

COUNTRY	Staff Augmentation CWs Assignment Duration Limits	Column1	CW to CW Time Away Rules
		NOTE: BB to CW exceptions are no longer worked via the CW Program team. To examine other options please contact your HR Biz rep. Please see main policy for more details	
Argentina & Any Latin American Country not on list	<ul style="list-style-type: none"> <li>• 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to any CW Classification requires 12 month break</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months only after duration limits have been met</li> <li>• No Required Time Break for: OS to OS</li> <li>• Required 6 month break for: SA to OS, OS to SA</li> <li>**IC classification not allowed</li> </ul>
Australia	<ul style="list-style-type: none"> <li>• 24 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Austria	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Bangladesh	<ul style="list-style-type: none"> <li>• 24 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Belgium	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to OS or IC at 12 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for: OS to OS or IC to IC</li> <li>• Required 6 month break for: IC to OS or OS to IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>

Brazil	<ul style="list-style-type: none"> <li>• 3 months</li> <li>• One extension allowed but may not exceed 6 months</li> </ul>	<ul style="list-style-type: none"> <li>• BB to any CW Classification requires 12 month break</li> <li>• No exceptions allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No exceptions allowed SA to SA at 6 months only if duration limits have been met; otherwise, no required break</li> <li>• No required break for: OS to OS or IC to IC</li> <li>• Required 6 month break for: SA to IC/OS, OS to SA/IC, and IC to SA/OS</li> </ul>
Bulgaria	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Cambodia	<ul style="list-style-type: none"> <li>• 24 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO Exception Requests Allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Canada	<ul style="list-style-type: none"> <li>• 18 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
China	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to OS or IC at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for: OS to OS/IC or IC to OS/IC</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
CIS	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to OS or IC at 12 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for: OS to OS or IC to IC</li> <li>• Required 6 month break for: IC to OS or OS to IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Costa Rica	<ul style="list-style-type: none"> <li>• 12 months No exceptions allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to any CW Classification requires 12 month break</li> <li>• No exceptions allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months only if duration limits have been met; otherwise, no required break</li> <li>• No required break for: OS to OS or IC to IC</li> <li>• Required 2 month break for: SA to OS, OS to SA/IC, and IC to OS</li> </ul>

Cyprus	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Czech Republic	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Denmark	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Egypt	<ul style="list-style-type: none"> <li>• 18 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to IC or SA at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> </ul>
Estonia	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Finland	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
France	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to OS or IC at 12 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for: OS to OS or IC to IC</li> <li>• Required 6 month break for: IC to OS or OS to IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Germany	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>

Greece	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Hong Kong	<ul style="list-style-type: none"> <li>• 24 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Hungary	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
India	<ul style="list-style-type: none"> <li>• 24 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Indonesia	<ul style="list-style-type: none"> <li>• 24 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Ireland	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Israel	<ul style="list-style-type: none"> <li>• 9 months</li> <li>• Exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 9 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• Exception Requests Allowed</li> </ul>

Italy	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to OS or IC at 12 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for: OS to OS or IC to IC</li> <li>• Required 6 month break for: IC to OS or OS to IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Japan	<ul style="list-style-type: none"> <li>• 36 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Kazakhstan	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to OS or IC at 12 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for: OS to OS or IC to IC</li> <li>• Required 6 month break for: IC to OS or OS to IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Kenya	<ul style="list-style-type: none"> <li>• 6 months</li> <li>• Exception Requests Allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to OS or IC at 12 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA/OS/IC at 12 months after duration limits are met</li> <li>• IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC</li> <li>• Exception Requests Allowed</li> </ul>
Latvia	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Lebanon	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to OS or IC at 12 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for: OS to OS or IC to IC</li> <li>• Required 6 month break for: IC to OS or OS to IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Lithuania	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>

Luxemburg	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Malaysia	<ul style="list-style-type: none"> <li>• 24 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Malta	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Mexico	<ul style="list-style-type: none"> <li>• 12 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to any CW classification at 12 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to OS or OS to SA requires 6 months break</li> <li>• No Required Time Break for OS to OS</li> <li>• IC classification not allowed</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Mongolia	<ul style="list-style-type: none"> <li>• 24 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Morocco	<ul style="list-style-type: none"> <li>• 18 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> </ul>
Netherlands	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>

Nigeria	<ul style="list-style-type: none"> <li>• 18 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> </ul>
Pakistan	<ul style="list-style-type: none"> <li>• 24 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Philippines	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to OS or IC at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for: OS to OS/IC or IC to OS/IC</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Poland	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Portugal	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Romania	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Russia	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to OS or IC at 12 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for: OS to OS or IC to IC</li> <li>• Required 6 month break for: IC to OS or OS to IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Saudi Arabia	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to OS or IC at 12 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for: OS to OS or IC to IC</li> <li>• Required 6 month break for: IC to OS or OS to IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>

Serbia	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Singapore	<ul style="list-style-type: none"> <li>• 24 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Slovakia	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Slovenia	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
South Africa	<ul style="list-style-type: none"> <li>• 18 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> </ul>
South Korea	<ul style="list-style-type: none"> <li>• 24 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Spain	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>



Sri Lanka	<ul style="list-style-type: none"> <li>• 24 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Sweden	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Switzerland	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
Taiwan	<ul style="list-style-type: none"> <li>• 24 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Thailand	<ul style="list-style-type: none"> <li>• 24 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Turkey	<ul style="list-style-type: none"> <li>• 18 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> </ul>
Ukraine	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to OS or IC at 12 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for: OS to OS or IC to IC</li> <li>• Required 6 month break for: IC to OS or OS to IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>

United Kingdom	SA Engagement is Not Allowed	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• No Required Time Break for all conversions: OS to OS/IC, IC to OS/IC</li> <li>• Exception Requests Allowed except for SA approval</li> </ul>
United States	18 months <ul style="list-style-type: none"> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
Vietnam	<ul style="list-style-type: none"> <li>• 12 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to SA or IC at 12 months</li> <li>• BB to OS to 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> <li>• No Exception Requests Allowed/Needed</li> </ul>
United Arab Emirates	<ul style="list-style-type: none"> <li>• 18 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• BB to IC at 12 months</li> <li>• BB to OS at 6 months</li> <li>• NO exception requests allowed</li> </ul>	<ul style="list-style-type: none"> <li>• SA to SA at 6 months after duration limits are met</li> <li>• SA to IC or IC to SA requires 6 months break</li> <li>• No Required Time Break for all other conversions: OS to OS/IC/SA, IC to OS/IC, SA to OS</li> </ul>
































































































































































































































































































































































































































































