

CW Engagement Policy - Time Away & Duration Policy Matrix

IMPORTANT NOTE: There are no exceptions allowed to this policy. Intel systems are hardcoded with these durations and time away requirements. To examine other worker type options please engage your Intel Representative who can reach out to their HR Biz Rep. Please see main Intels Contingent Workforce Policies for more details.

[Intels Contingent Workforce Policies for Suppliers](#)

COUNTRY	Staff Augmentation CWs Assignment Duration Limits	EMP to CW	CW to CW Time Away Rules
Argentina & Any Latin American Country not on list	<ul style="list-style-type: none"> • 6 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA requires 12-month break • EMP to OS CW Classification requires 6-month break • Interns/Students are not subject to waiting period (not considered employees); Intel Managers must not be involved in securing or influencing roles with CW Suppliers • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA requires 6-month break if duration limits have been met • No required time break for OS to OS • Requires 6-month break for SA to OS, OS to SA **IC classification not allowed
Australia	<ul style="list-style-type: none"> • 36 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA/OS/ IC requires 6-month break • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA requires 3-month break if duration limits have been met • SA to IC or IC to SA requires 3-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Austria	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Interns/ICE engaged for up to 12 months not subject to waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions: OS to OS/IC, IC to OS/IC
Bangladesh	<ul style="list-style-type: none"> • 24 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA or IC requires 12-month break • EMP to OS requires 6-month break • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA requires 3-month break if duration limits have been met • SA to IC or IC to SA requires 3-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Belgium	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Interns/ICE engaged for up to 12 months not subject to waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for OS to OS or IC to IC • Required 6-month break for IC to OS or OS to IC • No exception requests allowed
Brazil	<ul style="list-style-type: none"> • 3 months • One extension allowed but may not exceed 6 months 	<ul style="list-style-type: none"> • EMP to any CW Classification requires 18-month break • Interns/Student are not subject to waiting period (not considered employees); Intel Managers must not be involved in securing or influencing roles with CW Suppliers • No exception requests allowed 	<ul style="list-style-type: none"> • No exceptions allowed SA to SA at 6-month break required if duration limit has been met • No required break for OS to OS or IC to IC • Required 6 month break for SA to IC/OS, OS to SA/IC, and IC to SA/OS
Bulgaria	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Interns/ICE engaged for up to 12 months not subject to waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions OS to OS/IC, IC to OS/IC • No exception requests allowed

COUNTRY	Staff Augmentation CWs Assignment Duration Limits	EMP to CW	CW to CW Time Away Rules
Cambodia	<ul style="list-style-type: none"> • 24 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA or IC requires 12-month break • EMP to OS requires 6-month break • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA requires 6-month break required if duration limit has been met • SA to IC or IC to SA requires 6-month break • No required time break for all other conversions OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Canada	<ul style="list-style-type: none"> • 24 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA or IC requires 12-month break • EMP to OS requires 6-month break • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA requires 6-month break if duration limits have been met • SA to IC or IC to SA requires 6-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
China	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to OS or IC requires 6-month break • Intern/Students to CW requires no waiting period; Intel Managers must not be involved in securing or influencing roles with CW Suppliers • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for OS to OS/IC or IC to OS/IC • No exception requests allowed
CIS	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to OS or IC requires 12-month break • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for OS to OS or IC to IC • IC to OS or OS to IC required 6-month break • No exception requests allowed
Colombia	<ul style="list-style-type: none"> • 6 months • No exceptions allowed 	<ul style="list-style-type: none"> • EMP to SA CW Classification requires 6-month break • EMP to OS CW Classification requires 1-month break • Interns/Student are not subject to waiting period (not considered employees); Intel Managers must not be involved in securing or influencing roles with CW Suppliers • No exceptions allowed 	<ul style="list-style-type: none"> • SA to SA requires 6-month break if duration limits have been met • SA to OS or OS to SA requires 6-month break • No required time break for OS to OS • IC Classification not allowed
Costa Rica	<ul style="list-style-type: none"> • 24 months • No exceptions allowed 	<ul style="list-style-type: none"> • EMP (including students/interns) to SA CW Classification requires 12-month break • EMP (including students/interns) to OS CW Classification requires 3-month break • No exceptions allowed 	<ul style="list-style-type: none"> • SA to SA at 6-month break required if duration limits have been met • No required break for OS to OS or IC to IC • Required 2-month break for SA to OS, OS to SA/IC, and IC to OS • SA to IC or IC to SA requires 6-month break • No exceptions allowed
Cyprus	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Interns/ICE engaged for up to 12 months not subject to waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions: OS to OS/IC, IC to OS/IC • No exception requests allowed
Czech Republic	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Interns/ICE engaged for up to 12 months not subject to waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions: OS to OS/IC, IC to OS/IC • No exception requests allowed

COUNTRY	Staff Augmentation CWs Assignment Duration Limits	EMP to CW	CW to CW Time Away Rules
Denmark	<ul style="list-style-type: none"> SA engagement is not allowed 	<ul style="list-style-type: none"> EMP to IC requires 12-month break EMP to OS requires 6-month break Interns/ICE engaged for up to 12 months not subject to waiting period No exception requests allowed 	<ul style="list-style-type: none"> No required time break for all conversions: OS to OS/IC, IC to OS/IC No exception requests allowed
Egypt	<ul style="list-style-type: none"> 18 months No exception requests allowed 	<ul style="list-style-type: none"> EMP to IC or SA requires 12-month break EMP to OS requires 6-month break Interns/ICE engaged for up to 12 months not subject to waiting period No exception requests allowed 	<ul style="list-style-type: none"> SA to SA requires 6-month break if duration limits have been met SA to IC or IC to SA requires 6-month break No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS No exception requests allowed
Estonia	<ul style="list-style-type: none"> SA engagement is not allowed 	<ul style="list-style-type: none"> EMP to IC requires 12-month break EMP to OS requires 6-month break Interns/ICE engaged for up to 12 months not subject to waiting period No exception requests allowed 	<ul style="list-style-type: none"> No required time break for all conversions: OS to OS/IC, IC to OS/IC No exception requests allowed
Finland	<ul style="list-style-type: none"> SA engagement is not allowed 	<ul style="list-style-type: none"> EMP to IC requires 12-month break EMP to OS requires 6-month break Interns/ICE engaged for up to 12 months not subject to waiting period No exception requests allowed 	<ul style="list-style-type: none"> No required time break for all conversions: OS to OS/IC, IC to OS/IC No exception requests allowed
France	<ul style="list-style-type: none"> SA engagement is not allowed 	<ul style="list-style-type: none"> EMP to IC requires 12-month break EMP to OS requires 6-month break Interns/ICE engaged for up to 12 months not subject to waiting period No exception requests allowed 	<ul style="list-style-type: none"> No required time break for OS to OS or IC to IC Required 6-month break for IC to OS or OS to IC No exception requests allowed
Germany	<ul style="list-style-type: none"> 18 months No exception requests allowed 	<ul style="list-style-type: none"> EMP to IC or SA requires 12-month break EMP to OS requires 6-month break Interns/ICE engaged for up to 12 months not subject to waiting period No exception requests allowed 	<ul style="list-style-type: none"> SA to SA requires 6-month break if duration limits have been met SA to IC or IC to SA requires 6-month break No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS No exception requests allowed
Greece	<ul style="list-style-type: none"> SA engagement is not allowed 	<ul style="list-style-type: none"> EMP to IC requires 12-month break EMP to OS requires 6-month break Interns/ICE engaged for up to 12 months not subject to waiting period No exception requests allowed 	<ul style="list-style-type: none"> No required time break for all conversions: OS to OS/IC, IC to OS/IC No exception requests allowed
Hong Kong	<ul style="list-style-type: none"> 36 months No exception requests allowed. 	<ul style="list-style-type: none"> EMP to SA or IC requires 3-month break EMP to OS requires 1-month break Intern/Students to CW requires no waiting period; Intel Managers must not be involved in securing or influencing roles with CW Suppliers No exception requests allowed 	<ul style="list-style-type: none"> SA to SA requires 2-month break if duration limits have been met SA to IC or IC to SA requires 2-month break No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS No exception requests allowed
Hungary	<ul style="list-style-type: none"> SA engagement is not allowed 	<ul style="list-style-type: none"> EMP to IC requires 12-month break EMP to OS requires 6-month break Interns/ICE engaged for up to 12 months not subject to waiting period No exception requests allowed 	<ul style="list-style-type: none"> No required time break for all conversions: OS to OS/IC, IC to OS/IC No exception requests allowed

COUNTRY	Staff Augmentation CWs Assignment Duration Limits	EMP to CW	CW to CW Time Away Rules
India	<ul style="list-style-type: none"> • 36 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA or IC requires 2-month break • EMP to OS requires 6-month break • Intern to CW requires no waiting period; Intel Managers must not be involved in securing or influencing roles with CW Suppliers • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA requires 3-month break if duration limits have been met • SA to IC or IC to SA requires 3-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Indonesia	<ul style="list-style-type: none"> • 36 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA or IC requires 12-month break • EMP to OS requires 6-month break • Intern to CW requires no waiting period' Intel Managers must not be involved in securing or influencing roles with CW Suppliers • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA requires 3-month break if duration limits have been met • SA to IC or IC to SA requires 3-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Ireland	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions: OS to OS/IC, IC to OS/IC • No exception requests allowed
Israel	<ul style="list-style-type: none"> • 9 months 	<ul style="list-style-type: none"> • EMP (Including Students/Interns) to SA or IC requires 12-month break • EMP (Including Students/Interns) to OS requires 6-month break • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA requires 9-month break if duration limits have been met • SA to IC or IC to SA requires 6-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Italy	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for OS to OS or IC to IC • IC to OS or OS to IC requires 6-month break • No exception requests allowed
Japan	<ul style="list-style-type: none"> • 36 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA or IC requires 12-month break • EMP to OS requires 6-month break • Intern/Students to CW requires no waiting period; Intel Managers must not be involved in securing or influencing roles with CW Suppliers • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA requires 6-month break if duration limit has been met • SA to IC or IC to SA requires 6-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Kazakhstan	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to OS or IC requires 12-month break • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for: OS to OS or IC to IC • IC to OS or OS to IC requires 6-month break • No exception requests allowed
Kenya	<ul style="list-style-type: none"> • 6 months 	<ul style="list-style-type: none"> • EMP to OS or IC requires 12-month break • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA/OS/IC requires 12-month break if duration limits have been met • IC to SA requires 6-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC • No exception requests allowed
Latvia	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions: OS to OS/IC, IC to OS/IC • No exception requests allowed

COUNTRY	Staff Augmentation CWs Assignment Duration Limits	EMP to CW	CW to CW Time Away Rules
Lebanon	<ul style="list-style-type: none"> SA engagement is not allowed 	<ul style="list-style-type: none"> EMP to IC requires 12-month break EMP to OS requires 6-month break Intern/ICE to CW engaged up to 12 months requires no waiting period No exception requests allowed 	<ul style="list-style-type: none"> No required time break for OS to OS or IC to IC IC to OS or OS to IC requires 6-month break No exception requests allowed
Lithuania	<ul style="list-style-type: none"> SA engagement is not allowed 	<ul style="list-style-type: none"> EMP to IC requires 12-month break EMP to OS requires 6-month break Intern/ICE to CW engaged up to 12 months requires no waiting period No exception requests allowed 	<ul style="list-style-type: none"> No required time break for all conversions: OS to OS/IC, IC to OS/IC No exception requests allowed
Luxemburg	<ul style="list-style-type: none"> SA engagement is not allowed 	<ul style="list-style-type: none"> EMP to IC requires 12-month break EMP to OS requires 6-month break Intern/ICE to CW engaged up to 12 months requires no waiting period No exception requests allowed 	<ul style="list-style-type: none"> No required time break for all conversions: OS to OS/IC, IC to OS/IC No exception requests allowed
Malaysia	<ul style="list-style-type: none"> 36 months No exception requests allowed 	<ul style="list-style-type: none"> EMP to SA or IC requires 12-month break EMP to OS requires 6-month break Intern/Student to CW requires no waiting period; Intel Managers must not be involved in securing or influencing roles with CW Suppliers No exception requests allowed 	<ul style="list-style-type: none"> SA to SA requires 3-month break if duration limits have been met SA to IC or IC to SA requires 3-month break No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS No exception requests allowed
Malta	<ul style="list-style-type: none"> SA engagement is not allowed 	<ul style="list-style-type: none"> EMP to IC requires 12-month break EMP to OS requires 6-month break Intern/ICE to CW engaged up to 12 months requires no waiting period No exception requests allowed 	<ul style="list-style-type: none"> No required time break for all conversions: OS to OS/IC, IC to OS/IC No exception requests allowed
Mexico	<ul style="list-style-type: none"> SA engagement is not allowed 	<ul style="list-style-type: none"> EMP (including students/interns) to OS CW classification requires 3-month break No exception requests allowed 	<ul style="list-style-type: none"> SA to OS or OS to SA requires 6-month break No required time break for OS to OS IC classification not allowed No exception requests allowed
Mongolia	<ul style="list-style-type: none"> 24 months No exception requests allowed 	<ul style="list-style-type: none"> EMP to SA or IC requires 12-month break EMP to OS requires 6-month break No exception requests allowed 	<ul style="list-style-type: none"> SA to SA requires 6-month break if duration limits have been met SA to IC or IC to SA requires 6-month break No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS No exception requests allowed
Morocco	<ul style="list-style-type: none"> 18 months No exception requests allowed 	<ul style="list-style-type: none"> EMP to SA or IC requires 12-month break EMP to OS requires 6-month break Intern/ICE to CW engaged up to 12 months requires no waiting period No exception requests allowed 	<ul style="list-style-type: none"> SA to SA requires 6-month break if duration limits have been met SA to IC or IC to SA requires 6-month break No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS No exception requests allowed
Netherlands	<ul style="list-style-type: none"> SA engagement is not allowed 	<ul style="list-style-type: none"> EMP to IC requires 12-month break EMP to OS requires 6-month break Intern/ICE to CW engaged up to 12 months requires no waiting period No exception requests allowed 	<ul style="list-style-type: none"> No required time break for all conversions: OS to OS/IC, IC to OS/IC No exception requests allowed

COUNTRY	Staff Augmentation CWs Assignment Duration Limits	EMP to CW	CW to CW Time Away Rules
Nigeria	<ul style="list-style-type: none"> • 18 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA or IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA required 6-month break if duration limits have been met • SA to IC or IC to SA requires 6-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Norway	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for: OS to OS or IC to IC • Required 6-month break for: IC to OS or OS to IC • No exception requests allowed
Pakistan	<ul style="list-style-type: none"> • 24 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA or IC requires 12-month break • EMP to OS requires 6-month break • Intern/Students to CW requires no waiting period; Intel Managers must not be involved in securing or influencing roles with CW Suppliers • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA required 6-month break required if duration limits have been met • SA to IC or IC to SA requires 6-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Philippines	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to OS or IC requires 6-month break • Intern/Students to CW requires no waiting period; Intel Managers must not be involved in securing or influencing roles with CW Suppliers • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for: OS to OS/IC or IC to OS/IC • No exception requests allowed
Poland	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions: OS to OS/IC, IC to OS/IC • No exception requests allowed
Portugal	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions: OS to OS/IC, IC to OS/IC • No exception requests allowed
Romania	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions: OS to OS/IC, IC to OS/IC • No exception requests allowed
Russia	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to OS or IC requires 12-month break • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for OS to OS or IC to IC • Required 6-month break for: IC to OS or OS to IC • No exception requests allowed
Saudi Arabia	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for OS to OS or IC to IC • Required 6-month break for: IC to OS or OS to IC • No exception requests allowed
Serbia	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions: OS to OS/IC, IC to OS/IC • No exception requests allowed

COUNTRY	Staff Augmentation CWs Assignment Duration Limits	EMP to CW	CW to CW Time Away Rules
Singapore	<ul style="list-style-type: none"> • 36 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA or IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period; Intel Managers must not be involved in securing or influencing roles with CW Suppliers • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA requires 2-month break after duration limits have been met • SA to IC or IC to SA requires 2-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Slovakia	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions: OS to OS/IC, IC to OS/IC • No exception requests allowed
Slovenia	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions: OS to OS/IC, IC to OS/IC • No exception requests allowed
South Africa	<ul style="list-style-type: none"> • 18 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA required 6-month break if duration limits have been met • SA to IC or IC to SA requires 6-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
South Korea	<ul style="list-style-type: none"> • 24 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA or IC requires 12-month break • EMP to IC or OS requires 6-month break • Intern/Students to CW requires no waiting period; Intel Managers must not be involved in securing or influencing roles with CW Suppliers • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA requires 3-month break if duration limits have been met • SA to IC or IC to SA requires 3-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Spain	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions: OS to OS/IC, IC to OS/IC • No exception requests allowed
Sri Lanka	<ul style="list-style-type: none"> • 24 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA or IC requires 12-month break • EMP to OS requires 6-month break • Intern/Students to CW requires no waiting period; Intel Managers must not be involved in securing or influencing roles with CW Suppliers • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA required 6-month break if duration limits have been met • SA to IC or IC to SA requires 6-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Sweden	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions: OS to OS/IC, IC to OS/IC • No exception requests allowed
Switzerland	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions: OS to OS/IC, IC to OS/IC • No exception requests allowed

COUNTRY	Staff Augmentation CWs Assignment Duration Limits	EMP to CW	CW to CW Time Away Rules
Taiwan	<ul style="list-style-type: none"> • 36 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA or IC requires 12-month break • EMP to OS requires 6-month break • Intern/Students to CW requires no waiting period; Intel Managers must not be involved in securing or influencing roles with CW Suppliers • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA requires 2-month break if duration limits have been met • SA to IC or IC to SA requires 2-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Thailand	<ul style="list-style-type: none"> • 36 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA or IC requires 12-month break • EMP to OS 6-month break • Intern/Students to CW requires no waiting period; Intel Managers must not be involved in securing or influencing roles with CW Suppliers • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA requires 2-month break if duration limits have been met • SA to IC or IC to SA requires 2-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Turkey	<ul style="list-style-type: none"> • 18 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA required 6-month break if duration limits have been met • SA to IC or IC to SA requires 6-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Ukraine	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to OS or IC requires 12-month break • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for: OS to OS or IC to IC • Required 6-month break for: IC to OS or OS to IC • No exception requests allowed
United Arab Emirates	<ul style="list-style-type: none"> • 18 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA required 6-month break if duration limits have been met • SA to IC or IC to SA requires 6-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
United Kingdom	<ul style="list-style-type: none"> • SA engagement is not allowed 	<ul style="list-style-type: none"> • EMP to IC requires 12-month break • EMP to OS requires 6-month break • Intern/ICE to CW engaged up to 12 months requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • No required time break for all conversions: OS to OS/IC, IC to OS/IC • No exception requests allowed
United States	<ul style="list-style-type: none"> • 18 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA or IC requires 12-month break • EMP to OS requires 6-month break • EMP Intern to CW requires no waiting period • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA requires 6-month break required if duration limits have been met • SA to IC or IC to SA requires 6-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
Vietnam	<ul style="list-style-type: none"> • 12 months • No exception requests allowed 	<ul style="list-style-type: none"> • EMP to SA or IC requires 12-month break • EMP to OS requires 6-month break • Intern/Students to CW requires no waiting period; Intel Managers must not be involved in securing or influencing roles with CW Suppliers • No exception requests allowed 	<ul style="list-style-type: none"> • SA to SA requires 2-month break if duration limits have been met • SA to IC or IC to SA requires 2-month break • No required time break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • No exception requests allowed
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