



COMPENSATION OF EMPLOYEES

An explanation

Dance4Life uses a salary system (version 1-1-2016) to make sure that all employees receive a transparent salary in line with market practice.

The VFI basic guideline 2014 has been the guiding principle for the creation of our salary system. This guideline is an average of the highest and lowest salaries in the charitable sector. The charitable sector is understood to be: nature and environment, welfare and culture, health and international cooperation.

In December 2014 Dance4Life participated in the investigation of the charitable sector, and we found that we pay in line with market practice. The maximum of each scale with Dance4Life is in line with the VFI recommended scale 2014. Dance4Life reassesses the salary system every 3 years on the basis of inflation and market mechanisms.

The salary of the Executive director is € 91,921 (based on 0.8 full-time equivalents) in 2015. This salary is below the maximum of € 126,400 (0.8 full-time equivalents) as laid down in the SBF code for Good Governance. With this, Dance4Life complies with the regulation director's fees in the charitable sector.

The Regulatory Council of Dance4Life does not receive any compensation for its work.