

## Information about salaries

---

Average salaries of employees of Vilnius International Airport

Category	Q1 2010	Q2 2010	Q3 2010	Q4 2010	2010
General manager	LTL 9,955.12				
Director	LTL 6,772.30				
Service head	LTL 5,237.44				
Deputy service head	LTL 3,997.86				
Shift head	LTL 3,476.96				
Deputy shift head	LTL 2,821.64				
Chief officer	LTL 4,271.01				
Mid-level officer	LTL 3,441.70				
Officer	LTL 3,207.05				
Mid-level administrator	LTL 3,891.40				
Administrator	LTL 3,412.67				
Chief fire fighter	LTL 2,599.00				
Fire fighter	LTL 2,234.21				
Inspector	LTL 2,532.00				
Other employees	LTL 2,436.08				

The monthly salaries of the managers of Vilnius International Airport are related to the company's operating results and comprise a fixed share and a variable share.

Starting 1 April 2010, the fixed share of the monthly salary of the general manager of Vilnius International Airport was set at LTL 4,800, and the fixed share of the monthly salary of the deputy general manager and department directors was set at LTL 4,320.

The variable share of the salaries depends on the following indicators:

1. net profit;
2. liquidity;
3. sales and/or service volume per one (average/conventional) employee of the company; and
4. number of flights served by the company per one (average/conventional) employee of the company.