

**NOTE 11****SALARIES**

NOK 1 000	2015	2014
Salaries	2 071 192	1 869 789
Social security tax	277 064	315 867
Pension costs ( <a href="#">note 19</a> )	133 203	71 397
Other benefits	88 299	44 924
<b>Total</b>	<b>2 569 759</b>	<b>2 301 977</b>

Average number of man-labour years	4 497	4 427
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**Salary and remuneration to Group management**

NOK 1 000	2015				2014			
	Salary	Bonus	Benefits in kind	Pension	Salary	Bonus	Benefits in kind	Pension
Group CEO, John Giverholt	3 416	433	307	1 115	3 300	3 276	186	1 062
Other members of Group management	4 709	1 642	545	812	4 550	7 627	501	1 038
<b>Total</b>	<b>8 125</b>	<b>2 075</b>	<b>852</b>	<b>1 927</b>	<b>7 850</b>	<b>10 904</b>	<b>688</b>	<b>2 100</b>

The Group CEO's bonus scheme is limited to MNOK 6,0. Bonus is based on the results achieved in the Group.

The Group CEO participates in Ferd's collective pension schemes for salaries below 12 G. This is a contribution scheme (cf. also [note 19](#)). The Group CEO also has a benefit scheme for a pension basis higher than 12 G, but with an upper limit of appr. MNOK 2,2, together with an early retirement pension scheme giving him the opportunity to retire at 65 years.

The Group CEO is entitled to 9 months' severance pay if he has to resign from his position.

**Fees to the Board**

No specific fees have been paid for board positions in Ferd AS.