

<b>Effective date:</b>		<b>Offered salary at host:</b>	USD 125,000
<b>Company name:</b>		<b>Variable pay at host:</b>	
<b>Employee name:</b>	Joe Rogan	<b>Salary at home:</b>	USD 125,000
<b>Host location:</b>	Austin TX, U.S.A.	<b>Variable pay at home:</b>	
<b>Home location:</b>	Palo Alto CA, U.S.A.	<b>Cost adjust home variable pay:</b>	No
<b>Package:</b>	Domestic Transfer	<b>Calculate social security in:</b>	Host location
<b>Family size:</b>	1	<b>Housing methodology:</b>	Renter

	Offered Austin TX Compensation	Palo Alto CA Compensation	Palo Alto CA Compensation Cost Adjusted Austin TX	Index
<b>Gross Salary</b>	<b>125,000</b>	<b>125,000</b>		
<b>Variable Pay</b>	<b>0</b>	<b>0</b>		
<b>Gross Total Compensation</b>	<b>125,000</b>	<b>125,000</b>	<b>93,421</b>	<b>74.7</b>
<b>Income Tax</b>	<b>30,667</b>	<b>38,916</b>	<b>20,762</b>	
National tax	21,104	21,104	13,615	
Local tax	0	8,249	0	
Social security	9,563	9,563	7,147	
<b>Net Income</b>	<b>94,333</b>	<b>86,084</b>	<b>72,659</b>	<b>84.4</b>
Goods and services		48,814	45,123	92.4
Housing		29,122	19,388	66.6
Savings		8,148	8,148	100.0

**Annual cost of living difference**

The annual gross cost of living difference for this relocation is USD -31,579. This is calculated by comparing the difference between the offered gross salary (USD 125,000) and the cost adjusted gross salary (USD 93,421). This incorporates the tax, goods and services and housing impact of this

**Net compensation comparison**

The offered salary provides USD 8,249 more net income compared to the current home salary, and USD 21,674 more net income compared to the cost adjusted host compensation calculated.

**Purchasing power differences**

Compared to the home location, goods and services are 7.6% less expensive and housing is 33.4% less expensive in the host location.

**Housing methodology**

Renter has been selected. The renter index is calculated based on AIRINC survey results, and incorporates the rental amounts and applicable lease fees.