

## International Compensation Schedule

Name: **International Assignee**  
 Base Salary: **\$80,000**  
 Total Family Size: **4**  
 Family Size at Post: **4**  
 Location: **United States to Tokyo**

ORC Goods & Services Index: *Efficient Purchaser* **204.774**  
 Foreign Exchange Rate: **107.175**  
 Effective Date: **9/25/00**

US\$

Yen

1 Base Salary (annual)	\$	80,000	
2 Goods and Services Differential		39,390	
3 Foreign Housing Cost *		139,364	
4 Housing Norm		(15,284)	
5 Hypothetical Income Tax (Federal and State)		(8,853)	
6 Hypothetical Social Security Tax		(5,892)	
<b>7 NET COMPENSATION</b>	<b>\$</b>	<b>228,725</b>	

### METHOD OF PAY

#### Portion paid in Assignment Location

8 Goods and Services Spendable Income	\$	37,595	4,029,244
9 Goods and Services Differential		39,390	4,221,600
10 Host Spendable (lines 8+9)	\$	76,985	8,250,844
11 Foreign Housing Cost		139,364	14,936,340
<b>12 ASSIGNMENT LOCATION TOTAL (lines 10+11)</b>	<b>\$</b>	<b>216,349</b>	<b>23,187,184</b>

#### Portion paid in the Home Country

13 Base Salary	\$	80,000	
14 Goods and Services Spendable Income		(37,595)	
15 Home Housing Norm		(15,284)	
16 Hypothetical Income Tax		(8,853)	
17 Hypothetical Social Security Tax		(5,892)	
18 Remainder (lines 13 through 17)	\$	12,376	
<b>19 HOME COUNTRY TOTAL (lines 12 through 18)</b>		<b>12,376</b>	
<b>20 NET COMPENSATION (lines 12 + 19)</b>	<b>\$</b>	<b>228,725</b>	<b>or 24,513,582</b>

\* Average rent + utility cost of an unfurnished 3 bdrm apartment located in a moderate area.