



LISTEN PARTNER DELIVER

Data, solutions, and advice to help you effectively
manage your global workforce.

AIRINC. 
WORKFORCE GLOBALIZATION

WWW.AIR-INC.COM

LISTEN PARTNER DELIVER

Delivering value begins with understanding.

Our approach is designed with your success in mind. With an understanding of your goals and objectives, we ensure you achieve them.

Listen

Your global mobility context is unique; we start with understanding your challenges. AIRINC collaborates with clients of all sizes from independent organizations to the Global 500, across multiple industries, and in over 200 countries around the world.

We actively listen, challenge your thinking, and ask questions to form a complete understanding of your desired outcomes.

Partner

Your success is our success. AIRINC partners with you to help evaluate and develop the best policy for your organization, access the right data, and leverage the best technology to meet your program goals.

We share experiences, encourage discussions, and recommend solutions based on your context, culture, and strategic objectives.

Deliver

Our goal is to add value to your program. Whether you need one report, or a fully configurable program, you need to be confident that you are creating the right allowances, developing the right policies, and getting the dedicated service and support you need.

By leveraging our experience and data we help you to organize thoughts, validate options and plan next steps.

As a true partner, we seek to understand you; we share our experiences and are not afraid to challenge your thinking. We Listen, Partner, and Deliver. This is the AIRINC Experience. This is what sets us apart!

60+ YEARS
OF SERVICE

WWW.AIR-INC.COM

SUPPORTING YOUR MOBILITY PROGRAM

Allowances, Solutions, and Advice to help you deploy talent globally.

To provide ongoing value to your organization, you need access to robust allowances, decision-making tools, and advice.

ALLOWANCES

The right compensation approach gives cross-border talent the freedom to focus on their success, rather than worry about the financial implications of the move. Carefully selected allowances complement your chosen pay philosophy, allowing the company to offer the employee support at the company's desired level of subsidy.

Let us help you choose the allowances that are right for you.



Cost of Living Allowance (COLA)

An allowance to adjust for differences in goods and services costs between two locations.



Housing Allowance

A rental budget appropriate to job level and family size.



Hardship

A location premium to incentivize assignees to more challenging locations.



Airfare Allowance

An allowance to cover home leave, R&R, or relocation airfare.



Transportation

An amount to help an employee obtain and operate a car, or use public transportation.



Per Diems/Short-Term Allowance

Daily or monthly allowance to support employees on short-term assignments or business trips.



Lump Sum Allowances

A cash allowance or reimbursement maximum provided in lieu of relocation benefits.



Education

Information on the cost of international schools.

► AIRINC established by founding partners Arthur Nelson, Jim Boyce, and Max Millikenas

► Conducted first expatriate compensation project

► AIRINC had acquired 25 client accounts by 1970

► Opens European headquarters in Brussels, Belgium

► Launched new portal for clients to access decision-making tools, AIRLinc

► Opened Asia Pacific office in Hong Kong

1954

1958

1970

2002

2004

2008

Services

SOLUTIONS

Access our online, intuitive calculators that are underpinned by our data and tax engines. We support small and large users.

Assignment Costs

Are you looking to understand the cost of an assignment?

Assignment Cost Estimator: Determines the cost of a short-term, home-based, or host-based assignment. Aggregates income tax, policy, and allowance data to accurately estimate the cost of an assignment.

Calculating a Host Salary

Would you like to understand how to deliver a relevant host compensation package?

Host Pay Calculator: A calculation to help maintain employee purchasing power and savings when moving across borders.

Calculating Tax

Our tax calculator enables NET to GROSS, as well as GROSS to NET calculations. Custom tax models are also available.

Employee Purchasing Power

Would you like to understand how an international transfer will impact employee pay and purchasing power?

Salary Evaluation Tool: Leverages income tax, and cost of living data to compare the value of two gross salaries, providing a net-to-net comparison as well as purchasing power impact.

Managing Cross-Border Compensation

Would you like to manage employee allowances?

International Assignment Calculator: A configurable tool to aggregate allowances according to your policy parameters.

ADVICE

An ideal mobility program supports your business and talent agenda. AIRINC consultants help companies across all industries and program sizes enhance mobility programs. Our strengths are unique; we understand trends, compensation, taxation, technology, and function design. You draw on our deep experience and benchmark expertise, and we help guide your decisions.

Mobility Strategy

Understanding your company's drivers for cross-border activity is key to building an ideal mobility program. Our consultants help you clearly understand and articulate your mobility mission. We then build the "what" and "how" of the program, achieving your stated goals. We help you socialize the change, increase adoption of the new program, and implement new policies and processes.

Benchmarking & Trends

Understanding marketplace trends and typical practice helps you learn from others and assess your competitiveness. AIRINC maintains a full benchmarking function dedicated to canvassing mobility practices. We benchmark existing programs, help you understand how others practice theirs, or conduct custom surveys to address your specific questions.

Communications

When your mobility program is well understood, you can effectively promote your mobility offerings. AIRINC can help you brand your program, develop campaigns to raise awareness, document your policies and processes, and create videos and brochures to promote your function and products.

► Launched inaugural Mobility Outlook Survey

► Announced partnership with Japan's first relocation consultancy, Relocation International

► Opened office in London

► Launched Borderless Pay Database

► Relo Group becomes majority shareholder

► Today, AIRINC manages over 1000+ client accounts worldwide

2011

2012

2013

2014

2017

2018

Why AIRINC?

There are many key differentiators that give you a clear advantage:

“Airinc has been a trusted and reliable partner of Pfizer Inc for over 20 years. Our ever changing needs have been met with innovative solutions and lightning fast response times.”

– MICHAEL WASHBOURN, SR. MANAGER, GLOBAL MOBILITY LEAD, PFIZER

We invite you to experience working with AIRINC. Let's start a conversation!



OUR TEAM

AIRINC's loyal employees are passionate about solving problems and collaborate closely with our clients, as an extension to the global mobility team. Dedicated client teams support our customers to ensure we understand their unique context.



CLIENTS

We serve over half of the Global 100 in over 200 countries and many of our clients have been with us over 20 years.



SERVICE

Our in-house data and expertise provides personalized answers that help clients solve specific mobility problems.



SOLUTIONS

We ensure that our policy, data, and technology are aligned with your objectives, industry practices, and assignee demographics.



EXPERTISE

Our knowledge and focus on your needs make our products, advice, and service the best in the marketplace.



RELIABILITY

We survey hundreds of international locations and offer more transfer combinations than any other provider.



STABILITY

We've been in the global mobility business for over 60 years, and most of our executive team has been with us for more than 20 years.



WE ENJOY WHAT WE DO

We enjoy helping clients address challenges, and we can make a difference for your company and assignees.

Let's Talk

If you are interested in learning more about global mobility strategies for your organization, email inquiries@air-inc.com or speak to your local contact.

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