

NOTE 4**PENSION EXPENSES, ASSETS AND LIABILITIES**

Per 31 December 2011 the company had pension plans that covered a total of 4 people in the private plan and 5 people in a public plan. The plans provided rights to defined future benefits. These benefits depend chiefly on the number of years of service and pay level upon reaching retirement age. Pursuant to the law governing mandatory occupational pension, agreements have been established concerning defined contribution schemes for everyone who is not covered by the Group's group pension plans.

Pension liabilities and costs**Amounts in thousand NOK**

	2011	2010 after restatement	2010 before restatement
Liabilities in the balance sheet are arrived at as follows:			
Present value of accrued pension liabilities in fund-based plans	11 677	7 897	7 897
Fair value of pension assets	(10 291)	(4 003)	(4 003)
Actual net pension liabilities for defined benefit plans in fund-based plans	1 386	3 894	3 894
Present value of liabilities not in fund-based plans	1 891	1 071	1 071
Estimate deviations not recognized in profit and loss	-	-	(2 580)
Social security contribution	693	709	709
Net pension liabilities in the balance sheet as of 31 December	3 971	5 675	3 095

Net pension expenses are arrived at as follows:

Present value of the year's pension earnings	(765)	(473)	(473)
Interest expenses of liability	(360)	(104)	(104)
Expected yield on pension funds	233	261	261
Liabilities upon change in plan	24	382	382
Recognized estimate changes and estimate deviations	-	-	984
Social security contribution	(122)	(109)	(109)
Member contributions	9	9	9
One-time payment	-	(7 000)	(7 000)
Total pension expenses, defined benefit plans	(854)	(7 191)	(6 050)
Net financial cost from performance plans	(127)	157	-
Sum recognized performance-based pension costs	(981)	(7 034)	(6 050)
Total pension expenses, contribution plans	(186)	(188)	(188)
Adjustment pension premiums	-	(77)	(77)
Total pension expenses (incl. in personnel expenses)	(1 167)	(7 299)	(6 315)

Change in liabilities in the balance sheet:

Balance sheet value as of 1 January	5 675	1 967	1 967
Change in employee base due to business transfers	-	2 818	2 818
Change in accounting principle	-	(879)	-
Expenses recognized this year	981	34	(950)
Pensions paid and payment of pension premium	(718)	(740)	(740)
Deviation of periods estimate recognized in equity	(2 027)	2 474	-
Balance sheet value as of 31 December	3 971	5 675	3 095

The following economic assumptions are used in calculating pension liabilities:

	2011	2010 after restatement	2010 before restatement
Discount rate	2.60 %	4.00 %	4.00 %
Expected yield on pension funds	4.10 %	5.40 %	5.40 %
Salary growth	3.25 %	3.75 %	3.75 %
G regulation	3.25 %	3.75 %	3.75 %
Annual social security pension growth ¹⁾	0.10% / 2.5%	1.30% / 2.97%	1.30% / 2.97%

1) Private pensions schemes 0.1 % and public pension schemes 2.5%.