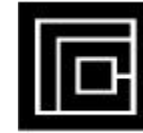


Alpha, Beta & Gamma World Wide

12/1/99



**ORGANIZATION
RESOURCES
COUNSELORS, INC.**

EXECUTIVE TRANSFER: Australia to New York Metro

Family size = 5 Married - 3 Children

Name: William J. Clinton

"Net to Net" Comparison

<u>CURRENT</u> <u>Australian Compensation</u>	<u>A\$</u>	<u>EQUIVALENT</u> <u>US COMPENSATION</u>	<u>US\$</u>
Current Base Salary *	259,459	<u>Target Total Compensation:</u>	<u>175,399</u>
<u>Australian Taxes:</u>		<u>US Taxes:</u>	
Income Tax	(109,705)	Hypothetical Federal Tax	(32,542)
Social Security	(3,848)	Social Security	(7,046)
Australian Housing Norm	(18,486)	NY Metro State Tax	(9,479)
SUPERANNUATION	(12,000)	The New York Metro Rental Housing (Rent @ US\$ 3,800 plus Utilities @ US\$ 265)	(33,300)
Net Income at home	115,420	Target Net Income	93,032
Cost of Living Adjustment <i>(Australia to New York Metro EPI, 138.074)</i>	30,329		
Target Net Income at host	<u>145,749</u>	(exchange rate: \$1.00 = A\$) 0.6383	<u>93,032</u>

*Current base pay based on Hong Kong base of HK\$1,287,000 converted @ .2016 A\$ to HK\$