

# ERI's Relocation Assessor Software



*Cost-of-living survey software  
for setting employee relocation allowances*

# RELOCATION CALCULATOR

## Relocation Allowances

ERI's **Relocation Assessor**® software is a detailed cost-of-living calculator that compares living expenses for employees in over 11,500 areas worldwide. Using this software, subscribers can make an unlimited number of cost-of-living comparison reports in-house.

Here's how...

First select two locations: a base city and a destination city.

The screenshot shows the 'Relocation Assessor - Consultant [International]' software interface. The main window displays a 'Two City Comparison' report with the following data:

Two City Cost Comparison	Base City:	Destination City:	Differentials
Data As Of: Jan 01, 2012	United States Average	Canada Average, Canada	
	United States Dollars	United States Dollars	U.S. Dollar
Consumables	19,169	25,952	6,783
Transportation	8,036	10,245	2,209
Health Services	2,353	2,069	-284
Rent/Utilities/Insurance	22,944	24,900	1,956
(Residence: United States) Income+Payroll Taxes	14,602	22,939	8,337
Miscellaneous			
Total Cost-of-Living (total cost = earnings)	72,000		
COL % of Base City	100		
COL % of U.S. Average	100		
Monthly Rent			
Per Diem Lodging			
Per Diem Food/Other			

An 'Input Base City' dialog box is open, showing the text 'Enter Beginning Letters of Base City' and a search input field containing 'BELLEVUE, W'. Below the input field, a list of cities is displayed, with 'BELLEVUE, WASHINGTON' selected. The dialog box also includes buttons for 'OK', 'Browse', 'ZIP Search', 'Cancel', and 'Help'.

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Next input the employee's earnings level, family size, home size (owned or rented), and automobile usage (number, value, and distances driven).

**Relocation Assessor® - Consultant [International]**

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Two City Comparison | COL Table By Earnings | Estimated Per Diems | Relocate Office/Plant | Other Resources

Prepared For	Housing	Automobile(s)
Name: <input type="text"/>	Own or Rent: <input type="text" value="Rent"/>	Number Owned: <input type="text" value="2"/>
Annual Earnings: <input type="text" value="72,000"/>	Square Feet: <input type="text" value="2,200"/>	Total Value: <input type="text" value="26,667"/>
	Family Size: <input type="text" value="4"/>	Miles/Year: <input type="text" value="30,000"/>

Table | COL Graph | Pie Charts

Two City Cost Comparison	Base City:	Destination City:	Differentials
Data As Of: Jan 01, 2012	United States Average	Canada Average, Canada	
	United States Dollars	United States Dollars	U.S. Dollar

Data as of: January 01, 2012 File:

This software provides detailed comparison results for the following categories:

- consumables
- transportation
- health services
- rent
- utilities
- insurance
- income taxes
- payroll taxes

Two City Cost Comparison	Base City:	Destination City:	Differentials
Data As Of: Jan 01, 2012	United States Average	Canada Average, Canada	
	United States Dollars	United States Dollars	U.S. Dollar
<b>Consumables</b>	19,169	25,952	6,783
<b>Transportation</b>	8,036	10,245	2,209
<b>Health Services</b>	2,353	2,069	-284
<b>Rent/Utilities/Insurance</b>	22,944	24,900	1,956
<small>(Residence: United States)</small> <b>Income+Payroll Taxes</b>	14,602	22,939	8,337
<b>Miscellaneous</b>	4,896	4,896	0
<b>Total Cost-of-Living</b> <small>(total cost = earnings)</small>	72,000	91,001	19,001

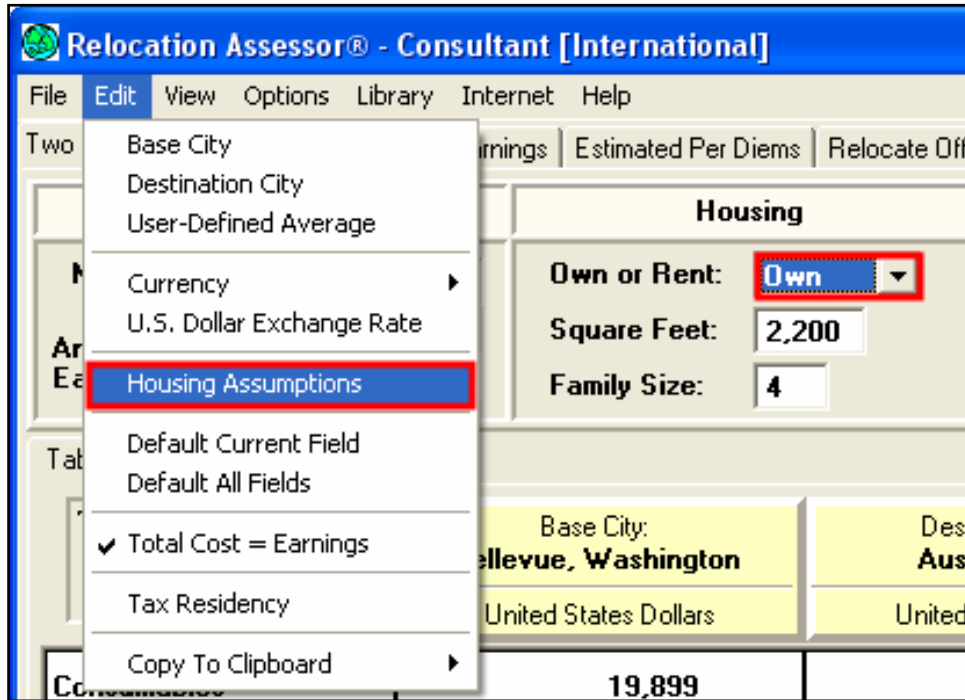
You are given the living-cost differential between the two areas, including the overall percentage difference and the difference in actual dollars, pounds, Euros, etc.

# RELOCATION CALCULATOR

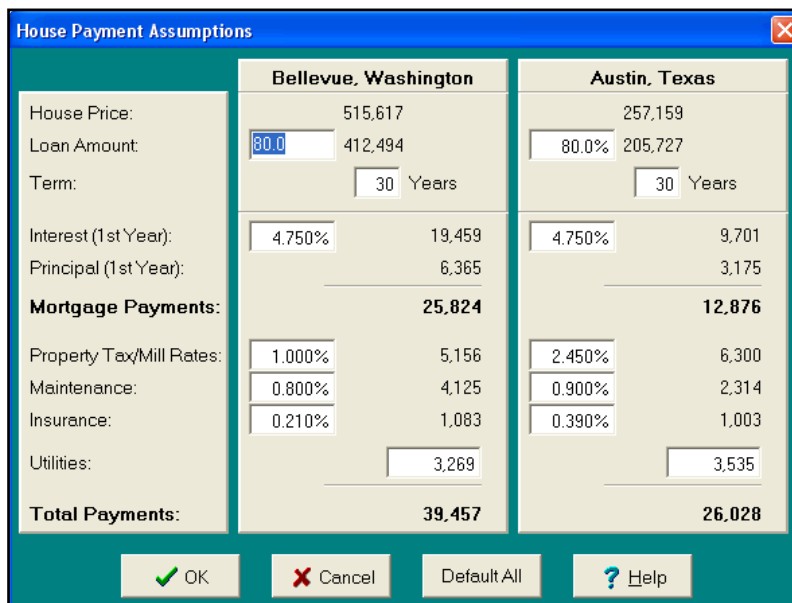
## Calculate Housing Costs

ERI's **Relocation Assessor** software defaults to comparing monthly rent in both locations. Users can also compare home ownership costs for locations in the United States and Canada.

To access this feature, select "Own" under the Housing section at the top of the *Two-City Comparison* screen. Then select **Edit Housing Assumptions** from the top menu.



Input the employee's expected home price, loan amount, interest rate, term, and other home ownership costs.



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## Commuting Area

Locations can be compared individually, or grouped into user-defined averages of likely suburbs or living areas. For example, to select all cities within commuting distance of Chicago, Illinois, click on the **Destination City** column header. When the 'Input Destination City' dialog box opens click on the **Browse** button.

**Input Base City**

Enter Beginning Letters of Base City

CHICAGO, ILLINOIS

City Found

- CHEYENNE-NORTHWEST, WYOMING
- CHIANG MAI, THAILAND
- CHIAPAS, MEXICO
- CHICAGO HEIGHTS, ILLINOIS
- CHICAGO RIDGE, ILLINOIS
- CHICAGO, ILLINOIS**
- CHICAGO-BUCKTOWN, ILLINOIS

OK

**Browse**

ZIP Search

Cancel

Help

Then click on the **Cities Within a Radius of Another** button. Enter a city name and a radius in miles or kilometers. Your cost-of-living report will reflect data for this composite area.

**List Cities Within a Radius of Another City**

City/Areas Within Commuting Distance of This City

Chicago, Illinois

Enter Radius in Miles or Kilometers

25 Miles 40 Kilometers

(Distance calculated is between city centers not city boundaries)

OK

Cancel

Help

# RELOCATION CALCULATOR

## Benchmark Comparisons

This relocation calculator reports cost-of-living allowances for multiple employee groups. Click on the *COL Table By Earnings* tab to compare cost-of-living differentials for five earnings levels in up to 99 cities at a time.

**Relocation Assessor® - Consultant [International]**

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Two City Comparison **COL Table By Earnings** Estimated Per Diems Relocate Office/Plant Other Resources

Home Rental Values Only **Cost-of-Living Table By Income Level Annual Costs** Tax Residency: United States

Base City: Bellevue, Washington

#	Comparison Cities	Base City Income Levels in United States Dollars					
		20,000	40,000	60,000	80,000	100,000	Average
1	Austin, Texas	16,788	35,051	53,558	72,291	91,032	53,744
2	New York-Manhattan, New York	45,561	85,411	122,677	153,500	177,047	116,839
3	Los Angeles, California	30,545	61,528	92,379	119,303	141,509	89,053
4	Boston, Massachusetts	31,261	58,371	83,983	107,255	128,431	81,860
5	Paris, France	58,846	98,499	127,304	148,113	172,125	120,977
6	Moscow, Russia	48,518	84,222	110,730	132,145	154,326	105,988
7	London, United Kingdom	53,696	92,275	120,858	143,475	167,157	115,492
8	Seoul, South Korea	36,451	65,648	89,185	110,145	132,615	86,809

Data as of: January 01, 2012 File:

## International Relocations

Users can change the currency used for these comparisons by selecting **Edit Currency** from the top menu.

**Input New Currency**

Enter Beginning Letters of New Currency's Country

SOUTH K

Country Found

- SOLOMON IS
- SOMALIA
- SOUTH AFRICA
- SOUTH KOREA**
- SPAIN
- SRI LANKA
- ST KITTS & NEV

OK

Browse

ZIP Search

Cancel

Help

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## Tax Equalization

Taxes are calculated based on the country of residence you selected. To change this country for income and payroll tax calculations, click on **Edit I Tax Residency** from the top menu. The *Input Country* dialog box will appear, where you can select the desired country from a list of over 200.

*Note:* This software assumes that the employer is tax equalizing the employee's tax burden to the resident effective taxes in the domicile country selected.

## Per Diem Rates

Per diem rates for temporary food and lodging allowances are provided on a separate screen. Click on the *Estimated Per Diems* tab to quickly retrieve per diem rates in up to 99 cities at a time. Data includes an *ERI Shortfall Analysis* for cities where standard per diem rates are found to be too low by our research staff.

Base City: Bellevue, Washington					
#	Comparison Cities	United States Dollars		ERI Shortfall Analysis	
		Lodging	Food/Other	Lodging	Food/Other
1	Austin, Texas	108	71		
2	New York-Manhattan, New York	204	71	115	
3	Los Angeles, California	125	71	83	
4	Boston, Massachusetts	158	71	49	
5	Paris, France	387	178	22	
6	Moscow, Russia	303	113	45	
7	London, United Kingdom	319	180	67	
8	Seoul, South Korea	230	120	37	
9	Indianapolis, Indiana	91	61		
10	Toronto, Ontario	202	116		
11	Montreal, Quebec	221	113		

Data as of: January 01, 2012      File:

# RELOCATION CALCULATOR

## Storing Data

Cost-of-living data is displayed and printed according to your specifications.

- Print reports from your desktop.
- Email screenshots and tables to co-workers.
- Save data to Excel, Word, and other applications.
- Prepare reports for management using cost-of-living data and tables.

The screenshot shows the 'Relocation Assessor® - Consultant [International]' software interface. The 'Edit' menu is open, highlighting the 'Copy To Clipboard' option. A sub-menu is visible with 'For Spreadsheets' and 'For Text Files' options. The main window displays a table comparing costs between Bellevue, Washington and Montreal, Quebec. The table includes columns for Base City, Destination City, and Differentials, with values for various cost categories like Transportation, Health Services, Housing/Util/Prop Tax, Income+Payroll Taxes, and Miscellaneous. The total cost-of-living is shown as 72,000 for Bellevue, 98,281 for Montreal, and a differential of 26,281.

	Base City: Bellevue, Washington	Destination City: Montreal, Quebec	Differentials
Consumables			
Transportation		23,389	3,490
Health Services	2,745	1,689	-1,056
(click for housing assumptions) Housing/Util/Prop Tax	39,457	49,925	10,468
(Residence: United States) Income+Payroll Taxes	9,540	26,676	17,136
Miscellaneous	-7,667	-7,667	0
<b>Total Cost-of-Living</b>	<b>72,000</b>	<b>98,281</b>	<b>26,281</b>

## Survey Sources

ERI's cost-of-living data is derived from thousands of cost-of-living surveys and sources worldwide. Our researchers save you time and expense by analyzing this survey data and making it available to you in an easy-to-use software application. To view a list of ERI's cost-of-living survey sources, visit ERI's Survey Sources webpage at [www.eri.com](http://www.eri.com).

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## Quarterly Updates

ERI's **Executive Compensation Assessor** software is sold on an annual subscription basis.

Software quarterly updates are released in January, April, July, and October of each annual subscription year, at no extra cost. Subscribers can update their **Assessor** databases via Internet download or quarterly mailed DVDs.

## Operating System Requirements

**Disc Space:** 13MB

**RAM:** 256MB

**Processor Speed:** 233Mhz

**O/S:** Windows XP, Vista, and Windows 7

## Free Demonstration DVD

To download a free demo version of this software, please visit [www.erieri.com](http://www.erieri.com). This demo download provides access to a limited version of the software. If your company has firewalls or you have a slow Internet connection, please click here to request that a free ERI **Platform Library**® DVD be mailed to you.

## How to Order

Place your order:

- **Online** at [www.erieri.com](http://www.erieri.com)
- **By Phone** at 800.627.3697 or 425.556.0205 from North America
- **By Fax/Mail** using our Order Sheet PDF at [www.erieri.com/pdf/ordersheet.pdf](http://www.erieri.com/pdf/ordersheet.pdf).

## More Questions?

Please email questions to: [info.eri@erieri.com](mailto:info.eri@erieri.com) or call us toll free at 800.627.3697.

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# WHY SUBSCRIBE TO ERI?

ERI Economic Research Institute is a world leader in compensation survey data. Since 1987, we have published updated consensus reports of competitive wages and salaries covering the United States, Canada, and the European Union. Our cost-of-living reports cover every major city in the world for relocation applications and family expenditure budget projections.

## What Compensation Surveys Do You Provide?

We are primarily a pay survey compilation and extraction service that provides market analyses via our compensation survey software. Our survey library includes thousands of published cost-of-living and compensation surveys from around the world. ERI databases combine public and private surveys covering every industry by SIC and NAICS code.

We conduct surveys ourselves that are not already done by other research bodies. For example, we analyze Securities Exchange Commission (SEC) pay information, including proxies, 10Ks, and compensation tables covering executive compensation at public corporations. We report this data to our subscribers via our **Executive Compensation Assessor** software. This software provides unlimited analyses of executive compensation at for-profit organizations. Its companion product, the **Nonprofit Comparables Assessor** software, provides executive compensation data for tax-exempt organizations (including Form 990 extracts since 2000).

## What Compensation Survey Sources Does ERI Use?

In addition to collecting thousands of published compensation surveys, ERI analyzes compensation data on specific benchmark jobs from the following sources: Chambers of Commerce, trade associations, consulting firms, the IRS, and the SEC. You can view many of our survey sources by visiting ERI's *Survey Sources* webpage at [www.eri.com](http://www.eri.com).

## What is ERI's Reputation?

Our subscribers have included the CIA, IRS, NSA, DCAA, UN, US and Canadian militaries, and federal/state/provincial agencies. For example, the US Department of Interior uses ERI's **Salary Assessor** software to police contracts, ensure compliance, and assure that bid rates are based on rational pay predictions and the ability to attract employees. Human Resources and corporate managers from most US Fortune 500 companies rely on ERI research products to establish their organizations' salaries, cost-of-living allowances, and relocation costs. In addition, compensation consultants, forensic economists, CPAs, law firms, disability carriers, career counselors, and academic researchers utilize ERI compensation survey data and cost-of-living adjustment estimates.

This is all we do — publish the most current and complete summary of competitive salary and cost-of-living information in fast, secure, and portable software databases that are updated every quarter.

**Assessor Series** software databases are designed for professional use by the compensation and Human Resource specialists for whom we are a research outsource. We license individual users rather than companies or computers, and we offer unlimited training to all licensed subscribers. For a list of online courses that provide instruction on our compensation survey software, see the ERI Distance Learning Center at [www.eridlc.com](http://www.eridlc.com). Free online tutorials and teleconference training sessions are also available to our subscribers at [www.eri.com](http://www.eri.com).

## How Can I Try Out ERI Products?

You can download free demos of our compensation survey software from ERI's website, where you can also explore our **Free Compensation Resources**. Please call if you have any further questions or would like to place an order. ERI Subscriber Services is available at 800.627.3697 from North America or (0044) 207.409.5060 from Europe.

# ERI COMPENSATION RESOURCES

In addition to the **Relocation Assessor** software, ERI provides a full suite of products that include:

## **Salary Assessor® Software**

HR professionals set salaries for over 6,600 positions in the US, Canada, and Europe using this reliable salary survey database. Salary levels are calculated based on user input for position, industry, location, pay strategy, employee experience level, and salary planning date. A *Benchmark Listing* screen helps users quickly update salary structures using current labor market data for industry-specific benchmark jobs. A *Geographic List* screen contrasts salaries for a single position in up to 99 locations at once.

## **Geographic Assessor® Software**

Fortune 500 companies utilize ERI's labor cost calculator to design branch office salary structures that are fair and competitive. This desktop software reports geographic salary and cost-of-living differentials for nearly 7,000 US and Canadian locations. A European edition covers over 1,300 locations.

## **Executive Compensation Assessor® Software**

ERI's executive compensation software compares salaries and bonuses for more than 400 top management positions in the US, Canada, and Europe. Executive compensation levels are calculated based on user input for position, industry, location, pay strategy, executive performance, organization size (in revenue), and salary planning date. This software also enables users to review the executive pay histories of competitor organizations, including stock options and benefits.

## **Nonprofit Comparables Assessor™ Software**

Tax-exempt organizations use this software to set competitive executive salaries, assess reasonableness of pay, and review comparable organizations' executive pay packages and financial statements. Utilized by the IRS and NY State Attorney General, ERI is a trusted source of executive compensation data.

## **Occupational Assessor® Software (eDOT®)**

This job analysis software provides ready-made job descriptions for over 18,900 position titles. The **enhanced Dictionary of Occupational Titles** enables users to create custom job analysis reports for compensation and career planning. Alternative work opportunities are calculated based on user input for an individual's education, work history, interests, physical capabilities, and cognitive/emotional limitations. This software also provides an FLSA module to determine a position's eligibility for overtime pay.

## **ERI Distance Learning Center (DLC)**

ERI's Human Resources education website offers over 50 online courses at [www.eridlc.com](http://www.eridlc.com). Each course lasts 1-2 hours and focuses on a unique topic in compensation and benefits administration. Courses provide the following types of continuing education credit: PHR/SPHR/GPHR, CBP/CCP/GRP, CPE, CE, and CRCC.

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