

WHAT IS A EFM, USEFM, AEFM, MOH, ETC?

Appointment eligible family member (AEFM): An individual who meets all of the following criteria is considered to be an AEFM for employment purposes:

- (1) Is a U.S. citizen;
- (2) Is the spouse or domestic partner (as defined in [3 FAM 1610](#)) of a sponsoring employee (as defined in this section);
- (3) Is listed on one of the following:
 - (a) Travel orders of a sponsoring employee who is assigned (not TDY) to a U.S. mission abroad under Chief of Mission authority, or at an office of the American Institute in Taiwan (AIT), or
 - (b) An approved Form OF-126, Foreign Service Residence and Dependency Report (or other agency equivalent), of a sponsoring employee who is assigned (not TDY) to a U.S. mission abroad under Chief of Mission authority, or at an office of the AIT, and is residing at the sponsoring employee's post of assignment abroad;
- (4) Does not receive a U.S. Government retirement annuity or pension from a career in the U.S. Foreign Service or Civil Service.
- (5) Is not a Foreign Service Generalist or Specialist in Leave Without Pay (LWOP) status;
- (6) Is not a Civil Service employee with re-employment rights to their agency or bureau.

Eligible family member (EFM): An individual who meets all of the following criteria is considered to be an EFM for employment purposes (country of citizenship is not a factor):

- (1) Is the spouse or domestic partner (as defined in [3 FAM 1610](#)) of a sponsoring employee (as defined in this section); or child of a sponsoring employee under 21 and unmarried, or (regardless of age) unmarried and incapable of self-support; or a parent (including step-parent or legally adoptive parent) or sibling who has been declared as 51% or more dependent on the sponsoring employee;
- (2) Is listed on one of the following:
 - (a) The travel orders of a sponsoring employee who is assigned (not TDY) to a U.S. mission abroad under Chief of Mission authority, or at an office of the American Institute in Taiwan; or
 - (b) An approved Form OF-126, Foreign Service Residence and Dependency Report (or other agency equivalent), of a sponsoring employee who is assigned (not TDY) to a U.S. mission abroad under Chief of Mission authority, or at an office of the American Institute in Taiwan, and is residing at the sponsoring employee's post of assignment.

U.S. citizen eligible family member (USEFM): An individual who meets all of the following criteria is considered to be a USEFM for employment purposes:

- (1) U.S. citizen;
- (2) The spouse or domestic partner (as defined in [3 FAM 1610](#)) of the sponsoring employee

(i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member); or a child of the sponsoring employee who is under 21 and unmarried, or (regardless of age) unmarried and incapable of self-support;

(3) Is listed on one of the following:

(a) Travel orders of a sponsoring employee who is assigned (not TDY) to a U.S. mission abroad under Chief of Mission authority, or at an office of the American Institute in Taiwan; or

(b) Approved Form OF-126, Foreign Service Residence and Dependency Report (or other agency equivalent), of a sponsoring employee who is assigned (not TDY) to a U.S. mission abroad under Chief of Mission authority, or at an office of the American Institute in Taiwan, and is residing at the sponsoring employee's post of assignment abroad.

(4) The following categories of employees are also considered to be USEFMs for employment purposes if they meet the definition above:

(a) Foreign Service Generalists or Specialists on approved LWOP;

(b) Civil Service employees with re-employment rights to their agency/bureau; or

(c) Foreign Service or Civil Service annuitants.

3 FAM 4181 MEMBER OF HOUSEHOLD

a. Definition of member of household (MOH): An individual who accompanies or joins a sponsoring employee, i.e., a direct hire employee under chief-of-mission authority, either Foreign Service, Civil Service, or uniformed service member, who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan. A MOH is an individual who meets the following criteria:

(1) Not an EFM and therefore not on the travel orders or approved through Form OF-126, Foreign Service Residence and Dependency Report, of the sponsoring employee; and

(2) Officially declared by the sponsoring U.S. Government employee to the chief of mission (COM) as part of his or her household and approved by the COM (*in cases where the COM is sponsoring a MOH, the MOH must be declared to and approved by the regional bureau's executive director*); and

(3) Is a parent, grandparent, grandchild, unmarried partner, adult child, foreign born child in the process of being adopted, father, mother, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, or half-sister; who falls outside the Department's current definition of eligible

family member [14 FAM 511.3](#). A MOH may or may not be a U.S. citizen. MOHs are by definition cohabitants.