ITER Organization Benefits Package
- Brief Overview -
ITER Overview

- A Thrilling Scientific and Human Endeavor
- Truly International Working Environment representing the 7 Members
- Over 750 staff members, 29 different nationalities
- Excellent Quality of Life in the South of France
- International School* for Children (aged 3 to 18) offering different language sections and with no tuition fees

* The International School Provence-Alpes-Côte d’Azur is a public institution whose administrative and educational operation is based on the practices of the French National Education Department. The child(ren) who fulfill the school admission requirement are accepted by the School at any period of the year. Please refer to school website for more details on admission requirements: [http://www.ecole-internationale.ac-aix-marseille.fr/webphp/ejpaca/index.php](http://www.ecole-internationale.ac-aix-marseille.fr/webphp/ejpaca/index.php)

Distribution by Member - P&G (January 2017)

- China: 8.93%
- Côte d’Azur: 4.13%
- France: 4.13%
- Japan: 3.33%
- Korea: 4.80%
- Russia: 5.33%
- USA: 69.33%
Comprehensive Welcome Package*

**Relocation benefits (certain conditions apply***):

- **Travel Expenses***
  - Paid (to and from Cadarache, France) for you and your spouse and dependent children when taking up duty and upon termination of appointment

- **Removal Expenses paid***
  - Paid (to and from Cadarache, France) when taking up duty and upon termination of appointment

- **Installation Leave: 2 days***
  - Staff members can benefit from two working days of special paid leave for installation purposes on taking up appointment.

- **Installation Allowance*** — up to two months’ net basic salary, payable one time with first salary payment, if the contract of employment duration is two years or more.

- **Tailored Relocation Services & Support for Integration into French Society**
  - Administrative formalities
    - Specific customs procedures, visas, residence permits, registration of foreign motor vehicles, etc.
  - Accommodation
    - Finding temporary or permanent housing
    - Subscribing to utilities (water, electricity, internet, telephone, etc.)
  - International school for children aged 3 - 18
  - French language classes
  - Activities to discover French society and culture

- **Induction Meetings to boost and facilitate your integration within the Organization**

* Please refer to the ITER Staff Regulations for specific rules, regulations and further information.
• **Working Conditions**
  – Contracts up to 5 years, with possibility of renewal under certain conditions
  – 40 Hour Work Week

• **Attractive leave package**
  – 24 days annual leave per year (working days)
  – 2 to 6 additional days of “leave for home travel” are given by the ITER Organization per year
  – ITER Public Holidays/closure days (16 days in 2016),
  – Paid Sick Leave, Maternity Leave, and special leave under certain conditions *

• **Individual Development Policy**
  – Annual Performance appraisal with possibility of reward, including advancement and promotion.
  – Training and Competency Development opportunities offered.

• **Additional social benefits**
  – Subsided canteen on site
  – Commuter bus services from/to a number of town and villages around ITER site
  – A “conciergerie” service available on the IO site to simplify the daily life at work (services for dry cleaning, post, home services, administrative services, assistance to non-French speakers, etc.; services are also available for spouses)
  – Access to sport and cultural activities (with preferential rates) through the staff association
  – On site banking services

* Please refer to the ITER Staff Regulations for specific rules, regulations and further information.
Competitive Remuneration & Benefits

- **Salary** determined by the Grade & Step in accordance with the position, the level of responsibilities and the candidate’s profile

  **Net** - “Take home Salary”: salary after application of the compulsory deductions (Internal Tax and contributions to Pension Fund, Medical and Death & Disability Insurances)

  - Basic Salary revised annually in accordance with cost of living conditions

- **Family & Social Allowances** – subject to specific conditions* - currently amounting to:
  - **Household Allowance**
    - 6% of net basic salary
    - Entitlement based upon marital status and family situation
  - **Allowance for Dependent Children and Other Dependents**
    - 3 766 € net per year and per dependent
  - **Education Allowance**, depending on the school level attended by the child:
    - 1 883 € net per year, per dependent child in full-time compulsory primary education
    - 3 766 € net per year, per dependent child in full-time secondary education
    - 9 415 € net per year, per dependent child in full-time higher education

* Please refer to the ITER Staff Regulations for specific rules, regulations and further information.
Pension and Insurance Schemes

• **Pension Fund** with La Mondiale

This Pension Fund aims to enable our employees to accumulate and later receive payment of a lump sum or a life annuity with an individual retirement account. A total of 4 profiles are available in 2 currencies (euro & dollar), allowing our employees’ pension fund to be adapted to their specific retirement and investment needs.

- Total Contribution: 21% gross basic salary
  - ITER Org. contribution: 14% gross basic salary
  - Employee contribution: 7% gross basic salary

• **Medical Insurance** with Previnter

This very comprehensive health care plan covers you, your spouse and your dependent children as soon as your first day of work, at minimum 90% of “reasonable and customary” charges* for medical, hospitalization (100%), dental & vision care (see specific conditions).

- Total Contribution: 3.75% gross basic salary
  - ITER Org. contribution: 2.5% gross basic salary
  - Employee contribution: 1.25% gross basic salary

• **Death and Disability Insurance** with Previnter

This Insurance plan entitles you to coverage against the risk of sickness and accident, work-related or not, resulting in your death, temporary or permanent disability.

- Total Contribution: 1.5% gross basic salary
  - ITER Org. contribution: 1% gross basic salary
  - Employee contribution: 0.5% gross basic salary

* Please refer to the ITER Staff Regulations and the various Schemes for specific rules, regulations and further information.
Privileges and Immunities*

• **International civil servant status**

• **Immunities**
  – Immunity from jurisdiction in the exercise of an ITER employee’s functions
  – Inviolability for all official papers and documents
  – Exemption from measures restricting immigration and governing aliens’ registration (for the ITER employee and his/her family)

• **Fiscal Privileges and Rights**
  – Duty-free import of furniture and personal effects
  – Import or acquisition of a motor vehicle in France for personal use without payment of taxes and duties (for non-French and non-permanent residents in France)
  – Salaries and emoluments paid by the ITER Organization are exempt from income tax in France

• **Social Security**
  – Exemption from all compulsory contributions to the French social security system in respect of ITER remuneration

• **Work for ITER Staff Family Members**
  – Spouse and children who came in as minors and who wish to take up gainful employment are exempted from work permits

* Please refer to the ITER Head Quarters Agreement and ITER Staff Regulations for specific rules, regulations and further information.