COUNTRY	Staff Augmentation CWs Assignment Duration Limits	BB (includes ICE & Intern) to CW NOTE: Interns follow BB rules unless noted below. Exceptions are no longer worked via the CW Program Team. To examine other options please contact your HR BU rep. Please see main policy for more details.	CW to CW Time Away Rules IC= Independent contractor OS= Outsourced SA=Staff Augmentation
Argentina & Any Latin American Country not on list	• 6 months • NO exception requests allowed	• BB to SA CW Classification requires 12 month break • BB to OS CW Classification requires 6 month break • NO exception requests allowed	• SA to SA at 6 months only after duration limits have been met • No Required Time Break for: OS to OS • Required 6 month break for: SA to OS, OS to SA **IC classification not allowed
Australia	• 36 months • NO exception requests allowed	• BB to SA or OS to IC at 6 months • NO exception requests allowed	• SA to SA at 3 months after duration limits are met • SA to IC or IC to SA requires 3 months 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/Needed

Austria	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• No Exception Requests Allowed/Needed

Bangladesh	• 24 months • NO exception requests allowed	• BB to SA or IC at 12 months • BB to OS to 6 months • NO exception requests allowed	• SA to SA at 3 months after duration limits are met • SA to IC or IC to SA requires 3 months 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/Needed

Belgium	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for: OS to OS or IC to IC
			• Required 6 month break for: IC to OS or OS to IC
			• Exception Requests Allowed except for SA approval

Brazil	• 3 months • One extension allowed but may not exceed 6 months	• BB to SA CW Classification requires 12 month break • BB to OS CW Classification requires 18 month break • No exceptions allowed	• No exceptions allowed SA to SA at 6 months only if duration limits have been met; otherwise, no required break • 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	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Cambodia	• 24 months • NO exception requests allowed	• BB to SA or IC at 12 months • BB to OS to 6 months • NO Exception Requests Allowed	• SA to SA at 6 months after duration limits are met • SA to IC or IC to SA requires 6 months 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/Needed
Canada	• 24 months • NO exception requests allowed	• BB to SA or IC at 12 months • BB to OS to 6 months • BB Intern to CW requires no waiting period • NO exception requests allowed	• SA to SA at 6 months after duration limits are met • SA to IC or IC to SA requires 6 months 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/Needed
China	• SA Engagement is Not Allowed	• BB to OS or IC at 6 months • BB Intern to CW requires no waiting period • NO exception requests allowed	• No Required Time Break for: OS to OS/IC or IC to OS/IC • No Exception Requests Allowed/Needed
CIS	• SA Engagement is Not Allowed	• BB to OS or IC at 12 months • NO exception requests allowed	• No Required Time Break for: OS to OS or IC to IC • Required 6 month break for: IC to OS or OS to IC • Exception Requests Allowed except for SA approval
Costa Rica	• 24 months • No exceptions allowed	• BB to SA CW Classification requires 12 month break • BB to OS CW Classification requires 6 month break • No exceptions allowed	• SA to SA at 6 months only if duration limits have been met; otherwise, no required break • 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

Cyprus	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Czech Republic	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Denmark	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Egypt	• 18 months
	• NO exception requests allowed
		• BB to IC or SA at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• SA to SA at 6 months after duration limits are met
			• SA to IC or IC to SA requires 6 months break
			• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS

Estonia	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Finland	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

France	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for: OS to OS or IC to IC
			• Required 6 month break for: IC to OS or OS to IC
			• Exception Requests Allowed except for SA approval

Germany	• 18 months
	• NO exception requests allowed
		• BB to SA or IC at 12 months
		• BB to OS to 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• SA to SA at 6 months after duration limits are met
			• SA to IC or IC to SA requires 6 months 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/Needed

Greece	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Hong Kong	• 36 months • One exception request permitted to extend by a further 12 months. Exception to ELB Legal.	• BB to SA or IC at 3 months • BB to OS to 1 month • BB Intern to CW requires no waiting period • NO exception requests allowed	• SA to SA at 2 months after duration limits are met • SA to IC or IC to SA requires 2 months 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/Needed

Hungary	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

India	• 36 months • NO exception requests allowed	• BB to SA or OS or IC at 2 months • BB Intern to CW requires no Waiting period • NO exception requests allowed	• SA to SA at 3 months after duration limits are met • SA to IC or IC to SA requires 3 months 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/Needed

Indonesia	• 24 months • NO exception requests allowed	• BB to SA or IC at 12 months • BB to OS to 6 months • BB Intern to CW requires no waiting period • NO exception requests allowed	• SA to SA at 3 months after duration limits are met • SA to IC or IC to SA requires 3 months 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/Needed

Ireland	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Israel	• 9 months • Exception requests allowed	• BB to SA or IC at 12 months • BB to OS to 6 months • Exceptions require Employment & Labor Legal Approval	• SA to SA at 9 months after duration limits are met • SA to IC or IC to SA requires 6 months break • No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS • Exception Requests Allowed

Italy	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for: OS to OS or IC to IC
			• Required 6 month break for: IC to OS or OS to IC
			• Exception Requests Allowed except for SA approval

Japan	• 36 months • NO exception requests allowed	• BB to SA or IC at 12 months • BB to OS to 6 months • BB Intern to CW requires no waiting period • NO exception requests allowed	• SA to SA at 6 months after duration limits are met • SA to IC or IC to SA requires 6 months 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/Needed
Kazakhstan	• SA Engagement is Not Allowed	• BB to OS or IC at 12 months • NO exception requests allowed	• No Required Time Break for: OS to OS or IC to IC • Required 6 month break for: IC to OS or OS to IC • Exception Requests Allowed except for SA approval

Kenya	• 6 months • Exception Requests Allowed	• BB to OS or IC at 12 months • NO exception requests allowed	• SA to SA/OS/IC at 12 months after duration limits are met • IC to SA requires 6 months break • No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC • Exception Requests Allowed

Latvia	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Lebanon	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for: OS to OS or IC to IC
			• Required 6 month break for: IC to OS or OS to IC
			• Exception Requests Allowed except for SA approval

Lithuania	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Luxemburg	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Malaysia	• 24 months • NO exception requests allowed	• BB to SA or IC at 12 months • BB to OS to 6 months • BB Intern to CW requires no waiting period • NO exception requests allowed	• SA to SA at 3 months after duration limits are met • SA to IC or IC to SA requires 3 months 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/Needed

Malta	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Mexico	• 24 months • NO exception requests allowed	• BB to SA CW Classification requires 12 month break • BB to OS CW Classification requires 6 month break • NO exception requests allowed	• SA to SA at 6 months after duration limits are met • SA to OS or OS to SA requires 6 months break • No Required Time Break for OS to OS • IC classification not allowed • No Exception Requests Allowed/Needed
Mongolia	• 24 months • NO exception requests allowed	• BB to SA or IC at 12 months • BB to OS to 6 months • NO exception requests allowed	• SA to SA at 6 months after duration limits are met • SA to IC or IC to SA requires 6 months 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/Needed

Morocco	• 18 months
	• NO exception requests allowed
		• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• SA to SA at 6 months after duration limits are met
			• SA to IC or IC to SA requires 6 months break
			• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS

Netherlands	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Nigeria	• 18 months
	• NO exception requests allowed
		• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• SA to SA at 6 months after duration limits are met
			• SA to IC or IC to SA requires 6 months break
			• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS

Country			

Norway	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for: OS to OS or IC to IC
			• Required 6 month break for: IC to OS or OS to IC
			• Exception Requests Allowed except for SA approval

Pakistan	• 24 months • NO exception requests allowed	• BB to SA or IC at 12 months • BB to OS to 6 months • BB Intern to CW requires no waiting period • NO exception requests allowed	• SA to SA at 6 months after duration limits are met • SA to IC or IC to SA requires 6 months 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/Needed
Philippines	• SA Engagement is Not Allowed	• BB to OS or IC at 6 months • BB Intern to CW requires no waiting period • NO exception requests allowed	• No Required Time Break for: OS to OS/IC or IC to OS/IC • No Exception Requests Allowed/Needed

Poland	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Portugal	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Romania	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Russia	• SA Engagement is Not Allowed	• BB to OS or IC at 12 months • NO exception requests allowed	• No Required Time Break for: OS to OS or IC to IC • Required 6 month break for: IC to OS or OS to IC • Exception Requests Allowed except for SA approval

Saudi Arabia	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for: OS to OS or IC to IC
			• Required 6 month break for: IC to OS or OS to IC
			• Exception Requests Allowed except for SA approval

Serbia	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Singapore	• 36 months • One exception request permitted to extend by a further 12 months. Exception to ELB Legal.	• BB to SA or IC at 6 months • BB to OS to 6 months • BB Intern to CW requires no waiting period • NO exception requests allowed	• SA to SA at 2 months after duration limits are met • SA to IC or IC to SA requires 2 months 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/Needed

Slovakia	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Slovenia	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS to 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

South Africa	• 18 months
	• NO exception requests allowed
		• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• SA to SA at 6 months after duration limits are met
			• SA to IC or IC to SA requires 6 months break
			• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS

South Korea	• 24 months • NO exception requests allowed	• BB to SA or IC at 6 months • BB to OS to 6 months • BB Intern to CW requires no waiting period • NO exception requests allowed	• SA to SA at 3 months after duration limits are met • SA to IC or IC to SA requires 3 months 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/Needed

Spain	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Sri Lanka	• 24 months • NO exception requests allowed	• BB to SA or IC at 12 months • BB to OS to 6 months • BB Intern to CW requires no waiting period • NO exception requests allowed	• SA to SA at 6 months after duration limits are met • SA to IC or IC to SA requires 6 months 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/Needed

Sweden	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Switzerland	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

Taiwan	• 12 months • NO exception requests allowed	• BB to SA or IC at 12 months • BB to OS to 6 months • BB Intern to CW requires no waiting period • NO exception requests allowed	• SA to SA at 2 months after duration limits are met • SA to IC or IC to SA requires 2 months 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/Needed

Thailand	• 24 months • NO exception requests allowed	• BB to SA or IC at 12 months • BB to OS to 6 months • BB Intern to CW requires no waiting period • NO exception requests allowed	• SA to SA at 3 months after duration limits are met • SA to IC or IC to SA requires 3 months 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/Needed

Turkey	• 18 months
	• NO exception requests allowed
		• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• SA to SA at 6 months after duration limits are met
			• SA to IC or IC to SA requires 6 months break
			• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS

Ukraine	• SA Engagement is Not Allowed	• BB to OS or IC at 12 months • NO exception requests allowed	• No Required Time Break for: OS to OS or IC to IC • Required 6 month break for: IC to OS or OS to IC • Exception Requests Allowed except for SA approval

United Arab Emirates	• 18 months
	• NO exception requests allowed
		• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• SA to SA at 6 months after duration limits are met
			• SA to IC or IC to SA requires 6 months break
			• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS

United Kingdom	• SA Engagement is Not Allowed	• BB to IC at 12 months
		• BB to OS at 6 months
		• BB to CW Exceptions
		  - Require Employment & Labor Legal Approval
		  - Interns/ICE engaged for up to 12 months not subject to waiting period
			• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC
			• Exception Requests Allowed except for SA approval

United States	• 18 months • NO exception requests allowed	• BB to SA or IC at 12 months • BB to OS to 6 months • BB Intern to CW requires no waiting period • NO exception requests allowed	• SA to SA at 6 months after duration limits are met • SA to IC or IC to SA requires 6 months 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/Needed
Vietnam	• 12 months • NO exception requests allowed	• BB to SA or IC at 6 months • BB to OS to 6 months • BB Intern to CW requires no waiting period • NO exception requests allowed	• SA to SA at 2 months after duration limits are met • SA to IC or IC to SA requires 2 months 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/Needed