IN THE THIRD SESSION OF THE FOURTH PARLIAMENT OF THE FOURTH REPUBLIC OF GHANA

REPORT OF THE FINANCE COMMITTEE ON THE REQUEST FOR WAIVER OF TAX LIABILITY ON EQUIPMENT AND MATERIALS TO BE IMPORTED OR PURCHASED LOCALLY, CORPORATE AND EXPATRIATE TAX TOTALLING €7,329,361.16 IN RESPECT OF KOFORIDUA WATER SUPPLY EXPANSION PROJECT IN THE EASTERN REGION

1.0 INTRODUCTION

The above tax waiver request was laid in the House on Wednesday, 14th February 2007 and referred to the Finance Committee for consideration and report in accordance with the 1992 Constitution and the Standing Orders of the House.

To consider the exemption, the Committee met with the Deputy Minister for Finance and Economic Planning, Hon. George Gyan-Baffour, officials from the Ministry of Finance and Economic Planning and Ghana Water Company Limited and reports as follows:

2.0 BACKGROUND

Hon. Members will recall that a loan Agreement between the Republic of Ghana and the KBC Bank of Belgium for an amount of Thirty-Eight Million, Seven Hundred and Thirty-Nine Thousand, Four Hundred and Eighty-Two Euros (€38,739,482.00) was laid in the House on Friday, 19th May 2006 and approved by resolution on Thursday, 1st June 2006 by the House for the Koforidua Water Supply Rehabilitation and Expansion project.

Koforidua, the regional capital of the Eastern Region and its adjoining seven communities of Ada, Okorase, Oyoko, Effiduase, Jumapo, Asokore and Suhien lies about eighty (80) kilometers to the North of Accra.

Until 1938, there were no public water supplies in the Koforidua area. The town relied on rainwater and shallow wells. The surrounding rural areas depended on shallow wells, River Densu and its perennial tributaries. In 1938, intake works were constructed on two of the tributaries of the River Densu, the Suhyen and Okume Streams.

Transmission mains, treatment works, a service reservoir and a distribution system were constructed at the same time.

The Koforidua Water Supply System hardly had any expansion or rehabilitation till the year 2003 when through the Six (6) Towns Water Supply Project, the existing plant was rehabilitated to increase production level from about 800,000 gallons a day to the present 1.2 million gallons a day. Since the rehabilitation and expansion of the system, the inhabitants of Koforidua and its environs have and are still increasing.

3.0 PROJECT COST AND FINANCING PLAN

The total cost of the project is €38,739,482.00.

The financing scenario is as follows:

Phase I - €18,296,306.00

Phase II
- €17,226,249.00

Financing & Insurance Costs - €3,216,927.00

€38,739,482.00⁶

3.1 DETAILS OF TAX

The detail tax schedule as determined by the Customs, Excise and Preventive Service (CEPS) and the Internal Revenue Service (IRS) is as follows:

Imports - €6,435,095.58

Corporate - €630,525.36

Expatriate - <u>€263,740.22</u>

TOTAL - €7,329,361.16

ATTACHMENT: Attached to this report is the Tax Assessment schedule on equipment and materials, corporate and expatriate income for the project.

4.0 OBSERVATIONS AND RECOMMENDATIONS

The Committee observed that the project when implemented would enable the Ghana Water Company Limited (GWCL) to meet the water supply requirements of the growing population in Koforidua and its surrounding areas.

The Committee further observed that the benefits to be derived from the project include:

- Improvement in the access of potable water
- Improvement in the level of service by increasing service coverage in Koforidua municipality and surrounding towns and villages and reducing the level of non revenue water

- Growth in productivity of inhabitants leading to economic development and poverty reduction
- Major boost in business opportunities; mainly tourism and food, palm oil processing industries and
- Maximization in social and health benefits of clean safe and reliable water supply.

The Committee again observed that the works include the

- Construction, supply and installation of electromechanical equipment
- Raw water intake at Volta Lake
- Water treatment plant near Volta Lake at Aterpolu
- Transmission pipelines including boosters and local reservoirs
- Distribution pipelines including standpipes
- Technical assistance to ensure the sustainability of the project.

The Committee noted that this project is one of the priority water projects of government which are intended to improve the water supply situation in the Koforidua municipality and surrounding towns, especially villages along the transmission route from the intake on the Volta Lake through Aterpolu to Koforidua.

The Committee also noted that Clause 14.2 of the Loan Agreement requires that all equipment and materials as well as corporate and expatriate incomes shall be exempted from the payment of local taxes and levies.

5.0 CONCLUSION

After carefully considering the strategic importance of the project and the need to ensure its smooth implementation, the Committee concludes that the request is necessary and therefore respectfully recommends to the House to adopt its Report and grant the waiver of tax liability on equipment and materials to be imported or purchased locally, corporate and expatriate taxes totaling **Seven Million**, **Three Hundred and Twenty-nine Thousand**, **Three Hundred and Sixty-one Euros** (€7,329,361.16) in respect of Koforidua Water Supply Expansion project in accordance with Article 174(2) of the Constitution.

Respectfully submitted.

HON. NII ADU DAKU MANTE

CHAIRMAN

Louis Yiadom Boaky&

FOR CLERK/ FINANCE COMMITTEE

22ND FEBRUARY 2007

APPEN DIX

ASSESSMENT OF TAX LIABILITY

List of goods, materials an equipment for exemption from all taxes, custom duties and all other levies of the Government of Ghana (Temporary materials and equipment)

1. ITEMS: Backhoe excavator, Track excavator, Bulldozer, Vibrating / compaction plates, Wheel excavator, Wheel loader, Crane mats, Mobile Telescopic Crane, Mortar mixing machines, Poker vibrators, Bar benders, Bar cutters, Diesel welders, Construction tower crane, Filters, Spare-, wearparts for excavators, Spare-, wearparts for compaction equipment, Spare-, wearparts for concreting equipment, Spare-, wearparts for earthmoving equipment, Spare-, wearparts for lifting equipment, Spare-, wearparts for welding equipment,

. C. I. F - € 2,364,000.00	AMOUNT IN EUROS
0% IMPORT DUTY	NIL
0% VAT	NIL
0% NHIL	NIL
0.5% ECOWAS LEVY	11,820.00
0.5% EDIF .	11,820,00
1% INSPECTION FEE	23,640.00
TAX LIABILITY	= € 47,280.00

 ITEMS: Flatbed trailer, (hot water) cleaners, Spare-, wearparts for compressors, Spare-, wearparts for pumps, Fire fighting equipment.

C. I. F - € 85,000.00	- AMOUNT IN EUROS
0% IMPORT DUTY	NIL
12.5% VAT	10,625.00
2.5% NHIL	2,125.00
0.5% ECOWAS LEVY	425.00
0.5% EDIF ·	425.00
1% INSP. FEE	850.00
TAX LIABILITY	= € 14,450.00

3. **ITEMS:** Personnal bus 18 seate, Truck with crane, Dump trucks, Generators Spare-, wearparts for generators, Spare-, wearparts for haulage tools, Spare-, wearparts for trailers.

C. I. F - € 1,028,000	AMOUNT IN EUROS
5% IMPORT DUTY	51,400.00
12.5% VAT .	. 134,925.00
2.5% NHIL	26,985.00
0.5% ECOWAS LEVY	5,140.00 .
0.5% EDIF	5,140.00
1% INSP. FEE	10,280.00
TAX LIABILITY	= €. 233,870.00

4. **ITEMS:** GPS and survey equipment, Laboratory equipment, Carpenter shop equipment, Compressors, Spare-, wearparts for 4WD cars, Spare-, wearparts for handtools, Spare-, wearparts for laboratory equipment, Spare-, wearparts for lights, Tyres and tubes, Construction and Handtools, Fencing material, Scaffolding material, Imported Lubricants, Electrical Handtools spares, Electrical cables for temporary power connections, First aid units, DOKA formwork and spares, Concrete additives, Blinding equipment/sheet piles.

C. I. F - € 1,578,800.00	AMOUNT IN EUROS
10% IMPORT DUTY	157,880.00
12.5% VAT	217,085.00
2.5% NHIL	43,417.00
0.5% ECOWAS LEVY	7,894.00
0.5% EDIF	7,894.00
1% INSP. FEE	15,780.00
TAX LIABILITY	= € 449,942.00

5. **ITEMS:** Crew cabs 4x4, Off road stationwagon 4x4, Others, Imported Timber and plywood for formwork, Temporary Road signs, Paint and Solvents, Protective personal equipment and workclothing, Camp Supplies, Stationary, Gabions, geotextile and other erosion and slope protection materials

. C.I.F - €1,109,000.00	AMOUNT IN EUROS
20% IMPORT DUTY	221,800.00
12.5% VAT	166,350.00
2.5% NHIL. '	33,270.00
0.5% ECOWAS LEVY	5,545.00
0.5% EDIF	5,545.00
1% INSP. FEE	11,090.00
TAX LIABILITY	= € 443,600.00

SUMMARY OF TAX LIABILITY

C.I.F - € 6,264,800.00	· AMOUNT IN EUROS
1. IMPORT DUTY	421,080.00
2. VAT	528,985.00
3. NHIL	105,797.00
4. ECOWAS LEVY	30,824.00
5. EDIF	30,824.00
7. INSP. FEE	61,640.00
TAX LIABILITY	= €1,179,150.00

ASSESSMENT OF TAX LIABILITY

List of goods, materials an equipment for exemption from all taxes, custom duties and all other levies of the Government of Ghana (Permanent materials, supplies and equipment)

1. ITEMS: Chlorine gas dosing equipment

C. I. F - € 168,444.00	AMOUNT IN EUROS
0% IMPORT DUTY	NIL
0% VAT	NIL
0% NHIL	NIL
0.5% ECOWAS LEVY	842.22
0.5% EDIF	842.22
1% INSPECTION FEE	1,684.44
TAX LIABILITY	= € 3,368.88

2. **ITEMS**: Mechanical equipment and supplies for the floating pontoon and pumps for the raw water intake, Sludge pumps, Portable Sludgepump, Backwash pumps (1+1), Blower (1+1), Chlorine dosing/ mobile unit, High pressure pump Koforidua 2+1 standby (3 x 375m3/h, 98mWK), Drinking water pressure system, Process water pressure system, Booster pumps (375 m3/hr 102mWK) 2 + 1 for the Kwesi Diaka Booster station, Mechanical equipment and supplies for the Sikaben Huhunya reservoir, Mechanical equipment and supplies for the Wawase reservoir, Mechanical equipment and supplies for the Koforidua reservoir

. C.I.F - €3,039,806.00	. AMOUNT IN EUROS
0% IMPORT DUTY	NIL .
12.5% VAT	379,975.75
2.5% NHIL	75,995.15
0.5% ECOWAS LEVY	. 15,199.03
0.5% EDIF .	15,199.03
1% INSP. FEE	30,398.06
TAX LIABILITY	= € 516,767.02

3. ITEMS: Mechanical equipment and supplies for water hammer vessel at the raw water intake, Mechanical equipment and supplies for the mixing weirFlocculator mechanism and scrapers for the flocculators-clarifiers, Mechanical equipment and supplies for the rapid gravity filtration, Alum solution dosing equipment, Lime solution dosing equipment, Chlorine gas storage system, Chlorine gasdetection (2 cels) and alarm equipment, Mechanical equipment and supplies for the disinfection building, Mechanical equipment and supplies for the Clear Water Reservoir, Mechanical equipment and supplies for the Sludge drying beds, and all Electrical Equipments and Pipes and Fittings.

C.I.F - €12,093,091.05	AMOUNT IN EUROS
0% IMPORT DUTY	1,209,309.15
12.5% VAT	1,662,800.08
2.5% NHIL	332,560.01
0.5% ECOWAS LEVY	60,465.45
0.5% EDIF	60,465,45
1% INSP. FEE	120,930.91
TAX LIABILITY	= € 3,446,531.06

SUMMARY OF TAX LIABILITY

C.I.F - € 15,301,341.50	AMOUNT IN EUROS
1. IMPORT DUTY	1,209,309.15
2. VAT	2,042,775.83
3. NHIL	408,555.16
4. ECOWAS LEVY	76,506.70
5. EDIF	76,506.70
7. INSP. FEE	153,013.41
TAX LIABILITY	= € 3,966,666.96

ASSESSMENT OF TAX LIABILITY

List of goods, materials an equipment for exemption from all taxes, custom duties and all other levies of the Government of Ghana (Permanent materials and supplies)

 ITEMS: Fuel and lubricants, Office equipment and materials, Precast concrete items, Quarry products, Rebar, binding wire etc. (can also be imported), Small equipment, Spare/wear parts and consumables for equipment and machinery.

C.I.F - €3,193,000.00	AMOUNT IN EUROS
10% IMPORT DUTY	319,300.00
12.5% VAT	439,0375.5
2.5% NHIL	88,681.12
0.5% ECOWAS LEVY	15,965.00
0.5% EDIF	15,965.00
1% INSPECTION FEE	31,930.00
TAX LIABILITY	= € 910,878.62

2. **ITEMS**: Cement, Miscellaneaous, PVC pipes, PE pipes, Roofing sheets, Timber for concrete formwork and construction

C.I.F - €946,000.00	AMOUNT IN EUROS
20% IMPORT DUTY	189,200.00
12.5% VAT	141,900.00
2.5% NHIL .	28,380.00
0.5% ECOWAS LEVY	4,730.00
0.5% EDIF	4,730.00
1% INSP. FEE	9,460.00
TAX LIABILITY	€ 378,400.00

SUMMARY OF TAX LIABILITY

C.I.F ~ € 4,139,000.00	AMOUNT IN EUROS
1. IMPORT DUTY	. 508,500.00
2. VAT	580,937.50
3. NHIL	117,061.12
4. ECOWAS LEVY	20,695.00
5. EDIF	20,695.00
7. INSP. FEE	41,390.00
TAX LIABILITY	= €1,289,278.62

GRAND SUMMARY OF TAX LIABILITY

C.I.F - € 25,705,141.50	AMOUNT IN EUROS
1. IMPORT DUTY	2,138,88900
2. VAT	3,152,698.30
3. NHIL	631,413.28
4. ECOWAS LEVY	128,025.70
5. EDIF	128,025.70
7. INSP. FEE	256,043.41
TAX LIABILITY	= € 6,435,095.58



INTERNAL REVENUE SERVICE

In case of reply the number and date of this letter should be quoted. My Ref. No.:	Republic of Ghana	HEAD OFFICE P. O. Box 2202 Ghana. ACCRA
Fax:		14 TH NOVEMBER 2006

THE MANAGING DIRECTOR GHANA WATER CO. LTD P O BOX M.194 ACCRA

REQUEST FOR CONFIRMATION OF FIGURES IN INCOME AND CORPORATE TAXES IN RESPECT OF KOFORIDUA WATER SUPPLY REHABILITATION AND EXPANSION PROJECT IN THE EASTERN REGION

Your letter PM3/Vol.4/493 of 01/11/06 on the above subject matter refers.

I confirm the accuracy of the attached data based on the information therein.

Thank you.

FOR: COMMISSIONER

J.E.K. SOTENGA

DEPUTY COMMISSIONER (OPS)

CC: Commissioner

DENYS NV KOFORIDÚA WATER SUPPLY SYSTEM SCHEDULE OF TAX EXEMPTION TIN: 605C000068

TAX TYPES

### SSIMENT CORROWATE (*). EXPAIRIATE (*). EXEMINE 94,578,80				ANNUAL
83.833,04 83.833,04 83.833,04 6.033,04	SSIMENT	CORPORATE (€).	EXPATRIATE (€)	EXEMPTION (€)
83.833,04 83.833,04 83.833,04 6.033,04 263.740,22		94,578,80	6.208,04	100.786,85
157.631,34 83.833,04 157.631,34 83.833,04 157.631,34 83.833,04 63.052,54 6.033,04 630.525,36 263.740,22	,			
157.631,34 83.833,04 157.631,34 83.833,04 63.052,54 6.033,04 630.525,36 263.740,22		157.631,34	83.833,04	241,464,38
157,631,34 83.833,04 157,631,34 83.833,04 63.052,54 6.033,04 630.525,36 263.740,22				
157.631,34 83.833,04 63.052,54 6.033,04 630.525,36 263.740,22	2008	157,631,34	83,833,04	241.464,38
157.631,34 83.833,04 63.052,54 6.033,04 630.525,36 263.740,22		-	-	
63.052,54 6.033,04 6.035,04 6.030.525,36 263.740,22 6	2009	157.631,34	83.833,04	241.464.38
63.052,54 6.033,04 6.030,525,36 263.740,22 6			,	
630.525,36 263.740,22	2010	63.052,54	6.033,04	69.085,58
630.525,36 263.740,22				
	TOTAL	630.525,36	263.740,22	894.265,57

DENYS NV KOFORIDUA WATER SUPPLY SYSTEM SCHEDULE OF TAX EXEMPTION TIN: 605C000068

Tax Type CORPORATE (€) EXPATRIATE (€) Total Projected Income 2.522.101,42 1.070.300,00 3.592.401,42 Tax Rate 25% 25% 25% Projected Tax Pay 630.525,36 263.740,22 894.265,57	894.265,57.	263.740,22	630:525;36	TOTAL
CORPORATE (€) EXPATRIATE (€) 2.522.101,42 1.070.300,00 25% 25%	894.265,57	263.740,22	630.525,36	riojected lax ray
CORPORATE (€) EXPATRIATE (€) 2.522.101,42 1.070.300,00 25% 25%) H
CORPORATE (€) EXPATRIATE (€) 2.522.101,42 1.070.300,00		25%	25%	Tax Raie
CORPORATE (€) EXPATRIATE (€)	3.592.401,42	1.070.300,00	2.522.101,42	eurosur cercinal
CORPORATE (€) EXPATRIATE (€))	
IAX.IYPES	Total	EXPATRIATE (€)	CORPORATE (€)	Тах Туре
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	CORPORATE		EXPATRIATE EXPATRIATE	EXPATRIATE	TOTAL	
7. TYPE	(E)	CORPORATE(¢)	(E)	(¢)	. (€)	TOTAL (¢)
ANOUNCE TED INCOME	378 315	.4.350.624.950	. 27.900	320,850,000	406.215	4.671.502.850
	25%	%50		25%		
AA KAIE	200					
RO JECTED TAX PAYABLE	94,578,80	1.087.656,237	6.208	71.392.500	100.787	, 1,159:048.73.

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	CEDI INGE EQUIVALENT	•	11 500 155,250,000		11.500	11,500	11.500.	. 500	000	11:500	11.500	320.850.000
7.2. 83.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3	CEDI Amount 2006 EXCHANGE	3 14.400	13 500	2		1	•				•	24 000
	Months 2006	57 600		04.000	51.600	48:000	48,000		26.400	26:400	26,400	
	ANNUAL IN É	72		71	12	12	1.0	1	12	. 21	12	-
₹₹NGHT ermanent) otational basís)	Monthly in €	CO du	0000	4,500	4 300.	4 000	0000	200.	2.200	2.200	2 200	,
CURRENT STAFF.STRENGHT Expériale personnel (Permanent) Expériale personnel (Rotalional basis) Local employees	EXPATRIATE TAX GRADE	T :: 42)	1 100000	Position 2	Position 3	Oscilion A	Confidence of	. c upilso.	Position 6	Position 7	Position 8	0.5000

320.850.000

DENYS NV KOFORIDUÄ WATER SUPPLY SYSTEM SCHEDULE OF TAX EXEMPTION TIN: 605C000068

•	·•					
Position 1 4.800 Position 2 4.500 Position 3 4.300 Position 4 4.000 Position 5 4.000 Position 6 2.200 Position 7 2.200 Position 8 2.200 Position 8 2.200	CURRENT STAFF STRENGHT Expatriate personnel (Permanent) Expatriate personnel (Rolational basis) Local employees Total EXPATRIATE TAX GRADE in €	ASSUMPTION Based on 2006 Tax Rales	PROJECTED TAX PAYABLE	TAX RATE	PROJECTED INCOME	TAX TYPE
			157.631,34	25%	630.525	CORPORATE (E)
57.600 54.000 51.600 48.000 48.000 26.400 26.400 338.400	ANNUAL ANNUAL		1.812.760.396	25%	7.251.041.583	CORPORATE (¢)
12 12 12 12 12 12 12 12 12 12 12 12 12 1	Moriths 2007		. 83.833		338,400	EXPATRIATE (€)
57.600 54.000 51.600 48.000 48.000 26.400 26.400 26.400 338.400	6 2 75 83 83 Amount 2007		964.080.000	25%	3.891.600.000	EXPATRIATE (\$)
11.500 11.500 11.500 11.500 11.500 11.500 11.500 11.500	CED!.		241.464		968,925	TOTAL:
662.400.000 621.000.000 593.400.000 552.000.000 552.000.000 303.600.000 303.600.000 303.600.000 303.600.000	CEDI EQUIVALENT		2.776,840,396		11.142.979.983	TOTAL (t)

· DENYS NV KOFORIDÚA WATER SUPPLY SYSTEM · SCHEDULE OF TAX EXEMPTION TIN: "605C000068

TAX TYPE		CORPORATE (€)	CORPORATE(4)	EXPATRIATE (E)	EXPATRIĄTE (d)	107AL (€)	TOTAL (4).
PROJECTED INCOME		630,525	.7.251.041.583	338.400	3,891,600,000	ļ	
TAX RATE		25%	.25%		<u> </u>		-
PROJECTED TAX PAYABLE	YABLE	157.631,34	1.812.760.396	83.833	964,080.000	241.464	2:776.840.396
ASSUMPTION Based on 2006 Tax Rates	S						
CURRENT STAFF STRENGHT Expainate personnel (Permanent) Expainate personnel (Rotational basis) Local employees	RENGHT ermanent) otational basis)		•		8 3 3 5 8 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9		
EXPATRIATE TAX GRADE	Monthly in E		ANNUAL IN E	Months 2008	Amount 2008	CEDI EXCHANGE	CEDI EQUIVALENT
Position 1	4,800	12	. 57 600		57 600	11	
Positión 2	4.500	12	54,000	12	54,000	11.500	•
Position 3	4.300	12	51.600	12	51,600	11.500	•
Position 4	4.000	12	48.000	12	48.000	11.500	
Position 5 .	4.000	12	48.000	12.	48,000	11,500	552,000,000
Position 6	2.200	12	26.400	12	26,400	11,500	
Position 7	2.200	12	26.400	12	26.400	11,500	٠.
Position 8	2.200	12	26,400	12	26.400	11.500	٠.
Jolal			.338,400		338.400		3.891.600.000

241.464 2.776.840.396	241,464	83.833 964.080.000	83.833	1.812.760.396	157.631,34	PROJECTED TAX PAYABLE
		25%	-		25%	TAX RATE
968.925 11.142.979.983	968.925	338,400 3.891,600,000	٠.	630,525 7.251,041,583	630,525	PROJECTED.INCOME
				:		-
TOTAL (d)		(A)	· (€)	CORPORATE (c)	(€)	LAS ITHE
	TOTAL	EXPAIRIATE	EXPATRIATE EXPATRIATI		CORPORATE	

ASSUMPTION Based on 2006 Tax Rales

EXPATRIATE TAX GRADE CURRENT STAFF STRENGHT
Expairiaté personnel (Permanent)
Expairiate personnel (Rotational basis) Мопилу in €

Position 1 Position 2 Position 3

Position 4 Position 5

4.800 4.500 4.300 4.000 4.000 2.200 2.200 2.200

48.000 57,600 54,000 51,600

57.600 54.000 51.600 48,000

48.000

26.400 26.400

Position ?

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ANNUAL IN E

Months

EXCHANGE - EQUIVALENT

Amount 2009

662,400,000 621,000,000 593,400,000 552,000,000 552,000,000 303,600,000 303,600,000 303,600,000 303,600,000

11.500 11.500 11.500 11.500 11.500 11.500 11.500

48.000 26.400 26.400 26.400 338.400

DENYS NV KOFÖRIDUA WATER SUPPLY SYSTEM SCHEDULE OF TAX EXEMPTION ..., ...,

TAX TYPE		CORPORATE (€)	CORPORATE(¢)	EXPATRIATE (€)	EXPATRIATE (\$)	.TOTAL (.E.)	TOTAL (¢)
PROJECTED INCOME	Ē	252,210	2.900.416.633	27.200	312,800.000	279,410	3.213.243.833
TAX RATE		25%	25%		25%	. ,	
PROJECTED TAX PAYABLE	1YABLE	63.052,54	725.104,158	6.033	69.380.000	69.086	7,94,484,158
ASSUMPTION				We did not be a second of the		- Table 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	
Based on 2006 Tax Rales	sles	•	. : 				
CURRENT STAFF STRENGHT	RENGHT						
Expatriate personnel (Permanent) Expatriate personnel (Rotational basis) Local employees	^o ermanenl) Rotational basis)		· .		42.0	•	
Total					83.2		
EXPATRIATE TAX GRADE	Monthly in €		ANNUAL. IN É	Months 2010	CEDI Amount 2010 · EXCHANGE	CEDI	CEDI
Position 1	4.800	5	57,600	2	9.600	11.500	110 400 000
Position 2	4.500	. 12	54,000	2	9.000	11,500	
Position 3	4.300	12	51.600	2	8,600	11.500	
Position 4	4.000	12	48,000			11,500	
Position 5	4.000	12	48,000		,	11,500	. •
Position 6	2.200	12	26,400		٠.	11.500	,
Position 7	2.200	. 12	26,400		,	11,500	•
Position 8	2.200	. 12	26.400		•	11,500	
Total		:	338.400	•	27.200	•	312.800.000

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