NOTE 9 **SALARIES AND REMUNERATIONS**

NOK 1 000	**2014**	**2013**
Salaries	46 508	107 099
Social security tax	17 717	17 464
Pension costs (note 15)	6 733	- 25 478
Other benefits	3 457	2 227
Total	**74 415**	**101 312**

Average number of man-labour years	38	39

Salary and remuneration to Group CEO

NOK 1 000	Salary	Bonus	Benefits in kind	Pension
John Giverholt	3 300	3 276	186	1 062

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.