

High-Cost Living Allowance

Certain work assignments are eligible for High-Cost Living Allowance ("HCA") due to the high cost of living in the work location. The HCA will be paid to Revature employees who are actively working on a project in one of the approved high-cost locations listed below. The standard HCA rates are as follows:

Tier 1	\$10,000/year or \$384.62 per bi-weekly payroll
Tier 2	\$7,500/year or \$288.46 per bi-weekly payroll
Tier 3	\$5,000/year or \$192.31 per bi-weekly payroll
Tier 4	\$2,500/year or \$96.15 per bi-weekly payroll

The first and last payments will be pro-rated based on the number of work days in the high cost location in the applicable pay period. The additional wages will appear on your check stub as a separate line item from the employee's base pay rate. These funds will be taxed with the same rates as withheld from the standard payroll hours.

Employees working from home will not be eligible to receive high-cost allowance. HCA is not eligible once the employee is rolled off from the project or if moved to another location that is not listed in the Revature approved high-cost work locations.

**Approved High-Cost Work Locations
(Specific cities only, not overall metro areas)**

Revature reserves the right to revise the list of approved high-cost work locations based on business needs. If a new city is deemed eligible, employees who are eligible will automatically be provided with HCA pay.

Tier 1	New York, NY
	San Francisco, CA
	San Jose, CA
	Palo Alto, CA
	Sunnyvale, CA
	Boston, MA
	Washington, DC

Tier 2	Jersey City, NJ
	Hoboken, NJ
	Los Angeles, CA
	Oakland, CA
	Fremont, CA
	Seattle, WA

Tier 3	San Diego, CA
	Anaheim, CA
	Irvine, CA
	Miami, FL
	Chicago, IL

Tier 4	White Plains, NY
	Stamford, CT
	Arlington, VA
	Bethesda, MD