

GLOBAL MOBILITY ASSIGNMENT CONTRACT

PAYROLL & COMPENSATION SHEET

ASSIGNMENT REFERENCE DETAILS

Employee Name:		Assignment ID:	
Home Country:		Host Country:	
Effective Date:		Estimated End Date:	
Home Currency:		Host Currency:	
Exchange Rate (Home/Host):		Payroll Delivery Method:	

ANNUAL GROSS COMPENSATION SPLIT

COMPENSATION ELEMENT	HOME COUNTRY PAY (ANNUAL)	HOST COUNTRY PAY (ANNUAL)	TOTAL COMBINED VALUE
Base Salary			
Cost of Living Allowance (COLA)			
Housing Allowance / Provision			
Hardship / Location Allowance			
Utility & Transportation Allowance			
Other Assignment Allowances			
Total Gross Salary & Allowances			

DEDUCTIONS, TAX & SOCIAL SECURITY

DEDUCTION / TAX ELEMENT	HOME COUNTRY PAYROLL	HOST COUNTRY PAYROLL	TOTAL COMBINED VALUE
Hypothetical Tax (Tax Equalization)			
Actual Host Country Income Tax			
Home Social Security / Pension Contribution			
Host Social Security Contribution			
Private Health & Mobility Insurance			
Other Voluntary Deductions			
Total Deductions / Tax Retentions			

NET PAY SUMMARY

NET ESTIMATION	HOME COUNTRY DISBURSEMENT	HOST COUNTRY DISBURSEMENT	TOTAL COMBINED NET
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NET ESTIMATION	HOME COUNTRY DISBURSEMENT	HOST COUNTRY DISBURSEMENT	TOTAL COMBINED NET
Estimated Net Take-Home Pay			

Authorized Representative (Global Mobility / HR)

Employee Signature (Acknowledgment of Split Payroll)

This document represents the agreed payroll structure for the duration of the international assignment. Exchange rates applied are subject to periodic review and adjustment according to corporate global mobility policies. All tax equalization and hypothetical tax calculations are subject to year-end reconciliation.