

**NOTE 3****SALARIES AND OTHER PERSONELL  
EXPENSES****Spesification of personell expenses****Amounts in thousand NOK**

	<b>2011</b>	<b>2010 after restatement</b>	<b>2010 before restatement</b>
Salaries and holiday pay	(13 565)	(12 439)	(12 439)
Social security contribution	(2 307)	(2 226)	(2 226)
Net pension expenses	(1 040)	(7 455)	(6 315)
Other personnel expenses	(2 693)	(3 013)	(3 013)
<b>Total personnel expenses</b>	<b>(19 605)</b>	<b>(25 133)</b>	<b>(23 993)</b>

As of 31 December 2011, Infratek ASA had 17 employees.

**Specification of remuneration****Amounts in thousand NOK**

	<b>2011</b>	<b>2010</b>
Salary and other remuneration to general manager	3 506	3 179
Pension costs	185	144
Other remunerations	50	47
Board remuneration	1 383	1 320
<b>Total remuneration to senior executives</b>	<b>5 124</b>	<b>4 690</b>

Infratek ASA's general manager has a performance-based bonus agreement, for further specification about this, see note 21 to the Group accounts under information about CEO.

**Loan to general manager**

Infratek has extended an interest-free loan to the general manager as part of a car expenses reimbursement program. The loan is written down over a period of 10 years; security is posted for the loan. As of 31 December 2011, the balance on the loan amounted to NOK 308.333. The annual amount written down and the interest-free loan component are reported to the tax authorities as a salary benefit. In case of resignation, any outstanding loans must be paid before the date of resignation.

**Specification of auditor's fees****Amounts in thousand NOK**

	<b>2011</b>	<b>2010</b>
Fee statutory audit	(454)	(433)
Fee assurance services	-	-
Fee tax advisory services	-	-
Fee other non-audit services	(63)	(125)
<b>Total auditor fee</b>	<b>(517)</b>	<b>(558)</b>