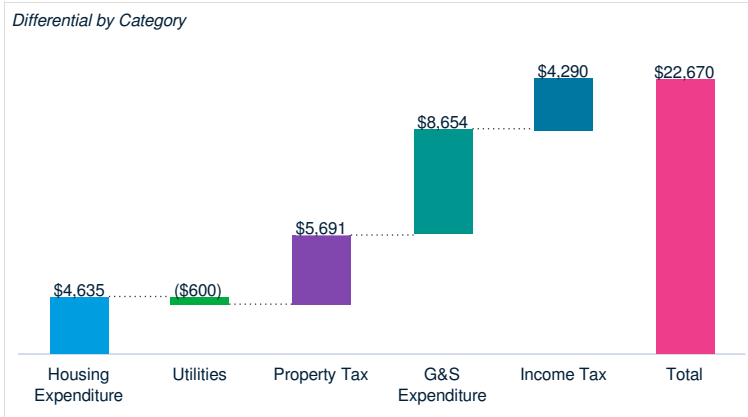
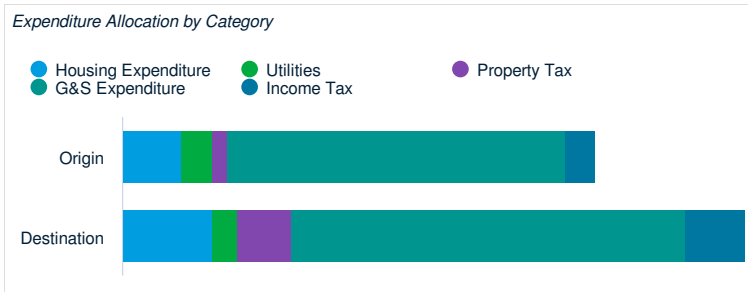


Mercer Cost of Living Calculation

Jacksonville, FL > Chicago, IL
 File Number: NA

Calculation Date: 8/19/2021	National Housing Expenditure	Home Price Index
Jacksonville, FL	\$ 11,786	77
Chicago, IL		116

Salary	\$ 100,000
Family Size	4
Housing	Homeowner
Origin Housing Expenditure	\$ 9,053
Destination Housing Expenditure	\$ 13,689
Housing Differential	\$ 4,635
Origin Utilities	\$ 4,500
Destination Utilities	\$ 3,900
Utilities Differential	\$ (600)
Origin Property Taxes	\$ 2,367
Destination Property Taxes	\$ 8,057
Property Tax Differential	\$ 5,691
Origin G&S Expenditure	\$ 51,586
G&S Index	116.78
Destination G&S Expenditure	\$ 60,240
Goods & Services Differential	\$ 8,654
Origin Income Taxes	\$ 4,590
Destination Income Taxes	\$ 8,880
Tax Differential	\$ 4,290
Total Differential	\$ 22,670
Percent Differential	31.44%



Assumptions

- National housing expenditures are based on normative government data to determine typical expenditures by salary and family size.
- Housing expenditure figures at origin and destination do not consider mortgage principal or property tax.
- National home price indices are a comparison of local home values versus national average home values.
- Property tax figures are based on national expenditure data, local home values and property tax rates.
- Goods & services differential compares day-to-day living costs at home (origin) vs. the destination location.
- Income tax figures consider family size and include applicable national, state and local/city taxes on employee company-sourced base salary.