

This Amendment number 4 to an Agreement of 16th September 2008, as amended by the Amendment 1 of 26 August 2009, the Amendment 2 of 16 February 2010 and the Amendment 3 of 28 September 2010, is made the

08/07/2011

Between: (1)

SLOVENSKÁ ELEKTRIZAČNÁ PRENOSOVÁ SÚSTAVA, a.s. (SEPS, a.s.)

Mlynské nivy 59/A, 824 84 Bratislava, Slovak Republic

IČO: 35 829 141

Tax-No.: 2020261342

VAT reg. No.: SK2020261342

Bank: Tatrabanka Bratislava, IBAN: SK30 1100 0000 0026 2019 1900

SWIFT: TATRSKBX

Statutory body: Board of Directors, represented by:

Ján Horkovič, Chairman of the Board of Directors

Igor Grošaft, Vice-Chairman of the Board of Directors

Registered: in Trade Register of County Court Bratislava I, Section: Sa,

Record No.: 2906/B

(hereinafter referred to as "the Client") of the one part

And (2)

GOPA - International Energy Consultants GmbH

(legal successor of Power System International (PSI) previously belonging to MVV decon GmbH, Norsk-Data-Strasse 1, 61352 Bad Homburg v.d.H., Germany with respect to the project Consultancy Services for Measures in the transmission sector consequential final shutdown of Bohunice V1)

Leopoldsweg 2, 61348 Bad Homburg, Germany"

Tax-No.: 003 234 61118

VAT reg No: DE815 132 668

Bank: Commerzbank AG Bad Homburg, IBAN: DE06 5004 0000 0345 3149 00

SWIFT: COBADEFF 501

Statutory body: Board of Directors, represented by:

Dr. Radu Krohne, Managing Director

Klaus Langschied, Deputy Managing Director

Registered: in Bad Homburg Local Court, HRB/reg. no. 11487

(hereinafter referred to as "the Consultant") of the other part

Whereas:

Slovenská elektrizačná prenosová sústava, a.s. and GOPA - International Energy Consultants GmbH are willing to ensure continued sound management to the Project;

Now this Amendment witnesseth as follows:

Articles

1. Subject to Article 6 of this Amendment 4, with effect from but not prior to the Amendment 4 Effective Date this Amendment shall have effect and, save as amended hereby the Client / Consultant Services Agreement between the Parties of 16 September 2008 as amended by the Amendment 1 of 26 August 2009, the Amendment 2 of 16 February 2010 and the Amendment 3 of 28 September 2010 shall remain in full force and effect and the accrued rights and liabilities of the Parties shall be preserved notwithstanding this Amendment.
2. Words and expressions in this Amendment 4 shall have the same meanings as are respectively assigned to them in the Conditions of the Client / Consultant Services Agreement hereinafter referred to.
3. The Client / Consultant Services Agreement shall be amended as follows:
 - 3.1 In Article 3.2 after the words "to this Agreement, namely:" add: "Appendix C4: Remuneration and Payment for Stage 2"
4. The Conditions of the Client / Consultant Services Agreement PART I STANDARD CONDITIONS shall be amended as follows:
 - 4.1 "Replace definition (v) "Agreement" of Clause 1 with the following:

""Agreement" means the agreement entered into by the Parties together with the Conditions comprising the Conditions of the Client / Consultant Service Agreement Parts I and II together with Appendices A to E; A1 to C1; A2 to C2 and C4 as more particularly set out in Sub-Article 3.2 and the Annexures set out in Sub-Article 3.3 all as amended by Amendment 1; Amendment 2; Amendment 3 and Amendment 4."
 - 4.2 Add the following new definition to Clause 1:

"(xxxviii) "Amendment 4 Effective Date" means the date of signature of Amendment 4";
 - 4.3 In Clause 4 (ii) after the words "and/or Appendix C2 as appropriate" appearing twice in the Clause, add "and/or Appendix C4 as appropriate";
 - 4.4 In Clause 13 (i) after the words "and/or Appendix C2 as appropriate" add "and/or Appendix C4 as appropriate";
 - 4.5 In Clause 15 (i) after the words "and/or Appendix C2 as appropriate" add "and/or Appendix C4 as appropriate";
 - 4.6 In Clause 24.3 (iii) after the words "and/or Appendix C2 as appropriate" add "and/or Appendix C4 as appropriate";
 - 4.7 In Clause 27A (i) after the words "and/or Appendix C2 as appropriate" add "and/or Appendix C4 as appropriate";
 - 4.8 In Clause 27A after the words "and/or Appendix C2 as appropriate" in the last paragraph add "and/or Appendix C4 as appropriate";
 - 4.9 In Clause 28 after the words "and/or Appendix C2 as appropriate" add "and/or Appendix C4 as appropriate";
 - 4.10 In Clause 30 (ii) after the words "and/or Appendix C2 as appropriate" add "and/or Appendix C4 as appropriate";

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- 4.11 In Clause 33 after the words "and/or Appendix C2 as appropriate" add "and/or Appendix C4 as appropriate".
5. The Conditions of the Client / Consultant Services Agreement PART II CONDITIONS OF PARTICULAR APPLICATION shall be amended as follows:
 - 5.1 In the reference to Clauses 31(i) and (ii) after the words "and/or Appendix C2 as appropriate" add "and/or Appendix C4 as appropriate";
6. The Client shall use all reasonable endeavours and the Consultant shall provide all such co-operation as the Client may reasonably require, to obtain the written confirmation of Non-Objection that EBRD approves the terms of this Amendment 4 and save for this Clause only the Amendment 4 is conditional upon receipt by the Client of such confirmation of Non-Objection and its communication in writing to the Consultant.
7. The Parties attach to this Amendment 4 initialled copies of the Client / Consultant Services Agreement and the Conditions of the Client / Consultant Services Agreement which the Parties acknowledge have been accurately conformed to take account of the provisions of this Amendment 4. Such initialled copies are for the assistance of the Parties only but are of no contractual effect.
8. The Amendment is executed in four counterparts all of which when taken together shall constitute one and the same instrument.

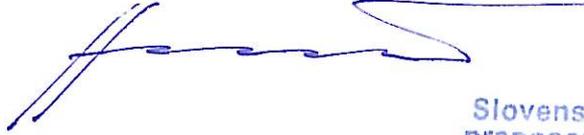
In Witness whereof the Parties hereto have caused this Amendment 4 to be executed the day and year first before written in accordance with their respective laws in four counterpart originals.

Both for and on behalf of:
Slovenská elektrizačná
prenosová sústava, a.s.

8. 07. 2011

SIGNED by

JÁN HORKOVIČ
Chairman of the Board of
Directors



Slovenská elektrizačná
prenosová sústava, a.s.
Mlynské nivy 59/A
824 84 Bratislava 26
-1-

**AND
SIGNED by**

IGOR GROŠAFT
Vice-Chairman of the Board
of Directors



8.7.2011

Both for and on behalf of:
GOPA International Energy
Consultants GmbH

SIGNED by

Dr. RADU KROHNE
Managing Director



**AND
SIGNED by**

KLAUS LANGSCHIED
Deputy Managing Director



APPENDIX C4

REMUNERATION AND PAYMENT FOR STAGE 2

This Appendix shall comprise the body of the Appendix and the following Annexes attached hereto:

- Annex 1: Project Manning Schedule**
- Annex 2: Remuneration Cost Estimates**
- Annex 3: Remuneration Rates**
- Annex 4: Reimbursable Costs Estimate**
- Annex 5: Summary of Costs**

The Parties acknowledge that in accordance with Clauses 23 and 24, variations and/or the Stage 1 Review may result in amendments to this Appendix and agree to cooperate fully and in good faith in agreeing and putting into effect any such necessary and/or consequential amendments.

1.0 Payments to the Consultant

- (a) The Client shall approve the Consultant's valid invoices to enable payment to the Consultant in respect of the Services subject to the First Interim Maximum Value or the Second Interim Maximum Value and/or the Overall Maximum Value as appropriate not being exceeded.
- (b) Notwithstanding the projected manning set out in Annex 1 where the man hours shown are indicative and the remuneration cost estimate set out in Annex 2 to this Appendix, remuneration (including the Consultant's fee) shall be determined on the basis of time actually spent by Consultant Personnel in the performance of the Services (including necessary travel time via the most direct route) at the remuneration rates specified in respect of such Consultant Personnel set out in Annex 3 to this Appendix, subject to the following:
 - (1) the monthly remuneration rates include all salary, overhead, social charges and fee and in particular includes costs in respect of insurance premiums whether statutory or otherwise, bonuses whether related to the performance of the relevant member of the Consultant Personnel or the particular organisation by whom they are employed or in respect of participation in the Project or otherwise, pension fund payments and any other contractual entitlements of a similar nature;
 - (2) the Consultant shall not be entitled to be paid overtime or other such payments for work by the Consultant Personnel in performing the Services in excess of a seven and half (7.5) hour working Day, and a five (5) Day thirty seven and half (37.5) hour working week and two hundred and twenty (220) Working Days per year without prior approval by the Client;
 - (3) the Client shall not be responsible for payment of home leave, R&R, holiday, vacation, and sick leave, other than as included as part of the daily or hourly rate set out in sub-paragraph (1) above;

- (4) remuneration for Consultant Personnel shall be calculated on a hourly basis for time spent in performing the Services using the hourly rates set out in Annex 3 to this Appendix subject to sub-paragraph (2) above. The field office hourly rate shall apply for time spent working in the field and the home office hourly rate shall apply for time spent working in home office; and
 - (5) unless otherwise agreed with the Client, Consultant field Personnel home leave trips shall not exceed more than two 2 week trips in any one year and no one trip shall exceed 2 weeks in length.
- (c) Reimbursable expenses incurred by the Consultant in the performance of the Agreement as set out in Annex 4 of this Appendix shall consist of the following expenses and be charged to the Client as follows:
- (1) per diem allowances payable to Consultant Personnel shall be calculated in accordance with the unit rates set out in Annex 4 to this Appendix. Such unit rates correspond to a Day and shall include all costs of accommodation and subsistence. For the avoidance of doubt, per diem allowances shall not be payable for time spent by Consultant Personnel:
 - (i) in home country save where Consultant Personnel are in home country on business trip related to the Project; and/or
 - (ii) on holiday save where the Consultant Personnel are present in Slovakia and Slovak public holidays and/or Client specific holidays do not coincide with the Consultant Personnel holidays; and/or
 - (iii) in more than one country for the same day;
 - (2) costs of and associated with international business travel for Consultant Personnel shall not exceed the unit rates set out in Annex of this Appendix without the prior approval of the Client and shall include:
 - (i) international transportation of the Consultant Personnel which shall be by the most appropriate means of transport by the most direct practicable route. In the case of air travel, such travel shall be by full fare economy class and shall be supported by either the receipted air ticket or the invoice for such ticket;
 - (ii) in the case of air travel, the costs of such travel shall be included in International Travel, in accordance with Annex 4 of this Appendix;
 - (iii) miscellaneous travel expenses such as the cost of visas or transportation to and from airports, shall be at cost per visa or per person per round trip and shall be supported by the receipt for such expenditure;
 - (3) the cost of communications required by the Consultant for the purposes of the Services which shall include the cost of line rental and the cost of both local and international telephone calls for all Consultant Personnel shall not exceed the total cost set out in Annex 4 of this Appendix and such

cost shall be charged by referenced to the relevant itemised invoices for such communications;

- (4) the cost of office supplies including for example printing and/or reproducing documents, reports, postage, and/or shipping and/or couriering of documents, reports etc. shall be charged by way of equal monthly amounts of the total sum set out in Annex 4;
- (5) the cost of items and technical services not covered in the foregoing but which may be required by the Consultant for completion of the Services, subject to the prior approval of the Client;
- (6) the mobilisation and demobilisation allowance for Consultant field Personnel in the circumstances of Clause 15(i) as set out in Annex 4 to this Appendix which shall be charged as single lump sums as appropriate;
- (7) the cost of local transportation shall be charged by reference to the daily rate set out in Annex 4 and not to exceed the total sum also set out therein;
- (8) cost of a vehicle, to be procured in accordance with the EBRD Procurement Policies and Rules, where such cost shall not exceed the total cost set out in Annex 4 and such cost shall be charged by reference to a receipted invoice;
- (9) the costs of subcontracts not covered by any other part of this section 1.0 but excluding payments made under any subcontract or sub-consultancy by the Consultant for the services of any of the Personnel; and
- (10) participation of the Personnel in project related events other than training at the direction of EBRD.

2.0 Mode of Billing and Payment

2.1 Billings and Payments

Billing and payment for the Services shall be as follows:

- (a) as soon as practicable and no later than the thirteenth Day of the relevant Month during the Term, the Consultant shall submit to the Client, in original form and with two copies, an itemized invoice, of the amounts payable to the Consultant for the preceding two Months accompanied by:
 - (1) original receipted invoices, vouchers and other appropriate supporting materials for reimbursable costs as detailed above;
 - (2) completed timesheets which shall have been authorised by the Client as correct and which in any event shall identify the time spent working on the Project by each of the Consultant Personnel;

and for the avoidance of doubt the first invoice for the performance of the Services shall be rendered not later than the thirteenth Day of the second full Month of the Term;

- (b) the Consultant shall deliver to the Client a valid invoice and such invoice shall:
 - (1) distinguish that portion of the total eligible costs which pertains to remuneration and that portion which pertains to reimbursable expenses;
 - (2) include amongst other things a column marked 'Gross' and a column marked 'Net'. The amount to be shown in the column marked "Gross" is the amount of payment associated with the cost of the Services provided in the preceding two Months. The amount to be shown in the column "Net" is if appropriate the amount to be invoiced after (1) the addition of any Additional and/or Exceptional Costs and (2) the addition of amounts payable pursuant to Clause 27A;
- (c) the Client shall do all things necessary to cause the payment in the currency of the Agreement within sixty Days of receipt of the valid monthly invoice in correct form and its attendant supporting documents from the Consultant. Subject to Clauses 18.1 and 34 only such portion of a monthly invoice that is not properly supported may be withheld from payment provided however, that if any discrepancy should be found to exist at any time between a payment actually made to the Consultant and costs authorised to be incurred by the Consultant, the Client may adjust by adding or subtracting the difference from any subsequent invoice provided that the Client gives to the Consultant 7 Days prior written notice of making any such adjustment;
- (d) the last disbursement shall be made only after a final invoice, identified as such, shall have been submitted by the Consultant and approved by the Client;
- (e) prior to the payment the Consultant shall specify in writing to the Client the account(s) to which payments are to be made in accordance with this Agreement;
- (f) at the kick-off meeting (referred to in Appendix E (1)), the Client shall notify the Consultant of the relevant administrative arrangements relating to the preparation and submission of valid invoices including the provision of any necessary forms to be completed by the Consultant and such arrangements shall be followed by the Consultant and the same may be amended from time to time by the Client and notified to the Consultant.

3.0 Effect of the Interim and Overall Maximum Values

- 3.1 The Agreement, in Article 8, specifies the Interim and Overall Maximum Values of the Services to be performed. The effect of the Interim and Overall Maximum Values shall be as follows:
 - 3.1.1 The Interim and Overall Maximum Values shall operate as target costs for the performance of the Services subject to adjustment in accordance with the terms of the Agreement;
 - 3.1.2 The First Interim Maximum Value shall operate as a target cost for the performance of the Services to be performed during Stage 1.

- 3.1.3 The Second Interim Maximum Value shall operate as a target cost for the performance of the Services during Stage 2.
- 3.1.4 The Overall Maximum Value shall operate as a target cost for the performance of the Services for the Term.
- 3.1.5 The Client shall have no obligation to cause payment to the Consultant for the Services above the First or Second Interim Maximum Values or the Overall Maximum Value as appropriate.

3.2 Notwithstanding Clause 30 (ii) and paragraph 3.1.5 above, the Consultant shall provide the Client and EBRD with written notice as soon as reasonably practicable after the identification of cost trends indicating that Consultant's incurred costs, together with its estimate of costs to perform the Services for the remainder of the Term and its estimated demobilization expenses, exceed the First or Second Maximum Values or the Overall Maximum Value as appropriate, stating the date by which the Consultant believes the relevant Maximum Value will be exhausted and providing all necessary supporting documentation to justify the Consultant's belief.

4.0 **Taxation**

4.1 All imported and local equipment, materials, works and services financed by the Grant Agreement shall be free from any and all taxes, customs duties or other fees or mandatory payments levied by, or in the territory of Slovak Republic.

This clause shall not be interpreted so that any person who shall be remunerated for the provision of such equipment, materials, works and any services shall be exempt from income or corporation tax.

4.2 All Personnel financed with resources from the Grant Agreement and assigned to assist in the implementation of the Project shall be free from any and all taxes or any other fees or mandatory payments levied by, or in the territory of Slovak Republic.

CY Name	2013												TOTAL HOURS	
	Jan 13	Feb 13	Mar 13	Apr 13	May 13	June 13	July 13	Aug 13	Sept 13	Oct 13	Nov 13	Dec 13		
1 K. Lumbard	0.0	7.5	0.0	0.0	7.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	32.50
2 P. Prabhakar	0.0	37.5	22.5	15.0	15.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	112.50
3 B. Singh	0.0	22.5	15.0	22.5	7.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	67.50
4 D. Prasad	0.0	150.0	150.0	75.0	112.5	150.0	135.0	0.0	0.0	0.0	0.0	0.0	0.0	870.00
5 P. Prasad	0.0	0.0	0.0	0.0	45.0	37.5	135.0	0.0	0.0	0.0	0.0	0.0	0.0	472.50
6 P. Prasad	0.0	0.0	0.0	0.0	0.0	37.5	135.0	0.0	0.0	0.0	0.0	0.0	0.0	607.50
7 M. Prasad	0.0	67.5	75.0	60.0	112.5	22.5	142.5	0.0	0.0	0.0	0.0	0.0	0.0	630.00
8 M. Prasad	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00
9 P. Prasad	0.0	150.0	150.0	75.0	112.5	150.0	135.0	0.0	0.0	0.0	0.0	0.0	0.0	870.00
10 P. Prasad	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00
11 P. Prasad	0.0	7.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.50
12 P. Prasad	0.0	7.5	0.0	22.5	0.0	15.0	15.0	0.0	0.0	0.0	0.0	0.0	0.0	42.50
13 A. Prasad	22.5	15.0	7.5	7.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	52.50
3 632.50														

Field Office Summary HOURS:

CY Name	2013												TOTAL HOURS	
	Jan 13	Feb 13	Mar 13	Apr 13	May 13	June 13	July 13	Aug 13	Sept 13	Oct 13	Nov 13	Dec 13		
1 K. Lumbard	0.0	7.5	0.0	0.0	7.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	30.00
2 P. Prabhakar	0.0	0.0	0.0	0.0	4.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.50
3 B. Singh	15.0	22.5	7.5	15.0	0.0	15.0	22.5	0.0	0.0	0.0	0.0	0.0	0.0	105.00
4 D. Prasad	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00
5 P. Prasad	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00
6 P. Prasad	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00
7 M. Prasad	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00
8 M. Prasad	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00
9 P. Prasad	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00
10 P. Prasad	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00
11 P. Prasad	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00
12 P. Prasad	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00
13 A. Prasad	0.0	37.5	15.0	45.0	45.0	15.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	112.50
7 50														
232.50														

Home Office Summary HOURS:

MR

TOTAL SUMMARY

CV No	Name	Company	FIELD OFFICE PERSONNEL					Total	THM HOURS
			2000	2010	2011	2012	2013		
1	K. Lumbini	SECCON	7.5	22.5	22.5	22.5	22.5	97.50	
2	F. Prakash	SECCON	22.5	165.0	112.5	112.5	112.5	412.50	
3	M. Shree	SECCON	22.5	87.5	87.5	87.5	87.5	345.00	
4	B. Shree	SECCON	240.0	1492.5	1650.0	1492.5	870.0	5,905.00	
5	P. Shree	SECCON	0.0	0.0	845.0	345.0	472.5	1,662.50	
6	P. Shree	SECCON	0.0	0.0	0.0	315.0	630.00		
7	M. Shree	SECCON	0.0	0.0	85.0	0.0	0.0	85.00	
8	M. Shree	SECCON	0.0	0.0	85.0	0.0	0.0	85.00	
9	P. Shree	SECCON	240.0	1492.5	1650.0	1492.5	870.0	5,905.00	
10	M. Shree	SECCON	0.0	387.5	387.5	387.5	387.5	1,550.00	
11	M. Shree	SECCON	0.0	0.0	315.0	87.5	472.5	1,895.00	
12	J. Shree	SECCON	0.0	0.0	0.0	87.5	175.00		
13	A. Shree	SECCON	0.0	0.0	52.5	52.5	52.5	210.00	
Field Office Summary (HOURS):								20,542.50	

CV No	Name	Company	HOME OFFICE PERSONNEL					Total	THM HOURS
			2000	2010	2011	2012	2013		
1	K. Lumbini	SECCON	7.5	22.5	112.5	112.5	112.5	350.0	
2	F. Prakash	SECCON	29.0	165.0	7.5	0.0	0.0	4.5	
3	M. Shree	SECCON	0.0	0.0	0.0	165.0	0.0	0.0	
4	B. Shree	SECCON	0.0	0.0	0.0	0.0	0.0	0.0	
5	P. Shree	SECCON	0.0	0.0	0.0	0.0	0.0	0.0	
6	P. Shree	SECCON	0.0	0.0	0.0	0.0	0.0	0.0	
7	M. Shree	SECCON	0.0	0.0	0.0	0.0	0.0	0.0	
8	M. Shree	SECCON	0.0	0.0	0.0	0.0	0.0	0.0	
9	P. Shree	SECCON	0.0	0.0	0.0	0.0	0.0	0.0	
10	M. Shree	SECCON	0.0	0.0	0.0	0.0	0.0	0.0	
11	M. Shree	SECCON	0.0	0.0	0.0	0.0	0.0	0.0	
12	J. Shree	SECCON	22.5	112.5	112.5	112.5	112.5	472.50	
13	A. Shree	SECCON	0.0	0.0	22.5	22.5	22.5	75.00	
Home Office Summary (HOURS):								1,810.50	



Appendix C4 - Remuneration and Payment

Annex 2

REMUNERATION COST ESTIMATES - Stage 2

Company MVV decon GmbH
 Currency EURO

FIELD OFFICE PERSONNEL

Name	Company Name	Position	Total Number of Hours	Hourly Rate	Amount
Langschied	DECON	Project Director	97,50	115,75	11 285,63
Preschke	DECON	Project Coordinator	472,50	103,37	48 842,33
Spatz	DECON	Team Leader	412,50	93,03	38 374,88
Bolton	DECON	Resident Engineer Substation	5 595,00	97,93	547 918,35
Lenzen	DECON	Resident Engineer OHTL	2 362,50	79,38	187 535,25
Dudak	DECON	Substation Expert Bošáca	630,00	51,03	32 148,90
Jasik	DECON	Substation Expert Medzibrod	945,00	51,03	48 223,35
Balik	DECON	Substation Expert Lemešany	630,00	51,03	32 148,90
Merschitz	DECON	Assistant Site Supervisor / Translator	5 595,00	42,40	237 228,00
Mihalik	DECON	Civil Engineer Supervisor	1 102,50	51,03	56 260,58
Sersen	DECON	OHTL Expert Supervisor	2 362,50	51,03	120 558,38
Kossowski	DECON	Home Office Back-up Support - Pool	127,50	95,87	12 223,43
Walliser	DECON	Commissioning Protection / SCADA	157,50	79,38	12 502,35
Field Office Summary :			20 490,00		1 385 250,33

HOME OFFICE PERSONNEL

Name	Company Name	Position	Total Number of Hours	Hourly Rate	Amount
Langschied	DECON	Project Director	390,00	115,75	45 142,50
Preschke	DECON	Engineer OHTL	749,00	103,37	77 424,13
Spatz	DECON	Team leader	67,50	93,03	6 279,53
Kossowski	DECON	Home Office Back-up Support - Transmission Line and Substation Expert	472,50	95,87	45 298,58
Walliser	DECON	Commissioning Protection / SCADA	75,00	79,38	5 953,50
Home Office Summary :			1 754,00		180 098,24

REMUNERATION:

Total Hours: **22 244,00**
 Total Remuneration: **1 565 348,57**

Total hours of the international experts in the field: **9 225,00**
 Total hours of the experts first 60 days continuously in field: **900,00**
 Total hours of the experts long term in field: **7 057,50**
 Total hours of the experts short term in field: **1 267,50**

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Annex 3

Appendix C4 - Remuneration and Payment

REMUNERATION RATES - Stage 2

Company DECON GmbH
Currency EURO

Position Full name	Firm 1/ Nationality	Type 2/ Categor. 3/ FT	Basic Monthly Salary	Social Charges		Overhea d	Sub-total	Fee Amount % of 4	Home Office Rate per Month (4+5)	Others 5/ Amount % of 1	Field Rate per Month (6+7)	Multiplier (8/1)	Support Documents	Home Office Hourly Rate	Field Office Hourly Rate
				Amount % of 1	Amount % of 1										
K. LANGSCHIED	DECON German	I FT	6 812,00 Currency 4/ 6 812,00	2984,34 43,81%	7 812,00 114,68%	17 608,34 1572,48 10%	19 369,17 17 297,28 0%	1760,83 1572,48 10%	19 369,17 17 297,28 0%	0 2,84 0%	19 369,17 17 297,28 0%	2,84 2,84 0%		115,75 103,37 93,03	115,75 103,37 93,03
F. PRESCHKE	DECON German	I FT	5 376,80	2355,58 43,81%	6 166,11 114,68%	13 898,49 1667,82 12%	15 566,31 16 387,50 15%	1667,82 2137,50 12%	15 566,31 16 387,50 15%	0 0 0%	15 566,31 16 387,50 15%	2,90 1,73 1,73		93,03 97,93 79,38	93,03 97,93 79,38
M. SPATZ	DECON German	I FT	9 500,00	0 0,00%	4 750,00 50,00%	14 250,00 1732,50 15%	16 387,50 13 282,50 15%	2137,50 1732,50 15%	16 387,50 13 282,50 15%	0 0 0%	16 387,50 13 282,50 15%	1,73 1,73 1,73		79,38 79,38 95,87	79,38 79,38 95,87
B. BOLTON	DECON German	I IP	7 700,00	0 0,00%	3 850,00 50,00%	11 550,00 1732,50 15%	13 282,50 16 042,50 15%	1732,50 2092,50 15%	13 282,50 16 042,50 15%	0 0 0%	13 282,50 16 042,50 15%	1,73 1,73 1,73		79,38 95,87 51,03	79,38 95,87 51,03
P. LENZEN	DECON German	I IP	7 700,00	0 0,00%	3 850,00 50,00%	11 550,00 1732,50 15%	13 282,50 16 042,50 15%	1732,50 2092,50 15%	13 282,50 16 042,50 15%	0 0 0%	13 282,50 16 042,50 15%	1,73 1,73 1,73		79,38 95,87 51,03	79,38 95,87 51,03
A. WALLISER	DECON German	I IP	9 300,00	0 0,00%	4 650,00 50,00%	13 950,00 2092,50 15%	16 042,50 19 137,75 15%	2092,50 2500,00 15%	16 042,50 19 137,75 15%	0 0 0%	16 042,50 19 137,75 15%	1,73 1,73 1,73		95,87 51,03 51,03	95,87 51,03 51,03
J. KOSSOWSKI	DECON Polish	I IP	5 500,00	0 0,00%	1 925,00 35,00%	7 425,00 1113,75 15%	8 538,75 1113,75 15%	1113,75 1113,75 15%	8 538,75 1113,75 15%	0 0 0%	8 538,75 1113,75 15%	1,55 1,55 1,55		51,03 51,03 51,03	51,03 51,03 51,03
J. DUDAK	DECON Slovak	D OS	5 500,00	0 0,00%	1 925,00 35,00%	7 425,00 1113,75 15%	8 538,75 1113,75 15%	1113,75 1113,75 15%	8 538,75 1113,75 15%	0 0 0%	8 538,75 1113,75 15%	1,55 1,55 1,55		51,03 51,03 51,03	51,03 51,03 51,03
M. JASIK	DECON Slovak	D OS	5 500,00	0 0,00%	1 925,00 35,00%	7 425,00 1113,75 15%	8 538,75 1113,75 15%	1113,75 1113,75 15%	8 538,75 1113,75 15%	0 0 0%	8 538,75 1113,75 15%	1,55 1,55 1,55		51,03 51,03 51,03	51,03 51,03 51,03
M. BALIK	DECON Slovak	D OS	4 570,00	0 0,00%	1 599,50 35,00%	6 169,50 925,425 15%	7 094,93 925,425 15%	925,425 925,425 15%	7 094,93 925,425 15%	0 0 0%	7 094,93 925,425 15%	1,55 1,55 1,55		42,40 42,40 42,40	42,40 42,40 42,40
P. MERSCHITZ	DECON Slovak	D FT	5 500,00	0 0,00%	1 925,00 35,00%	7 425,00 1113,75 15%	8 538,75 1113,75 15%	1113,75 1113,75 15%	8 538,75 1113,75 15%	0 0 0%	8 538,75 1113,75 15%	1,55 1,55 1,55		51,03 51,03 51,03	51,03 51,03 51,03
S. SERSEN	DECON Slovak	D OS	5 500,00	0 0,00%	1 925,00 35,00%	7 425,00 1113,75 15%	8 538,75 1113,75 15%	1113,75 1113,75 15%	8 538,75 1113,75 15%	0 0 0%	8 538,75 1113,75 15%	1,55 1,55 1,55		51,03 51,03 51,03	51,03 51,03 51,03
V. MIHALIK	DECON Slovak	D OS	5 500,00	0 0,00%	1 925,00 35,00%	7 425,00 1113,75 15%	8 538,75 1113,75 15%	1113,75 1113,75 15%	8 538,75 1113,75 15%	0 0 0%	8 538,75 1113,75 15%	1,55 1,55 1,55		51,03 51,03 51,03	51,03 51,03 51,03

CERTIFIED AS CORRECT

Signature : _____
Name of independent auditor : _____
Position in Firm : _____
Date : _____

Working Hours Per Year	2008
2008	2008

INITIALS	FIRM NAME

- 1/ Initials of lead firm or associated firm (please indicate in the box the firm represented by initials.)
- 2/ I=International D=Domestic
- 3/ FT - Full-time with lead firm or associate firm OS - Other source (other than lead firm or associate firm) IP - Independent consultant / freelancer
- 4/ Currency of the firm's country.
- 5/ If applicable, please provide explanations

[Handwritten signature]

Appendix C4 - Remuneration and Payment

Annex 4

REIMBURSABLE COSTS ESTIMATE - Stage 2

Company MVV decon GmbH
Currency EURO

	Unit	Unit Rate	No of Units	Total	Remark
Per Diem Allowance					
International Experts in Bratislava (UNDP rate) first 60 days continually for long term experts	calendar days	228,00	120,00	27 360,00	1.1)
International Experts in Bratislava (UNDP rate) long term assignment	calendar days	125,00	1 400,00	175 000,00	1.2)
International Experts in Bratislava (UNDP rate) short term assignment	calendar days	228,00	85,00	19 380,00	1.3)
International Experts in Slovakia (except Bratislava) (UNDP rate)	calendar days	122,00	684,00	83 448,00	2)
International Experts in manufacturers country (except Slovakia) (UNDP rate) short term assignment for inspection	calendar days	228,00	30,00	6 840,00	5)
International Travel					
Flight International Short Term Experts	flight	500,00	60	30 000,00	3)
International travel expenses (outside Slovakia) short term expert for inspection and FAT	budget			5 524,15	5)
Miscellaneous International Travel Expenses					
International Short Term Experts	mission	200,00	60	12 000,00	3)
Mobilisation for longterm field personnel					
	per person	1 500,00	2	3 000,00	4)
Demobilisation for longterm field personnel					
	per person	1 500,00	2	3 000,00	4)
Communications					
	days	10,00	2 289,40	22 894,00	5)
Other Items					
Local transportation	day	20,00	2 457,00	49 140,00	5)
Office supplies and running costs	month	250,00	45	11 250,00	
Supply of 1 four wheel drive car	lump sum	32 010,28	1	32 010,28	
TOTAL REIMBURSABLE				480 846,43	

Remarks:

1.1) Per diem allowances first 60 days for long term experts Mr. Bolton and Mr. Lenzen: 2 x 60 days x 228 Euro per calendar day as per UNDP rate.

1.2) Reduced per diem for long term experts Mr. Bolton and Mr. Lenzen after 60 days: The calculation is made as follows:
Calendar days of Bolton and Lenzen:

The per diem allowances are to be calculated per calendar day. In annex 2 are only shown the working hours, as for Mr. Lenzen 2362.50/7,5 = 315 working days, for Mr Bolton 5.595,50 / 7,5 = 746 working days. Total working days: 1061

Calculation to calendar days: 1061 working days x 1,433 = 1.520,41 calendar days; The number of calendar days to be considered are 1.520,41 minus 120 (2 x 60 days as per item 1.1) = 1400 days.

Please note that the factor 1.433 is the factor using to translate from working days to calendar days. For the long term experts, which are in Slovakia also present during no working days this factor of 1.433 applies. Please note that we not introduced this factor by mistake in our previous calculations.

Calculation of the per diem allowances for long term assignment Mr. Bolton and Mr. Lenzen
Per diem are defined according to UNDP after 60 days: 61% Hotel part and 39% the allowances part:

228 x 61% = 139.08 Euro per calendar day for accomodation
228 x 39% = 88.92 for daily allowance

Considering 26% of the accomodation part allowances for the long term accomodation: 139.08 x 26% = 36,08 Euro per calendar day. This amount includes the accomodation costs for Bratislava and the accomodation costs during inspection visit to the construction sites.

The total per diem allowance: 36,08 + 88.92 = 125,00 Euro.

1.3) Per diem allowances for short term experts:

2) Per diem allowances for local experts: Calculation: The assistant team leader (Mr. Merschitz) will be 10% of his time one site: ~ 75 days. The supervisors will be 70% of the their time on site. This will count to 684 days. No more extra days will be charged.

3) International Flights / M.I.T.E.: Calculation: Total 45 months of project duration. Longterm experts Mr. Bolton and Mr. Lenzen will use every 3 months a trip. This will be in total 12 trips for Mr. Bolton and 5 trips for Mr. Lenzen. The international experts, except Mr. Bolton and Mr. Lenzen will be on short term base 169 days in Bratislava. In average to stay of each short term expert will be 4 days that means it will come to 43 trips. Total: 12 + 5 + 43 = 60.

4) Intended for Mr. Lenzen and Mr. Bolton.

5) Preliminary estimate.

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Appendix C4 - Remuneration and Payment

Annex 5

SUMMARY OF COSTS - Stage 2

Company DECON GmbH
Currency EURO

	Total
REMUNERATION COSTS	1 565 348,57
REIMBURSABLE COSTS	480 846,43
TOTAL	2 046 195,00

SECOND INTERIM MAXIMUM VALUE: 2 046 195,00 EURO

FIRST INTERIM MAXIMUM VALUE: 272 513,13 EURO

OVERALL MAXIMUM VALUE: 2 318 708,13 EURO

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