

**EMBASSY OF THE UNITED STATES OF AMERICA  
KHARTOUM, SUDAN  
STATE, DOD, CCE, & USAID  
ATTACHMENT 14: LE Staff Death Benefit Plan**

**REVISED - REFTEL 07 STATE 017846**

**EFFECTIVE MARCH 4, 2007**

Under the authority contained in Section 408 of the Foreign Service Act and 3 FAM 7341, death benefit payments are authorized as of (insert effective date) for Locally Employed Staff of all U.S. Government agencies in Sudan following the Mission's Joint Local Compensation Plan, subject to the following rules.

**1. APPLICABILITY:**

This plan is applicable to full-time and part-time employees under direct-hire appointments and personal service contracts.

Excluded from coverage are employees with less than one year of continuous USG service; non-personal services contract personnel and their employees, supplied by an independent contractor licensed to do business in Sudan who provides services to other organizations as well as to the U.S. Mission; employees of USAID institutional contractors; Peace Corps personal services contract employees as required by Section 10(A)(5) the Peace Corps Act, Section 4.1 of MS 735, and 3 FAM 926.3F; and domestic servants at official residence.

**2. BENEFIT AMOUNT:**

A. Upon the death in service of an eligible employee, the designated beneficiary is entitled to a death benefit payment of 12 months basic salary.

B. Salary payments will be computed off of basic salary.

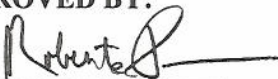
C. Payment will be made to the surviving spouse or dependent children.


**3. EFFECTIVE DATE:**


This plan is effective March 4, 2007. No payments will be made under this plan for deaths which occurred prior to the effective date.


**PARTICIPATING AGENCIES - SIGNATURE:**

**APPROVED BY:**

  
\_\_\_\_\_  
**Roberto Powers**  
Chargé d'Affaires  
STATE & PDO  
5/28/07  
Date

  
\_\_\_\_\_  
**Jonita I. Whitaker**  
Management Counselor  
STATE  
Date

  
\_\_\_\_\_  
**Joseph J. Boyy**  
Defense Liaison Officer  
DLO  
23 May 2007  
Date

  
\_\_\_\_\_  
**Erna Kerst**  
Acting USAID Director  
USAID, Khartoum  
5/23/2007  
Date