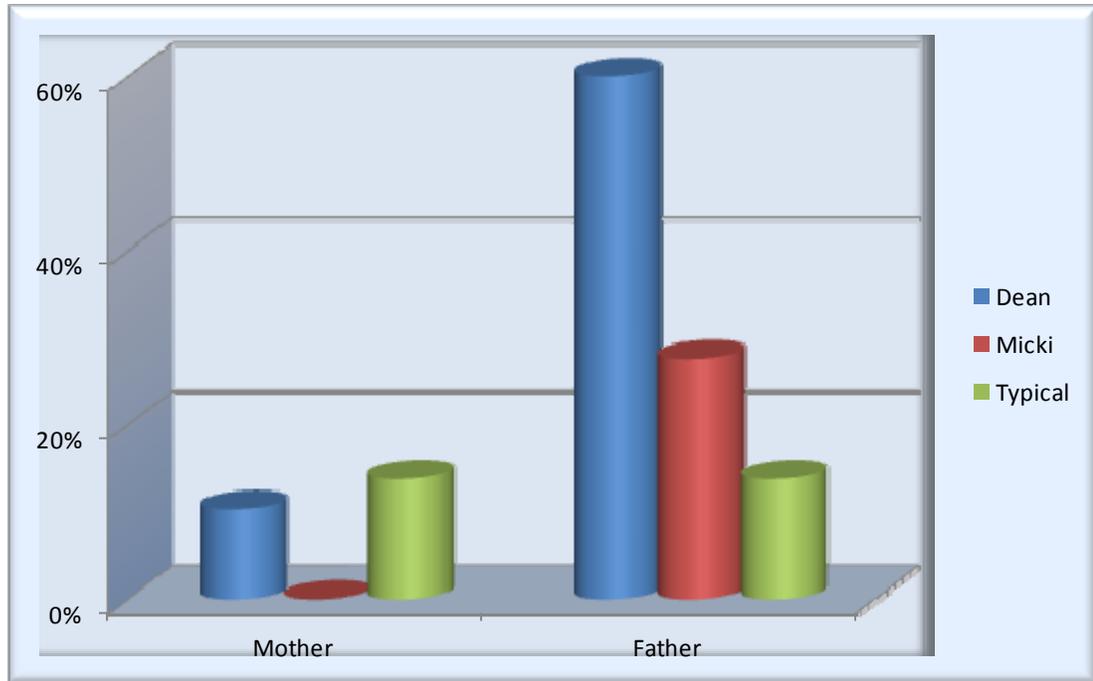
Value Factors



Style	<i>How this might impact adjustment on the assignment</i>
Trad Values (Dean)	Employee is average in endorsing and feeling a part of traditional values. Is midway between being seen as conservative and experimenting. Is middle of the road in most value concerns.
(Micki)	Acceptance of traditional North American values is about average, although this spouse is tolerant of unusual circumstances, and may even learn from them.
Responsibility (Dean)	A high level of responsibility in this employee. Takes obligations and commitments seriously, and is dependable and reliable. This is a positive sign for any assignment.
(Micki)	Responsibility is high in this spouse. Is seen as scrupulous, dependable, and feels a strong sense of duty and obligation to others. Has a strong sense of personal conscience, and is seen by others as honest, ethical, and conscientious.
Organization (Dean)	This employee is somewhat less organized, orderly, and disciplined than the typical employee. May tend to put things off a bit more than average. Does not like or value planning, and might tend to ignore many issues until they are imminent. Needless to say, will need to be reminded about the need for serious planning in an international assignment.
(Micki)	Is very organized, disciplined, and values planning in advance. Likes to anticipate difficulties before they occur, and have solutions in place. Uses time well, and is seen as consistent, tidy, meticulous, and methodical. Likes to make and stick to a schedule. This trait is certainly useful in the planning stages of an international assignment.
Risk Taking (Dean)	Average for employees in being a risk taker. Does not take unusual personal or financial risks, but is not so conservative or shy about risks as to retreat from innovation or opportunity.
(Micki)	Generally avoids risk taking, and likes conservative ventures. Is seen as cautious, prudent, and concerned with security more than gain.



Back home parental stress factor comparison chart



*This chart reflects the magnitude of back home stress from parents. The “Typical” columns are the percentage of total stress factors and back home concerns about parents in the average international assignment. The other colored bars represent the degree of stress factors or concerns for the back-home mother (**M**) or father (**F**) for each candidate ex-pat.*



Back home parental factors: Dean

Back home concerns

Mother

Status/Age	<i>Living (75-79 years)</i>
Living arrangements	<i>At home</i>
Functional ind	<i>is not dependent on anyone to get around</i>
Health status	<i>generally good</i>
Emotional dependence	<i>About average</i>
Major changes anticipated	<i>No</i>

Notes:

Location details: -

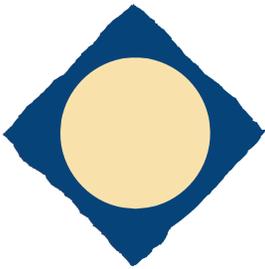
Back home concerns

Father

Status/Age	<i>Living(Over 80 years old)</i>
Living arrangements	<i>Nursing home</i>
Functional ind.	<i>He depends on others for assistance</i>
Health status	<i>Poor and declining</i>
Emotional dependence	<i>About average</i>
Major changes anticipated	<i>Yes</i>

Notes:

Location details: -



Back home parental factors: Micki

Back home concerns

Mother

Status/Age	<i>Deceased ()</i>
Living arrangements	
Functional ind.	
Health status	
Emotional dependence	
Major changes anticipated	

Notes:

Location details:

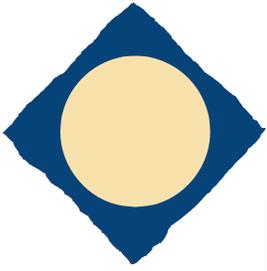
Back home concerns

Father

Status/Age	<i>Living (75-79 years)</i>
Living arrangements	<i>At home</i>
Functional ind.	<i>He is not dependent on anyone</i>
Health status	<i>Adequate-neither good nor poor</i>
Emotional dependence	<i>Very dependent</i>
Major changes anticipated	<i>Uncertain</i>

Notes:

Location details: -



Children/stepchildren not going on assignment

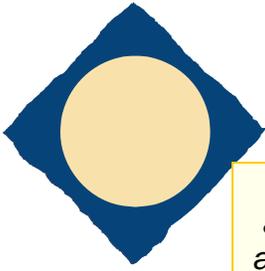
*These are the children and/or stepchildren who are **NOT** accompanying the family on the assignment. Important medical, psychological, physical or adjustment issues (if any) are listed for each person.*

GIJo

Reason not going: In military service.

-Medical problems: No problems.

-Is in military service and is currently or may be assigned to a combat area. Be sure to check that lines of communication and concerns are explored.



Children and stepchildren going on the assignment

These are the children and/or stepchildren who are accompanying the family on the assignment. Important medical, psychological, physical or adjustment issues (if any) are listed for each child. When appropriate, important location specific information will be shown (for example, a child with prescription medicine needs going to a country with poor pharmacy supplies would trigger a planning issue-alert).

Bojo

- Male, Age: 15 to 19 years old
- Major medical problems: No, Details: -
- Minor medical problems: Yes, but the problem(s) are currently under control, Details: -
- High School Special educational needs: Yes (Details: Special reading books)
- Bojo is reported by parents as giving up some very important activities.
- There are some concerns that this child may find separation and leaving much more difficult than other children.
- Education-school plans at this point : Private or international schools
- Bojo is about as likely as any kid to become involved in drug or substance abuse.

Medical

Plan to continue treatment or meds to keep Bojo's minor medical condition under control. Check to make sure any needed medicines are available in your location.

School

Since Bojo has some special needs, be sure to investigate resources available in the area, as many schools will not be able to provide needed services or support at the high school level. Allow plenty of time for planning and investigation. Also remember that college applications are a major consideration during this time. Many colleges give an intangible preference for students with experience living in a foreign country.

Maryjo

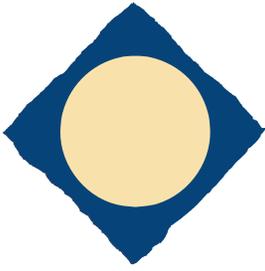
- Female, Age: 5 to 9 years old
- Major medical problems: No, Details: -
- Minor medical problems: No, Details: -
- third grade to fifth grade Special educational needs: No (Details: -)
- Maryjo is reported by parents as giving up just a few activities.
- There are no special concerns over separation or leaving. It is expected to be handled reasonably well.
- Education-school plans at this point : Private or international schools

Medical

Although Maryjo seems to have no current medical issues, be sure to arrange for routine medical services or checkups.

School

Be sure to check out the available private schools, or company sponsored schools if they are available.



Others going or impacted by the assignment

These are the people not identified as children or stepchildren who will be accompanying the family on the assignment. Pertinent information about each is noted. Family pets are noted in this section as well.

Pets: The family plans to take the pets with them on the assignment. Note that the arrangements have not yet started, and they do not have much information about what needs to be done.



Review, recommendations, ARF! Chart



The ARF! Chart™ (Assignment Risk Factors)

Risk Factors	NA	Check	Discuss	Focus
Location				☑
Medical (Employee and Spouse/partner)				☑
Children				☑
Parents back home				☑
Employment-career (Spouse/partner)				☑

This family is relocating to a difficult international destination.

Destination factors reveal some critical issues that might threaten or compromise the assignment. Crime is typically petty, but is widespread and requires constant vigilance and caution, and the utilization of only trusted and approved sources.

It is possible to keep domestic areas clean, but public sanitation is often poor.

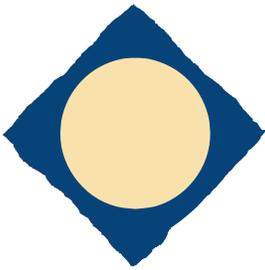
The use of corporate sponsored or monitored medical facilities may alleviate some of the concerns in that area. (The IAP rates local facilities, not corporate ones.)

Back home parental issues may impact this assignment significantly, and there are some important considerations to review. Check that appropriate lines of support and communication are in place, as this reduces stress on both sides. Dean may want to discuss with his boss contingency plans should he need to return home temporarily, as this will minimize the impact on the work.

Psych factors are generally positive, with no matches to patterns or indicators of failed, compromised, or unduly difficult adjustments. This family matches well with families who report success, enjoyment, learning, growth, and an increased sense of value to the company as an employee.

Family (shared) strengths that may aid in adjustment

- Tolerant, flexible, and accepting of differences
- Wide and diverse range of interests
- Enjoys innovation and creativity
- Tactful, diplomatic, clever



- Adequate energy and stamina
- Sense of personal and social responsibility
- Emotional control and stability

There are no shared differences from the successful international family.

Two children are accompanying, and some special issues were noted and should be discussed with the family. Attending to the children's safety, medical, social, and educational needs will be an important part of making this assignment successful.

There is one child in military service, possibly in a combat or dangerous place.

The pets are going, and they may need some help! The health and safety of pets is even more important when children are going on the assignment.

Heads up:

Dean	Micki
<ul style="list-style-type: none">• Limited experienced or new to being an expat.• Not at all generally familiar with the culture or conditions from reading etc.• Not at all personally familiar, experienced, or acquainted with the destination culture.• Language skills in the HNC language are minimal.• Be sure to review the need to get info and training on managing and working in the new work culture and environment.	<ul style="list-style-type: none">• Very inexperienced or new expat.• Not at all generally familiar with the culture or conditions from reading etc.• Not at all personally familiar, experienced, or acquainted with the destination culture.• No fluency in the local language.• Very displeased with the location.

All in all, with normal preparation and support for the location adjustments this should be a successful international assignment. Follow-up index is average, probability of unexpected (temporary) return visit home is very high (see note above).