**Official translation from Persian**

**Iran Khodro (public joint stock)**

**Salary/Wage Statement**

Card no.093171 date: 2013(19 Feb, 19 Mar)

Personnel no.812018 expenditure center: 11581

Name &surname: serial no.139112090920

Insurance no.241985

Deputy: Managing Director Deputy in Design and Development of Product account no.8

Management: Management of Common Systems of Motive Forces Design

Department: Department of Vehicle’s Electronic Systems

(All the figures are Iranian Rls)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| working | hour | payments | debts | installment | balance | deduction |
| Working hour  Leave hours  Overtime working  Leave balance  New year’s day of ministry | 87/219  0/13  91/54  185/24  366 | Job Wage 71 836 31  House Allowance 1 000 00  Grocery Allowance 4 500  Children Allowance 7 794 00  Years Wage 7 946 53  Wage Of Special Rules 1 200 00  Efficiency 64 761 29  Position Allowance 25 012 98  Job Allowance 2 847 67  Treatment Bonus 4 000 00  Mobile Cost 1 500 00  Overtime Working 101 129 52  Process Of Last Month 205  Complementary Insurance Of Employer 2 964 00  Life Insurance Of Employer 203 89  New Year Gift Of Ministry  Of Labor 116 910 00 | New Year Gift On Account  Ayandeh Saz Loan  Life Insurance  House Loan  Special Cooperative Goods  Goods Commercial Share  Iranian Goods  Complementary- Guardianship | 10 000 000  240 000  30 584  0  7 293 759  1 250 000  1 110 951  296 400 | 0  2 880 000  214 083  12 500 000  249 621 424  3 750 000  0  2 074 800 | Tax Of Salary 6 066 599  Ayandeh Saz Insurance 1 995 513  Process Of Current Month 518  Commercial Saving Fund 100 000  Research Loan 1 250 000  Children Future 200 000  Cooperative membership 1 000 000 |
| Total of deduction 10 612 630  Total of debts 20 221 694  **Net payable 10 081 000** |
| Legal order | Rls. |
| Job wage  Years wage  Special rules wage  Effeciency  Position allowance  Job allowance | 7 183 631  794 653  120 000  6 476 129  2 501 298  284 767 |
| Total of salary | 17 360 478 | Total 40 915 324 | Total 20 221 694 |  |  | **Total 40 915 324** |

Other information:

Saving of Grocery bonus: 350 000 First section payment: 6 244 000 creditor: 3 837 000

Subject to the year insurance: 284 466 015 Subject to the month insurance: 28 507 330 subject to year tax: 266 946 743

Year tax: 41 036 686 exemption of month tax: 2 005 707 subject to month tax: 32 692 623

Insurance portion by the employer: 4 276 100 unemployment insurance by the employer: 855 220 tax base operation: 2 684

Signed and sealed

True translation certified .T. R. 18.05.2013