

NOTE 3**SALARIES AND OTHER PERSONELL EXPENSES****Spesification of personell expenses**

Amounts in thousand NOK	2012	2011
Salaries and holiday pay	14 785	13 565
Social security contribution	2 504	2 307
Net pension expenses	1 139	1 040
Other personnel expenses	2 630	2 693
Total personnel expenses	21 058	19 605

As of 31 December 2012, Infratek ASA had 21 employees.

Specification of remuneration

Amounts in thousand NOK	2012	2011
Salary and other remuneration to general manager	3 153	3 506
Pension costs	162	185
Other remunerations	45	50
Board remuneration	1 237	1 383
Total remuneration to senior executives	4 597	5 124

The CEO has a bonus agreement based on the Group's performance with respect to share price development and group targets. For further information, please see note 21 in the Group accounts.

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 2012, the balance on the loan amounted to NOK 258.333. 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	2012	2011
Fee statutory audit	647	454
Fee assurance services	13	-
Fee tax advisory services	-	-
Fee other non-audit services	103	63
Total auditor fee	763	517