**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 hourLeave hours Overtime workingLeave balanceNew year’s day of ministry | 87/2190/1391/54185/24366  | Job Wage 71 836 31 House Allowance 1 000 00 Grocery Allowance 4 500Children Allowance 7 794 00Years Wage 7 946 53 Wage Of Special Rules 1 200 00Efficiency 64 761 29Position Allowance 25 012 98Job Allowance 2 847 67Treatment Bonus 4 000 00Mobile Cost 1 500 00Overtime Working 101 129 52Process Of Last Month 205Complementary Insurance Of Employer 2 964 00 Life Insurance Of Employer 203 89New Year Gift Of Ministry  Of Labor 116 910 00   | New Year Gift On AccountAyandeh Saz LoanLife InsuranceHouse LoanSpecial Cooperative GoodsGoods Commercial ShareIranian GoodsComplementary- Guardianship | 10 000 000240 00030 58407 293 7591 250 0001 110 951296 400 | 02 880 000214 08312 500 000249 621 4243 750 00002 074 800 | Tax Of Salary 6 066 599Ayandeh Saz Insurance 1 995 513Process Of Current Month 518Commercial Saving Fund 100 000Research Loan 1 250 000Children Future 200 000Cooperative membership 1 000 000 |
| Total of deduction 10 612 630Total of debts 20 221 694**Net payable 10 081 000** |
| Legal order | Rls. |
| Job wageYears wageSpecial rules wageEffeciencyPosition allowanceJob allowance | 7 183 631794 653120 0006 476 1292 501 298284 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