

## ORC International Compensation Table

<b>Home:</b> United States <b>Host:</b> Tallinn, Estonia	<b>Home Country Expenditure Data:</b>
<b>Report Type:</b> Standard Table <b>Pricing Type:</b> Expatriate <b>Index Type:</b> Standard	
<b>Table Date:</b> 13 Mar 2008 <b>Replaces Table Dated:</b>	
<b>Index:</b> 152.4203 <b>Spendable Factor:</b> 1.00000	<b>Other ORC Information for Tallinn</b> Location Evaluation (Hardship) Report
<b>FX Rate:</b> 10.1799 EEK: 1USD	
<b>Reason for Update:</b> Interactive Report - Internal	

### Comments:

Please note the currency description on ORC compensation tables will now be displayed by that currency's three-letter ISO code.

All data in the attached table are in **annual figures**.

Price Type: Expatriate

Index Type: Standard

Table Date: 13 Mar 2008

Category	Home - United States		
	15 Jan 2007 Pricing	15 Jul 2007 Pricing	Percent Change
Food at Home Meat, Fish & Dairy	100.0	99.3	-0.7
Groceries	100.0	99.3	-0.7
Fruits and Vegetables	100.0	98.0	-2.0
Tobacco/Alcohol	100.0	106.3	6.3
Personal Care	100.0	101.8	1.8
Furnishing and Household Operations	100.0	100.9	0.9
Clothing	100.0	105.5	5.5
Medical Care	100.0	105.6	5.6
Recreation	100.0	104.4	4.4
Private Transportation	100.0	107.4	7.4
Public Transportation	100.0	105.2	5.2
Domestic Service	100.0	103.0	3.0
Food Away from Home	100.0	105.8	5.8
Overall Index	100.0	104.4	4.4

**Note:**

Data contained on this page are not a measure of inflation in the respective countries. These data are in no way comparable to movement in an official Consumer Price Index. The purpose of price movement figures is to explain the movement of the ORC index from pricing to pricing.

Category	Assignment - Tallinn, Estonia		
	15 Jan 2007 Pricing	15 Jul 2007 Pricing	Percent Change
Food at Home Meat, Fish & Dairy	100.0	101.2	1.2
Groceries	100.0	99.7	-0.3
Fruits and Vegetables	100.0	102.1	2.1
Tobacco/Alcohol	100.0	101.5	1.5
Personal Care	100.0	103.8	3.8
Furnishing and Household Operations	100.0	99.2	-0.8
Clothing	100.0	100.6	0.6
Medical Care	100.0	102.2	2.2
Recreation	100.0	108.4	8.4
Private Transportation	100.0	107.8	7.8
Public Transportation	100.0	107.4	7.4
Domestic Service	100.0	107.8	7.8
Food Away from Home	100.0	100.0	-0.0
Overall Index	100.0	104.1	4.1

Price Type: Expatriate

Index Type: Standard

Table Date: 13 Mar 2008

Category	Old index 15-Jan-2007 Pricing	Old index revised for currency only	New index 15-Jul-2007 Pricing
Food at Home Meat, Fish & Dairy	81	93	95
Groceries	102	116	117
Fruits and Vegetables	71	80	84
Tobacco/Alcohol	74	85	81
Personal Care	91	104	107
Furnishing and Household Operations	133	152	151
Clothing	194	221	212
Medical Care	82	93	90
Recreation	192	219	229
Private Transportation	176	201	202
Public Transportation	131	150	153
Domestic Service	48	54	57
Food Away from Home	96	110	104
Overall Index	133.4758	152.1338	152.4203
FX: EEK : USD	11.6029	10.1799	10.1799

Sample compensation comparison resulting from above index and FX for  
expatriate with annual fixed cash compensation USD 65000 and family size 4

G&S Spendables	USD	37010	37010	37010
G&S Differential	USD	12389	19294	19401
Total	USD	49399	56304	56410
Assignment Spendable	EEK	573169	573169	574249

Price Type: Expatriate

Index Type: Standard

Table Date: 13 Mar 2008

Index: 152.4203

FX: EEK10.1799 : USD1

Fixed Cash Compensation USD	FAMILY SIZE						Definition	
	1	2	3	4	5	6		
	Differentials in USD							
40000	40999	11216	11926	12878	13831	14719	15421	A goods and services differential or COLA is a payment intended to equalize the difference in costs between the home and assignment-locations.
41000	41999	11418	12140	13107	14074	14977	15691	
42000	42999	11618	12353	13333	14316	15233	15959	
43000	43999	11817	12564	13559	14556	15487	16225	
44000	44999	12014	12774	13783	14795	15740	16489	Differential =
45000	45999	12211	12983	14005	15032	15991	16751	
46000	46999	12406	13190	14227	15268	16241	17012	
47000	47999	12600	13397	14446	15502	16489	17271	
48000	48999	12794	13602	14665	15734	16736	17529	$\frac{(\text{Index} - 100)}{100} * \text{Home Spendable}$
49000	49999	12986	13806	14882	15966	16981	17785	
50000	50999	13177	14009	15098	16196	17224	18039	
51000	51999	13366	14210	15313	16425	17467	18292	
52000	52999	13555	14411	15527	16652	17707	18544	
53000	53999	13743	14611	15740	16878	17947	18794	
54000	54999	13930	14809	15951	17103	18185	19043	
55000	55999	14117	15007	16161	17327	18422	19291	
56000	57999	14394	15302	16475	17661	18776	19660	
58000	59999	14761	15692	16890	18102	19243	20148	
60000	61999	15125	16078	17300	18539	19705	20630	
62000	63999	15485	16461	17707	18972	20163	21109	
64000	65999	15842	16840	18111	19401	20617	21583	
66000	67999	16197	17217	18511	19826	21067	22053	
68000	69999	16548	17590	18907	20247	21513	22518	
70000	71999	16897	17961	19301	20665	21955	22980	
72000	73999	17243	18328	19691	21080	22394	23438	
74000	75999	17587	18693	20078	21491	22830	23893	
76000	77999	17928	19055	20463	21900	23262	24344	
78000	79999	18267	19415	20845	22305	23690	24791	
80000	81999	18603	19772	21224	22708	24116	25236	
82000	83999	18937	20127	21600	23107	24539	25677	
84000	85999	19269	20480	21974	23504	24959	26115	
86000	87999	19599	20830	22345	23899	25375	26550	
88000	90999	20009	21265	22806	24388	25893	27090	
91000	93999	20496	21783	23355	24970	26508	27732	
94000	96999	20979	22296	23898	25546	27118	28368	
97000	99999	21458	22805	24437	26118	27722	28998	
100000	102999	21933	23309	24971	26684	28321	29623	
103000	105999	22405	23810	25501	27246	28914	30243	
106000	108999	22872	24306	26027	27803	29503	30857	
109000	111999	23337	24799	26548	28356	30087	31466	
112000	114999	23797	25289	27066	28905	30667	32071	
115000	117999	24255	25774	27579	29449	31242	32671	
118000	120999	24709	26257	28089	29990	31813	33266	
121000	123999	25161	26736	28596	30526	32380	33858	
124000	126999	25609	27212	29099	31059	32943	34445	
127000	129999	26054	27685	29598	31588	33502	35028	
130000	132999	26497	28155	30095	32114	34057	35607	
133000	135999	26937	28622	30588	32637	34609	36182	

Table Date: 13 Mar 2008

Spendable Factor: 1.00000

Fixed Cash Compensation USD	FAMILY SIZE						Definition	
	1	2	3	4	5	6		
	Home Country Spendable in USD							
40000	40999	21397	22750	24567	26385	28078	29419	Home-location goods and services spendable income is the amount that an employee with a given salary and family size typically spends on goods and services in their home location.
41000	41999	21781	23159	25003	26849	28571	29933	
42000	42999	22163	23565	25436	27310	29059	30444	
43000	43999	22542	23968	25866	27768	29545	30951	
44000	44999	22919	24368	26293	28224	30027	31455	
45000	45999	23294	24767	26717	28676	30506	31956	
46000	46999	23667	25162	27139	29125	30982	32453	
47000	47999	24037	25556	27559	29572	31455	32947	
48000	48999	24406	25947	27976	30016	31926	33439	
49000	49999	24772	26336	28390	30457	32393	33927	
50000	50999	25136	26723	28802	30896	32858	34413	
51000	51999	25499	27108	29212	31332	33320	34895	
52000	52999	25859	27491	29620	31766	33780	35376	
53000	53999	26218	27872	30026	32198	34237	35853	
54000	54999	26575	28251	30429	32627	34691	36328	
55000	55999	26930	28629	30830	33055	35144	36800	
56000	57999	27459	29191	31429	33691	35818	37504	
58000	59999	28159	29934	32220	34533	36708	38435	
60000	61999	28853	30671	33003	35366	37591	39356	
62000	63999	29540	31402	33780	36191	38464	40268	
64000	65999	30222	32126	34549	37010	39330	41173	
66000	67999	30898	32844	35312	37821	40189	42069	
68000	69999	31568	33556	36069	38625	41040	42957	
70000	71999	32234	34263	36819	39422	41884	43838	
72000	73999	32894	34964	37564	40213	42721	44712	
74000	75999	33550	35660	38303	40998	43551	45579	
76000	77999	34200	36351	39036	41777	44375	46439	
78000	79999	34846	37037	39764	42551	45193	47293	
80000	81999	35488	37719	40487	43319	46005	48141	
82000	83999	36126	38396	41206	44081	46812	48982	
84000	85999	36759	39069	41919	44838	47612	49818	
86000	87999	37388	39737	42627	45590	48408	50648	
88000	90999	38170	40567	43507	46524	49395	51678	
91000	93999	39100	41554	44553	47634	50568	52903	
94000	96999	40021	42533	45590	48734	51731	54116	
97000	99999	40935	43503	46617	49824	52884	55319	
100000	102999	41841	44466	47636	50905	54026	56511	
103000	105999	42741	45421	48647	51976	55159	57692	
106000	108999	43633	46368	49650	53039	56282	58864	
109000	111999	44518	47308	50644	54094	57397	60027	
112000	114999	45397	48242	51632	55140	58502	61180	
115000	117999	46270	49169	52612	56179	59600	62325	
118000	120999	47137	50089	53585	57210	60689	63461	
121000	123999	47998	51003	54551	58234	61770	64589	
124000	126999	48853	51911	55511	59250	62844	65709	
127000	129999	49703	52813	56464	60260	63911	66821	
130000	132999	50547	53710	57411	61263	64970	67926	
133000	135999	51386	54601	58352	62259	66022	69023	

Price Type: Expatriate

Index Type: Standard

Table Date: 13 Mar 2008

Spendable Factor: 1.00000

FX: EEK10.1799 : USD1

Fixed Cash Compensation USD	FAMILY SIZE						Definition
	1	2	3	4	5	6	
	Assignment Spendable in EEK						
40000	40999	331995	353001	381190	409393	435672	456469
41000	41999	337959	359338	387951	416598	443307	464449
42000	42999	343884	365633	394666	423754	450891	472373
43000	43999	349772	371888	401337	430862	458423	480244
44000	44999	355624	378105	407966	437924	465905	488062
45000	45999	361440	384283	414553	444941	473339	495830
46000	46999	367221	390426	421100	451914	480726	503548
47000	47999	372969	396532	427607	458844	488068	511219
48000	48999	378685	402604	434077	465733	495365	518843
49000	49999	384368	408642	440509	472582	502620	526421
50000	50999	390021	414647	446905	479391	509832	533955
51000	51999	395644	420620	453266	486162	517003	541447
52000	52999	401237	426562	459592	492896	524134	548896
53000	53999	406802	432473	465885	499593	531227	556304
54000	54999	412338	438355	472145	506255	538281	563672
55000	55999	417847	444207	478373	512882	545298	571002
56000	57999	426061	452932	487657	522759	555756	581924
58000	59999	436923	464470	499930	535814	569578	596360
60000	61999	447685	475902	512087	548744	583265	610654
62000	63999	458353	487233	524133	561554	596824	624813
64000	65999	468929	498467	536073	574249	610260	638842
66000	67999	479418	509608	547911	586832	623577	652747
68000	69999	489823	520660	559651	599309	636780	666533
70000	71999	500147	531625	571296	611684	649874	680203
72000	73999	510392	542507	582850	623960	662862	693762
74000	75999	520562	553308	594315	636140	675748	707214
76000	77999	530659	564032	605696	648228	688536	720563
78000	79999	540686	574681	616994	660228	701228	733811
80000	81999	550644	585257	628213	672141	713829	746963
82000	83999	560535	595762	639354	683970	726340	760021
84000	85999	570363	606199	650421	695719	738764	772989
86000	87999	580129	616570	661415	707389	751105	785868
88000	90999	592251	629444	675060	721870	766417	801847
91000	93999	606677	644764	691293	739096	784630	820853
94000	96999	620978	659951	707380	756163	802674	839681
97000	99999	635157	675009	723327	773079	820555	858339
100000	102999	649221	689943	739138	789848	838281	876833
103000	105999	663173	704759	754820	806477	855856	895169
106000	108999	677017	719460	770376	822971	873287	913353
109000	111999	690757	734050	785811	839334	890578	931391
112000	114999	704397	748533	801130	855571	907735	949288
115000	117999	717939	762913	816336	871686	924762	967049
118000	120999	731388	777193	831433	887683	941663	984677
121000	123999	744746	791377	846425	903567	958443	1002178
124000	126999	758016	805467	861315	919340	975104	1019555
127000	129999	771200	819466	876105	935006	991652	1036813
130000	132999	784302	833376	890799	950569	1008089	1053954
133000	135999	797323	847202	905400	966030	1024418	1070982

Assignment-location spendable income represents the total amount that an employee needs in the assignment location to purchase goods and services in local currency.

Assignment Spendable = (Differential + Home Spendable) \* FX Rate

Fixed Cash Compensation USD		Single	Family	Fixed Cash Compensation USD		Single	Family
40000	40999	9738	10509	72000	73999	14135	15223
41000	41999	9890	10671	74000	75999	14379	15484
42000	42999	10040	10832	76000	77999	14620	15742
43000	43999	10189	10992	78000	79999	14859	15998
44000	44999	10336	11150	80000	81999	15096	16252
45000	45999	10482	11307	82000	83999	15330	16503
46000	46999	10627	11463	84000	85999	15563	16752
47000	47999	10771	11617	86000	87999	15794	16999
48000	48999	10914	11770	88000	90999	16079	17305
49000	49999	11056	11923	91000	93999	16418	17667
50000	50999	11197	12074	94000	96999	16753	18026
51000	51999	11336	12223	97000	99999	17083	18380
52000	52999	11475	12372	100000	102999	17411	18730
53000	53999	11613	12520	103000	105999	17734	19076
54000	54999	11750	12666	106000	108999	18055	19419
55000	55999	11886	12812	109000	111999	18372	19758
56000	57999	12088	13029	112000	114999	18686	20094
58000	59999	12354	13315	115000	117999	18996	20426
60000	61999	12617	13597	118000	120999	19304	20755
62000	63999	12878	13875	121000	123999	19609	21082
64000	65999	13135	14151	124000	126999	19912	21405
66000	67999	13389	14423	127000	129999	20211	21725
68000	69999	13640	14693	130000	132999	20509	22043
70000	71999	13889	14959	133000	135999	20803	22358

**Definition**

Home-location housing norm is the amount that an employee with a given salary and family size typically spends on housing in his or her home location. To obtain housing norm figures for salaries not listed on this table, refer to the National Expenditure Profile for this home location.

Monthly, in Kroon

Data Collected: 15 Jul 2007

Area measured in square meters (1 square meter = 10.8 square feet)

	Expensive		Moderate		Less Expensive		Utilities
	Rental Range	Size	Rental Range	Size	Rental Range	Size	
<i>Unfurnished Apartments</i>							
1 Bedroom	14000 - 18000	70	9500 - 12500	60			1150
2 Bedroom	18000 - 23000	120	13000 - 16500	90			1800
3 Bedroom	23000 - 30000	160	15000 - 22000	120			2600
<i>Furnished Apartments</i>							
1 Bedroom	16000 - 21000	70	11000 - 14000	60			1150
2 Bedroom	19000 - 25000	120	14000 - 18000	90			1800
3 Bedroom	27000 - 36500	160	17000 - 25500	120			2600
<i>Unfurnished Houses</i>							
2 Bedroom							
3 Bedroom	38000 - 50000	250	25000 - 35000	200			3800
4 Bedroom	45000 - 60000	350	31000 - 45000	250			4750
<i>Furnished Houses</i>							
2 Bedroom							
3 Bedroom	45000 - 65000	250	28000 - 40000	200			3800
4 Bedroom	55000 - 75000	350	38000 - 50000	250			4750

**Preferred neighborhoods:**

Expensive: Downtown, Kadriorg, Old Town

Moderate: Downtown, Kadriorg, Nomme, Pirit

Contributing sources: Ober-Haus (estonia@ober-haus.com) (+372 665 9700 phone) (+372 665 9701 fax), Rainad Real Estate (Nadia Lind) (+372 551 8488 phone) (+272 603 2446 fax)

## ***Additional Housing Information for Tallinn, Estonia***

### **Additional Costs**

Parking fees are sometimes in addition to the monthly rent.

Cable TV costs EEK275-325 per month.

Garbage collection costs EEK225-275 per month.

Maintenance fees for apartments may be included in the rent and cover communal lighting, cleaning, general maintenance and repairs.

### **Furnished vs. Unfurnished Properties**

Most properties are at least partially furnished.

The extent of furnishings in a furnished apartment may vary, and should be verified with the landlord before signing the lease.

### **Initial Costs & Fees**

A broker's fee of one month's rent is standard.

A security deposit of 1-2 months' rent is standard, but up to 6 months' rent may be asked for.

### **Lease Information**

A typical lease is signed for 1-4 years.

### **Market Conditions/Trends**

Rents are also sometimes quoted in Euros.

The availability of rental houses is extremely limited.

### **Negotiability**

Rents are sometimes negotiable.

### **Security**

Security alarms are common for both houses and apartments and cost EEK200-500 per month.

### **Utility Costs**

Electric heat in houses can increase utility costs in winter significantly.

Air conditioners are not standard for most properties in Estonia, due to the cool climate.

### **ORC Customized Housing Information**

Housing information can be customized to a format that fits each client's specific needs or expatriate program. Please contact your ORC consultant for further information.

## ***Education Information***

**Below is a representative list of the available international schools. It is not an all-inclusive list, nor an ORC endorsed listing of options:**

### **International School of Estonia**

Curriculum: National, International, IB (ages 3-18)

Website: [www.ise.edu.ee](http://www.ise.edu.ee)

**Additional Websites:** [www.tallinn.ee](http://www.tallinn.ee), [www.tallinn.info](http://www.tallinn.info),  
[www.tourism.tallinn.ee](http://www.tourism.tallinn.ee), [www.citypaper.ee](http://www.citypaper.ee), [www.visitestonia.com](http://www.visitestonia.com),  
[www.riik.ee](http://www.riik.ee), [www.estonica.org](http://www.estonica.org)

### **Also Available: ORC Location Evaluation Report - Tallinn**

For more specific information on hardship factors - such as housing, climate, pollution, disease and sanitation, medical facilities, educational facilities, infrastructure, crime, and others - please consult ORC's Location Evaluation Report for this location.