

ORC International Compensation Schedule



Company Name

Assignee: Expatriate
 Base Salary: € 104,000
 Total Family Size: 4
 Family Size at Post: 4
 Location: Belgium to Silicon Valley, United States

ORC Goods & Services Index: *Expatriate - Standard* 105.9798
 Foreign Exchange Rate: 1.2423
 Effective Date: 2/2/04

€ US\$

1. COMPENSATION SUMMARY

Base Salary	€	104,000	
Goods and Services Differential		1,995	
Foreign Housing Cost (1)		19,560	
Home Housing Norm		(11,354)	
Hypothetical Income Tax		(36,456)	
Hypothetical Social Security Tax		(14,389)	

NET COMPENSATION € 63,356

2. METHOD OF PAY

A. Portion paid in Assignment Location

Goods and Services Spendable Income	€	33,354	41,436
Goods and Services Differential		1,995	2,478
Host Location Spendable	€	35,349	43,913
Foreign Housing Cost (1)		19,560	24,300
ASSIGNMENT LOCATION TOTAL	€	54,909	68,213

B. Portion paid in the Home Country

Base Salary	€	104,000	
Goods and Services Spendable Income		(33,354)	
Home Housing Norm		(11,354)	
Hypothetical Income Tax		(36,456)	
Hypothetical Social Security Tax		(14,389)	

HOME COUNTRY TOTAL € 8,447

NET COMPENSATION € 63,356 or 78,707

(1) Average rent + utility cost for an unfurnished 2 bedroom apartment located in a moderate area.