

## Frequently Asked Questions

### **1. What positions are available?**

1. UMTS Planning and/or Optimization
2. UTRAN Engineers
3. RNC Specialists
4. 3G Project Managers - Construction, RF, and Deployment experience
5. IT & T Telecommunication Recruiting Specialists

### **2. Who is eligible?**

#### **2.1 Australian Citizens only**

Kineticom will be the sponsor of each candidate, partner and children. The US intake for sponsored professionals is limited. Kineticom offers sponsorship under the E-3 and H1-B visas to maximise the available positions and keep control of their appropriate processes.

Detail information about the E-3 and H1B Visa can be obtained on links below:

E-3 Visa            <http://canberra.usembassy.gov/consular/visa-e3.html> (US)  
H1-B Visa         <http://www.uscis.gov/graphics/howdoi/h1b.htm> (US)

**This program is limited to Australian citizens only - spouse and children need not be Australian citizens.**

#### **2.2 Bachelor or higher degree**

Evidence of academic or other qualifying credentials are required. In the absence of an academic or other qualifying credential(s), evidence of education and experience that is equivalent to a degree is required.

#### **2.3 Professional Experience**

Candidate must demonstrate a minimum of 2 years professional working and 1 year 3G-project involvement experience. The professional experience must be covering at least one area of the skills outlined below

1. UMTS Planning and/or Optimization
2. UTRAN Engineers
3. RNC Specialists
4. 3G Project Managers - Construction, RF, and Deployment experience
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#### **2.4 Work References**

A minimum of 2 recent and relevant work references from a former/current work superior must be provided.

### **3. Is there a contract?**

Kineticom, Inc and you (sponsored candidate) will be entering into a contract that will outline the conditions of employment and each stakeholder's responsibilities. Any breach of contract will have financial penalties attached as costs such as medical assessments, medical insurances, visa application and return flights are provided by the sponsor.  
Kineticom will be offering contracts to suitable candidates during or after the interviews.

#### **4. What is the contract duration?**

Contracts can vary from 6, 12, 18, 24 Months.

By agreement from Sponsor and candidate E-3 contracts can be extended indefinitely every 2 years.

H1-B visa is the vehicle to obtain permanent residency in the US.

**NB You must be able to convince the U.S. Immigration of your desire to return to your place of origin to extend the E-3 visa. (i.e. have a home and verifiable address in Australia)**

#### **5. Do I have to pay taxes in Australia?**

A convention between the Government of Australia and the Government of the United States of America governs the avoidance of double taxation and the prevention of fiscal evasion with respect to taxes on income.

<http://www.ato.gov.au/>

<http://law.ato.gov.au/atolaw/view.htm?dbwidetocone=05%3APLR%3ATaxation%3AINTERNATIONAL%20TAX%20AGREEMENTS%20ACT%201953%3ASCHEDULE%202%20-%20USA%20Convention%3A%2300015%23ARTICLE%2015%20Dependent%20Personal%20Services%3B>

#### **6. Do I have to pay taxes in the United States of America?**

Your income is subject to tax in the same manner as a U.S. citizen.

Basically: Federal Tiered to 35% above US\$275k per year  
Average 25% State, some none  
Ca and NY the most, up to 6% SS Tax 3.65%

"Taxes at the moment are around 25% for Federal, If you earn around US\$125k, (US\$275k and higher will be 33%, but won't really apply)  
Average State tax 4%, no state tax in Nevada, Florida, Illinois 3% - California and New York are higher up to 7%. Social Security Tax is 3.65%"

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With a rate of US\$75/Hr, Salary is US\$150k, part of this is per diem or tax free, which equates to about US\$50k, so the tax is only on the US\$100k, which equates to about a tax of US\$37k on US\$100k/or after PD on US\$150k. Roughly 25% is the answer.

#### **7. Is medical insurance expensive how can I obtain it?**

Kineticom covers and organises medical insurance for you.

#### **8. Do I have to pay for accommodation and transport?**

Yes, accommodation and local transport in the US is at your cost. Some positions may offer company vehicle. Some of these costs may be tax deductible.

#### **9. What locations are available in the US?**

This is subject to change: San Francisco, Dallas, Philadelphia, New York, Los Angeles, and Chicago.

#### **10. What kind of work is conducted in these projects?**

Cingular and Lucent Optimization, T-Mobile initial design, overlaying UMTS over GSM

#### **11. How soon is work commenced when arrived at the destination?**

Generally arrival on Friday or Saturday, work starts on Monday.

**12. How often do contractors get paid?**

Weekly pays.

**13. Can contractors get time off during their assignment?**

Sure, it has to be planned and days off aren't paid.

**14. Is it possible to get assignments with a group of mates at the same destination?**

Teams are great.

**15. How many hours can I work per week?**

On some projects unlimited hours, esp. the technicians, RNC/Switch, most packages for RF Engineers and Project Managers are daily, 9 hours.

**16. Will contracts be offered during the interviews with Kineticom?**

The representatives of Kineticom will inform you of the personal interview outcome. Successful applicants will be able to commence the visa process based on approval by Kineticom. (Kineticom will be your sponsor). During the visa processing duration your personal details will be forwarded to the customers (T-Mobile, Cingular and Lucent) and position offers will be made by the customers.

**17. Arrived at destination, what then?**

Kineticom's contractor care group will be welcoming you once off the plane (if desired) and bring you to your Hotel which is provided by Kineticom for 3 days. A guide to the city will be helping you in the search of apartments, car etc.

**18. Who are the vendors in Kineticom projects ?**

T-Mo Nokia and Ericsson, Cingular Ericsson and Lucent

**19. Is social security tax refundable?**

Yes

**20. What insurances are required and what is covered?**

At work candidates are covered by our Workers Comp Insurance, this is a complete coverage. Out of work, they will have Insurance, both Medical and Dental. Candidates will be expected to cover some of this amount, probably around \$25/WEEK. If they bring families the costs will raise, Couple and two kids totals around \$1100, of which we would cover about \$500. Candidate has to cover and contribute about \$600/Month

**21. Cost coverage/contribution from Kineticom covers candidates only?**

Yes, cost for partners and children will have to be paid by candidates.

**22. Do candidates have to think about bringing their own furniture?**

No, generally apartments are fully furnished. Therefore a move in to a different state is seaming less.

**23. How to obtain health insurance?**

Investigate if your current health fund has got an affiliated company in the US, that will make the registration easier.

**24. Can I drive a car with the Australian licence?**

Yes, but make sure you drive on the "right" side.

### ***25. Who does my tax return?***

Best you will ask other colleagues for references of good taxation specialists.  
Find a good accountant in the US with good knowledge of international taxation.