

ORC International Compensation Table

Home: United States
Host: Tallinn, Estonia

Pricing Type: Expatriate
Index Type: Standard

Table Date: 15 Oct, 1999
Replaces Table Dated: 20 Aug, 1999

Index: 85.0440
Spendable Factor: 1.00000

FX Rate: 14.6244 Krn : 1US\$

Reason for Update:
New Assignment Location Pricing Survey

Home Country Expenditure Data:
New G & S and housing parameters.

Point Movement:

Price Points: 2.51
FX Points: -0.44

Incentives:

Hardship Allowance: *(ORC evaluation report is available)*
U.S. State Department Recommendation of 10%

Comments:

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



Price Type: Expatriate

Index Type: Standard

Table Date: 15 Oct, 1999

Category	Home - United States		
	15 Jan, 1999 Pricing	15 Jul, 1999 Pricing	Percent Change
Food at Home Meat, Fish & Dairy	100.0	100.7	0.7
Groceries	100.0	100.4	0.4
Fruits and Vegetables	100.0	98.5	-1.5
Tobacco/Alcohol	100.0	101.9	1.9
Personal Care	100.0	99.2	-0.8
Furnishing and Household Operations	100.0	99.7	-0.3
Clothing	100.0	104.3	4.3
Medical Care	100.0	102.5	2.5
Recreation	100.0	99.3	-0.7
Private Transportation	100.0	102.0	2.0
Public Transportation	100.0	100.0	0.0
Domestic Service	100.0	103.5	3.5
Food Away from Home	100.0	101.0	1.0
Overall Index	100.0	101.2	1.2

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, 1999 Pricing	15 Jul, 1999 Pricing	Percent Change
Food at Home Meat, Fish & Dairy	100.0	100.6	0.6
Groceries	100.0	106.5	6.5
Fruits and Vegetables	100.0	101.8	1.8
Tobacco/Alcohol	100.0	106.9	6.9
Personal Care	100.0	100.3	0.3
Furnishing and Household Operations	100.0	100.5	0.5
Clothing	100.0	110.0	10.0
Medical Care	100.0	96.2	-3.8
Recreation	100.0	102.7	2.7
Private Transportation	100.0	104.9	4.9
Public Transportation	100.0	100.0	0.0
Domestic Service	100.0	105.0	5.0
Food Away from Home	100.0	105.0	5.0
Overall Index	100.0	104.0	4.0



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Table Date: 15 Oct, 1999

Category	Old index 15-Jan-1999 Pricing	Old index revised for currency only	New index 15-Jul-1999 Pricing
Food at Home Meat, Fish & Dairy	61	61	61
Groceries	69	69	73
Fruits and Vegetables	65	64	66
Tobacco/Alcohol	95	95	99
Personal Care	84	84	85
Furnishing and Household Operations	65	65	65
Clothing	102	101	108
Medical Care	56	56	52
Recreation	117	117	121
Private Transportation	121	120	124
Public Transportation	49	49	49
Domestic Service	31	31	31
Food Away from Home	47	46	48
Overall Index	82.9759	82.5362	85.0440
FX: Krn : US\$	14.5469	14.6244	14.6244

Sample compensation comparison resulting from above index and FX
for expatriate with monthly base pay US\$ 5600 and family size 4

G&S Spendables	US\$	2689	2689	2689
G&S Differential	US\$	- 458	- 470	- 402
Total	US\$	2231	2220	2287
Assignment Spendable	Krn	32460	32460	33446



Price Type: Expatriate

Index Type: Standard

Table Date: 15 Oct, 1999

Index: 85.0440

FX: Krn14.6244 : US\$1

Base Pay US\$	FAMILY SIZE						Definition
	1	2	3	4	5	6	
	Differentials in US\$						
2300	2399	-167	-178	-193	-209	-225	-236
2400	2499	-173	-184	-199	-216	-232	-243
2500	2599	-178	-190	-205	-222	-239	-251
2600	2699	-184	-195	-211	-229	-246	-258
2700	2799	-189	-201	-217	-235	-253	-265
2800	2899	-194	-207	-223	-242	-260	-272
2900	2999	-200	-212	-229	-248	-266	-279
3000	3099	-205	-218	-235	-255	-273	-286
3100	3299	-213	-226	-244	-264	-283	-297
3300	3499	-223	-237	-255	-276	-296	-310
3500	3699	-233	-247	-267	-288	-309	-324
3700	3899	-243	-258	-278	-300	-322	-337
3900	4099	-253	-268	-289	-312	-334	-350
4100	4299	-263	-279	-300	-324	-347	-363
4300	4499	-272	-289	-311	-335	-359	-376
4500	4699	-282	-299	-322	-347	-371	-388
4700	4899	-291	-309	-332	-358	-383	-401
4900	5099	-301	-319	-343	-369	-395	-413
5100	5299	-310	-329	-353	-380	-406	-425
5300	5499	-319	-339	-364	-391	-418	-437
5500	5699	-328	-348	-374	-402	-429	-449
5700	5899	-337	-358	-384	-413	-441	-461
5900	6099	-346	-367	-394	-424	-452	-473
6100	6299	-355	-377	-404	-434	-463	-485
6300	6599	-366	-388	-416	-447	-477	-499
6600	6899	-379	-402	-431	-463	-494	-516
6900	7199	-392	-416	-446	-478	-510	-533
7200	7499	-405	-430	-460	-494	-526	-550
7500	7799	-418	-443	-474	-509	-542	-566
7800	8099	-431	-457	-489	-524	-558	-583
8100	8399	-443	-470	-503	-538	-573	-599
8400	8699	-456	-483	-516	-553	-589	-615
8700	8999	-468	-496	-530	-568	-604	-631
9000	9299	-480	-509	-544	-582	-619	-647
9300	9599	-493	-522	-557	-596	-634	-663
9600	9899	-505	-535	-571	-611	-649	-678
9900	10199	-517	-547	-584	-625	-664	-694
10200	10499	-529	-560	-598	-639	-679	-709
10500	10799	-540	-572	-611	-653	-693	-724
10800	11099	-552	-585	-624	-666	-708	-739
11100	11499	-566	-599	-639	-682	-725	-757
11500	11899	-581	-616	-656	-700	-744	-777
11900	12299	-597	-632	-673	-718	-762	-796
12300	12699	-612	-648	-690	-736	-781	-816
12700	13099	-627	-664	-707	-754	-800	-835
13100	13499	-642	-680	-724	-771	-818	-854
13500	13899	-657	-695	-740	-789	-836	-873
13900	14299	-672	-711	-757	-806	-854	-892

Definition

A goods and services differential or COLA is a payment intended to equalize the difference in costs between the home and assignment-locations.

Differential =

$$\frac{(\text{Index} - 100)}{100} * \text{Home Spendable}$$



Base Pay US\$	FAMILY SIZE						Definition
	1	2	3	4	5	6	
	Home Country Spendable in US\$						
2300	2399	1119	1190	1288	1399	1504	1577
2400	2499	1156	1229	1330	1443	1551	1626
2500	2599	1192	1267	1371	1487	1598	1675
2600	2699	1228	1305	1412	1531	1644	1724
2700	2799	1264	1343	1452	1574	1690	1772
2800	2899	1300	1381	1493	1617	1736	1820
2900	2999	1335	1418	1532	1660	1781	1867
3000	3099	1370	1455	1572	1702	1826	1914
3100	3299	1422	1510	1631	1765	1892	1983
3300	3499	1490	1583	1708	1847	1980	2074
3500	3699	1558	1654	1784	1928	2066	2164
3700	3899	1625	1725	1859	2008	2151	2253
3900	4099	1691	1795	1933	2087	2235	2340
4100	4299	1756	1864	2007	2165	2317	2427
4300	4499	1820	1932	2079	2243	2399	2512
4500	4699	1884	2000	2151	2319	2480	2596
4700	4899	1947	2067	2222	2395	2560	2680
4900	5099	2010	2133	2293	2469	2639	2762
5100	5299	2072	2199	2362	2543	2717	2844
5300	5499	2134	2264	2431	2617	2795	2924
5500	5699	2195	2328	2500	2689	2871	3004
5700	5899	2255	2392	2568	2761	2947	3084
5900	6099	2315	2456	2635	2833	3023	3162
6100	6299	2375	2519	2702	2903	3098	3240
6300	6599	2449	2597	2785	2991	3190	3337
6600	6899	2537	2690	2883	3095	3300	3451
6900	7199	2624	2782	2980	3198	3409	3565
7200	7499	2710	2873	3077	3300	3516	3677
7500	7799	2795	2963	3172	3401	3623	3787
7800	8099	2880	3053	3267	3501	3728	3897
8100	8399	2964	3142	3360	3600	3832	4006
8400	8699	3047	3230	3453	3698	3936	4113
8700	8999	3130	3317	3545	3796	4038	4220
9000	9299	3212	3403	3637	3892	4140	4326
9300	9599	3293	3489	3727	3988	4240	4431
9600	9899	3374	3575	3817	4083	4340	4535
9900	10199	3454	3660	3907	4177	4439	4638
10200	10499	3534	3744	3995	4270	4538	4740
10500	10799	3613	3827	4084	4363	4635	4842
10800	11099	3692	3910	4171	4456	4732	4943
11100	11499	3783	4007	4272	4562	4844	5060
11500	11899	3886	4116	4387	4683	4972	5192
11900	12299	3989	4224	4502	4803	5098	5323
12300	12699	4091	4332	4615	4923	5223	5453
12700	13099	4192	4439	4727	5041	5347	5582
13100	13499	4293	4545	4839	5158	5470	5710
13500	13899	4392	4650	4949	5274	5592	5837
13900	14299	4492	4755	5059	5390	5713	5963



Price Type: Expatriate

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Table Date: 15 Oct, 1999

Spendable Factor: 1.00000

FX: Krn14.6244 : US\$1

Base Pay US\$	FAMILY SIZE						Definition
	1	2	3	4	5	6	
	Assignment Spendable in Krn						
2300	2399	13920	14796	16021	17394	18700	19612
2400	2499	14377	15280	16539	17948	19290	20228
2500	2599	14830	15761	17052	18497	19874	20838
2600	2699	15279	16236	17561	19041	20451	21442
2700	2799	15724	16708	18064	19579	21024	22039
2800	2899	16166	17176	18564	20113	21591	22632
2900	2999	16604	17640	19059	20642	22152	23219
3000	3099	17039	18101	19550	21167	22710	23800
3100	3299	17685	18785	20280	21946	23537	24664
3300	3499	18537	19687	21241	22971	24624	25799
3500	3699	19377	20577	22188	23981	25695	26918
3700	3899	20207	21455	23123	24977	26751	28020
3900	4099	21027	22323	24047	25961	27794	29108
4100	4299	21838	23182	24960	26932	28822	30181
4300	4499	22640	24031	25862	27892	29839	31242
4500	4699	23434	24871	26755	28842	30844	32290
4700	4899	24221	25703	27638	29781	31837	33326
4900	5099	25000	26528	28513	30711	32820	34352
5100	5299	25772	27344	29380	31631	33794	35367
5300	5499	26537	28154	30239	32543	34757	36372
5500	5699	27296	28957	31090	33446	35712	37367
5700	5899	28049	29754	31934	34342	36658	38353
5900	6099	28797	30544	32772	35229	37596	39331
6100	6299	29538	31328	33603	36110	38525	40300
6300	6599	30458	32301	34632	37201	39677	41500
6600	6899	31551	33457	35855	38496	41044	42925
6900	7199	32633	34601	37066	39778	42395	44333
7200	7499	33705	35734	38264	41046	43732	45726
7500	7799	34767	36857	39451	42301	45055	47104
7800	8099	35820	37969	40627	43544	46365	48469
8100	8399	36864	39073	41792	44775	47663	49820
8400	8699	37899	40167	42947	45996	48948	51159
8700	8999	38927	41252	44093	47206	50222	52486
9000	9299	39946	42330	45230	48406	51485	53801
9300	9599	40958	43399	46358	49596	52737	55105
9600	9899	41963	44460	47477	50777	53980	56398
9900	10199	42961	45515	48588	51949	55212	57682
10200	10499	43952	46562	49692	53112	56436	58955
10500	10799	44937	47602	50788	54267	57650	60219
10800	11099	45916	48635	51876	55414	58855	61474
11100	11499	47050	49833	53138	56742	60251	62926
11500	11899	48337	51192	54568	58248	61833	64573
11900	12299	49613	52540	55987	59741	63402	66204
12300	12699	50881	53878	57394	61222	64957	67822
12700	13099	52139	55207	58791	62692	66499	69427
13100	13499	53389	56526	60178	64150	68029	71019
13500	13899	54630	57836	61555	65597	69548	72599
13900	14299	55863	59137	62922	67034	71055	74166

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



Base Pay US\$		Single	Family		Base Pay US\$		Single	Family
2300	2399	551	601		6300	6599	1131	1219
2400	2499	568	619		6600	6899	1168	1259
2500	2599	584	636		6900	7199	1205	1298
2600	2699	600	654		7200	7499	1241	1337
2700	2799	616	671		7500	7799	1277	1375
2800	2899	632	688		7800	8099	1313	1412
2900	2999	648	705		8100	8399	1348	1449
3000	3099	663	721		8400	8699	1383	1486
3100	3299	687	746		8700	8999	1417	1523
3300	3499	717	778		9000	9299	1451	1559
3500	3699	747	810		9300	9599	1485	1594
3700	3899	776	841		9600	9899	1518	1630
3900	4099	805	872		9900	10199	1551	1665
4100	4299	833	903		10200	10499	1584	1699
4300	4499	861	933		10500	10799	1617	1734
4500	4699	889	962		10800	11099	1649	1768
4700	4899	916	991		11100	11499	1686	1807
4900	5099	943	1020		11500	11899	1729	1852
5100	5299	970	1048		11900	12299	1771	1896
5300	5499	997	1077		12300	12699	1812	1940
5500	5699	1023	1104		12700	13099	1853	1983
5700	5899	1049	1132		13100	13499	1894	2026
5900	6099	1074	1159		13500	13899	1935	2069
6100	6299	1100	1186		13900	14299	1975	2111

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 U. S. Dollars
 Area measured in square meters (1 square meter = 10.8 square feet)

Data Collected: 15 Jul, 1999
 Source of Data: ORC Pricing Agent

	Expensive		Moderate		Inexpensive		Utilities
	Rent	Area	Rent	Area	Rent	Area	
<i>Unfurnished Apartments</i>							
1 Bedroom	660	65	465	60			100
2 Bedrooms	990	130	715	90			130
3 Bedrooms	1330	180	935	130			175
<i>Furnished Apartments</i>							
1 Bedroom	760	65	485	60			100
2 Bedrooms	1090	130	765	90			130
3 Bedrooms	1570	180	1090	130			175
<i>Unfurnished Houses</i>							
2 Bedrooms			700	150			200
3 Bedrooms	1575	250	1260	250			270
4 Bedrooms	1785	300	1575	300			350
<i>Furnished Houses</i>							
2 Bedrooms	1200	200	800	150			200
3 Bedrooms	1785	250	1470	250			270
4 Bedrooms	2100	300	1870	300			350
Preferred neighborhoods:			Comments:				

Expensive: Kadriorg, Old Town
 Moderate: Downtown, Pirita
 Inexpensive: Kakumae, Nomme

There are an increasing number of real estate agencies available in Tallinn.
 Rents and utilities are paid in U.S. Dollars.

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