## MONTHLY REALIZATION FOR THE HABIBIE CENTER'S CARE HOUSE, PERIOD DECEMBER 1, 2005 - FEBRUARY 28, 2006

No	DESC	CRIPTION	DEC 05-JAN 06 REALIZATION		DESCRIPTION	FEBRUARY REALIZATION
I	<u>Honorarium</u>				<u>Honorarium</u>	
	1 Supervisor			1	Supervisor	
	2 Treasurer **		950.000	2	Treasurer	475.000
	3 Education Asst Supe	rvisor **	1.000.000	3	Education Asst Supervisor	500.000
	4 Teacher, 2 persons **		1.900.000	4	Teacher, 4 persons	1.875.000
	5 Dormitory Asst Supe	ervisor **	1.000.000	5	Dormitory Asst Supervisor	500.000
	6 Counsellor, 3 person	S	2.750.000	6	Counsellor, 7 persons	3.150.000
	7 Chef, 1 persons		65.000	7	Chef, 3 persons	975.000
	8 House maid, 2 person	ns		8	House maid, 4 persons	1.000.000
	9 General Affairs, 3 pe	rsons * / **	2.075.000	9	General Affairs, 3 persons *	975.000
	Su	b Total	9.740.000		Sub Total	9.450.000
II	Care House Operation	onal Expenses			Care House Operational Expenses	
	1 Children's Needs:			1	Children's Needs:	
	a. Food /Snack/Dail	y Allowance	4.465.750		a. Food /Snack/Daily Allowance	16.815.000
	b. Toiletries				b. Toiletries	
	c. Clothing				c. Clothing	1.400.000
	d. Recreation / Excu	rsions			d. Recreation / Excursions	1.009.750
	2 Formal School Needs	3:		2	Formal School Needs:	
	a. School Administra	tion			a. School Administration	200.000
	b. Stationary				b. Stationary	

3	Household Needs	375.000	3	Household Needs	758.350
4	Supporting Facilities:		4	Supporting Facilities:	
	a. Electricity			a. Electricity	
	b. Telephone			b. Telephone	
5	Health Needs:		5	Health Needs:	
	a. Doctor Consultation			a. Doctor Consultation	20.000
	b. Medicine	12.500		b. Medicine	50.000
$\epsilon$	Counselling		6	Counselling	
	Sub Total	4.853.250		Sub Total	20.253.100
III	<u>Secretariate</u>			<u>Secretariate</u>	
1	Vehichle Maintenance	365.000	1	Vehichle Maintenance	90.500
2	Supporting Facilities Maintenance	54.000	2	Supporting Facilities Maintenance	310.000
3	Fuel/Transportation/Parking **	45.000	3	Fuel/Transportation/Parking	445.000
4	Operational Secretariate Needs **	497.650	4	Operational Secretariate Needs	490.300
5	Electricity		5	Electricity	
$\epsilon$	Telephone	108.000	6	Telephone	151.150
	Sub Total	1.069.650		Sub Total	1.486.950
	Care House Operational Needs (monthly)	15.662.900		Care House Operational Needs (monthly)	31.190.050
	USD	1.672		USD	3.370

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Kurs 1 USD = Rp. 9.370,- (on January, 2006)
Kurs 1 USD = Rp. 9.255,- (on February, 2006)
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#### Note:

1. General Affairs, consist of: 1) 1 General Affairs Staf 2) 2 Security (Security 2 persons on Dec 2005 & 1 person on Jan 2006),

- 3) 1 Gardener / Cleaning Service since February 2006 \*
- 2. The Position of Care House Supervisor at first (on Dec 05-Apr 06) was taken hold by Education Asst Supervisor
- 3. Honorarium & Operational for 2 months (on Period December 2005 & January 2006). \*\*

## MONTHLY REALIZATION FOR THE HABIBIE CENTER'S CARE HOUSE, PERIOD MARCH 1 - APRIL 30, 2006

No	DESCRIPTION	MARCH		DESCRIPTION	APRIL
		REALIZATION			REALIZATION
I	<u>Honorarium</u>			<u>Honorarium</u>	
	1 Supervisor		1	Supervisor	
	2 Treasurer	475.000	2	Treasurer	475.000
	3 Education Asst Supervisor	500.000	3	Education Asst Supervisor	500.000
	4 Teacher, 4 persons	1.875.000	4	Teacher, 4 persons	1.875.000
	5 Dormitory Asst Supervisor	500.000	5	Dormitory Asst Supervisor	500.000
	6 Counsellor, 7 persons	3.150.000	6	Counsellor, 6 persons **	2.700.000
	7 Chef, 3 persons	975.000	7	Chef, 3 persons	975.000
	8 House maid, 4 persons	1.000.000	8	House maid, 4 persons	1.000.000
	9 General Affairs, 3 persons *	975.000	9	General Affairs, 3 persons *	975.000
	Sub Total	9.450.000		Sub Total	9.000.000
II	Care House Operational Expenses			Care House Operational Expenses	
	1 Children's Needs:		1	Children's Needs:	
	a. Food /Snack/Daily Allowance	19.209.000		a. Food /Snack/Daily Allowance	17.231.400

	b. Toiletries	1.412.500		b. Toiletries	
	c. Clothing	231.000		c. Clothing	
	d. Recreation / Excursions	1.604.100		d. Recreation / Excursions	1.598.250
	2 Formal School Needs :		2	Formal School Needs :	
	a. School Administration			a. School Administration	55.000
	b. Stationary	1.729.150		b. Stationary	936.500
;	3 Household Needs	926.800	3	Household Needs	1.841.600
	4 Supporting Facilities:		4	Supporting Facilities:	
	a. Electricity	506.695		a. Electricity	209.857
	b. Telephone			b. Telephone	150.000
ļ	5 Health Needs:		5	Health Needs:	
	a. Doctor Consultatin	161.000		a. Doctor Consultatin	84.000
	b. Medicine	436.250		b. Medicine	390.450
	6 Counselling		6	Counselling	
	Sub Total	26.216.495		Sub Total	22.497.057
III	<u>Secretariate</u>			<u>Secretariate</u>	
	1 Vehichle Maintenance	647.500	1	Vehichle Maintenance	246.500
	2 Supporting Facilities Maintenance	1.193.500	2	Supporting Facilities Maintenance	387.000
,	3 Fuel/Transportation/Parking	539.000	3	Fuel/Transportation/Parking	335.350
	4 Operational Secretariate Needs	537.700	4	Operational Secretariate Needs	462.050
,	5 Electricity	274.955	5	Electricity	122.527
	6 Telephone		6	Telephone	210.065
	Sub Total	3.192.655		Sub Total	1.763.492
	Care House Operational Needs (monthly)	38.859.150		Care House Operational Needs (monthly)	33.260.549
	USD	4.082		USD	3.516

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Kurs 1 USD = Rp. 9.520,- (on March, 2006)
Kurs 1 USD = Rp. 9.570,- (on April, 2006)
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- 1. General Affairs consist of: 1) 2 Security, 2) 1 Gardener/Cleaning Service \*
- 2. The position of Care House Supervisor at first (on Dec 05-Apr 06) was taken hold by Education Asst Supervisor
- 3. The position of Care House Teacher minus one (on April), The person in charge of the position temporary resigned \*\*

# MONTHLY BUDGET OF BAVARIAN-LIPPO HOUSE FOR THE HABIBIE CENTER'S CARE HOUSE (Bueng Cala Location)

No	Description	Units	Value	Amount (IDR)	Amount (USD)
	Honorarium				
1	Supervisor/Education Asst Supervisor	1 person	1.200.000	1.200.000	
2	Treasurer	1 person	1.100.000	1.100.000	
3	Teacher	2 persons	1.000.000	2.000.000	
4	Dormitory Asst Supervisor	1 person	1.100.000	1.100.000	
5	Counsellor	3 persons	950.000	2.850.000	
6	Chief Chef	1 persons	750.000	750.000	
7	Chef	1 persons	600.000	600.000	
8	House maid	2 persons	500.000	1.000.000	
9	General Affairs (Security)	1 persons	800.000	800.000	
	Sub Total			11.400.000	1.191
	<u>Care House Operational Expenses</u>				
1	Children's Needs:				
	a. Food /Snack/Daily Allowance	50 childs	650.000	20.150.000	
	b. Toiletries	50 childs	15.000	750.000	
	c. Clothing	50 childs	50.000	2.500.000	
	d. Recreation / Excursions	50 childs	30.000	1.500.000	
2	Formal School Needs:				
	a. School Administration	50 childs	10.000	500.000	
	b. Stationary	50 childs	27.500	1.375.000	
3	Household Needs	1 month		2.000.000	
4	Supporting Facilities:				
	a. Electricity for Dormitory	1 month		500.000	
	b. Telephone for Dormitory	1 month		400.000	
5	Health Needs:				

	a. Doctor Consultation	1 month	1.500.000	
	b. Medicine	1 month	500.000	
6	Counselling	1 month	1.500.000	
	Sub Total		33.175.000	3.467
	<u>Secretariate</u>			
1	Vehichle Maintenance	1 month	500.000	
2	Supporting Facilities Maintenance	1 month	750.000	
3	Fuel/Transportation/Parking	1 month	600.000	
4	Operational Secretariate Needs	1 month	350.000	
5	Electricity for Office	1 month	500.000	
6	Telephone for Officer	6 persons	400.000	
	Sub Total		3.100.000	324
	Care House Operational Needs (monthly)		47.675.000	4.982
	USD		4.982	
	Budget for Bavarian-LIPPO House		4.982	

Kurs 1 USD = Rp. 9.570,-(on April 2006)

# MONTHLY REALIZATION FOR THE HABIBIE CENTER'S CARE HOUSE, PERIOD MAY 1, 2006 - JUNE 30, 2006

No	DESCRIPTION	MAY REALIZATION		DESCRIPTION	JUNE REALIZATION
I	<u>Honorarium</u>			<u>Honorarium</u>	
	1 Supervisor	1.200.000	1	Supervisor	1.200.000
	2 Treasurer	950.000	2	Treasurer	950.000
	3 Education Asst Supervisor (Caretaker)	950.000	3	Education Asst Supervisor (Caretaker)	950.000
	4 Teacher, 1 persons	950.000	4	Teacher, 1 persons	950.000
	5 Dormitory Asst Supervisor	1.000.000	5	Dormitory Asst Supervisor	1.000.000
	6 Counsellor, 3 persons	2.700.000	6	Counsellor, 3 persons	2.700.000
	7 Chef, 2 persons	1.200.000	7	Chef, 2 persons	1.200.000
	8 House maid, 2 persons	1.000.000	8	House maid, 2 persons	1.000.000
	9 General Affairs, 1 persons	750.000	9	General Affairs, 1 persons	750.000
	Sub Total	10.700.000		Sub Total	10.700.000
II	Care House Operational Expenses			Care House Operational Expenses	
	1 Children's Needs:		1	Children's Needs :	
	a. Food /Snack/Daily Allowance	20.931.950		a. Food /Snack/Daily Allowance	18.755.700
	b. Toiletries	766.200		b. Toiletries	767.800
	c. Clothing	2.500.000		c. Clothing	2.760.000
	d. Recreation / Excursions			d. Recreation / Excursions	1.428.000
	2 Formal School Needs:		2	Formal School Needs :	
	a. School Administration	455.500		a. School Administration	

	b. Stationary	1.567.000		b. Stationary	342.000
3	Household Needs	1.371.600	3	Household Needs	1.217.500
4	Supporting Facilities:		4	Supporting Facilities:	
	a. Electricity	318.525		a. Electricity	312.525
	b. Telephone	200.000		b. Telephone	200.000
5	Health Needs:		5	Health Needs:	
	a. Doctor Consultation	2.522.500		a. Doctor Consultation	25.000
	b. Medicine	459.500		b. Medicine	570.850
6	Counselling	0	6	Counselling	1.250.000
	Sub Total	31.092.775		Sub Total	27.629.375
III	<u>Secretariate</u>			<u>Secretariate</u>	
1	Vehichle Maintenance		1	Vehichle Maintenance	
2	Supporting Facilities Maintenance	1.219.000	2	Supporting Facilities Maintenance	857.750
3	Fuel/Transportation/Parking	441.000	3	Fuel/Transportation/Parking	386.000
4	Operational Secretariate Needs	1.318.100	4	Operational Secretariate Needs	1.218.400
5	Electricity		5	Electricity	
6	Telephone	220.669	6	Telephone	320.335
	Sub Total	3.198.769		Sub Total	2.782.485
	Care House Operational Needs (monthly)	44.991.544		Care House Operational Needs (monthly)	41.111.860
	USD	4.877		USD	4.404

Kurs 1 USD = Rp. 9.225,- (on May, 2006) Kurs 1 USD = Rp. 9.335,- (on June, 2006)

- 1. General Affairs, consist of: 1 (one) Security
- 2. After the dissolution of Care House Management between Bavaria House and TETO House, The Education Asst Supervisor promoted as Supervisor (on May 2006)
- 3. The Position of Education Asst Supervisor temporary is taken hold by one of The Care House Teacher (on May-July) appointed by Supervisor
- 4. For efficiency concern, Education Asst Supervisor also acts as a teacher. Therefore total number of teacher is only 2 persons (May-July), compare to 3 persons on the previous spot (Jan-Apr).

## MONTHLY REALIZATION FOR THE HABIBIE CENTER'S CARE HOUSE, PERIOD JULY 1 - AUGUST 31, 2006

No	DESCRIPTION	JULY		DESCRIPTION	AUGUST
		REALIZATION			REALIZATION
I	<u>Honorarium</u>			<u>Honorarium</u>	
1	Supervisor	1.200.000	1	Supervisor	1.200.000
2	2 Treasurer	950.000	2	Treasurer**	1.100.000
3	B Education Asst Supervisor (Caretaker)	950.000	3	Education Asst Supervisor **	1.000.000
4	Teacher, 1 persons	950.000	4	Teacher, 1 persons *	
5	5 Dormitory Asst Supervisor	1.000.000	5	Dormitory Asst Supervisor	1.000.000
6	Counsellor, 3 persons	2.700.000	6	Counsellor, 2 persons	1.800.000
7	Chef, 2 persons	1.200.000	7	Chef, 2 persons	1.200.000
8	House maid, 2 persons	1.000.000	8	House maid, 2 persons	1.000.000
Ģ	General Affairs,1 persons	750.000	9	General Affairs, 1 persons	750.000
	Sub Total	10.700.000		Sub Total	9.050.000
II	Care House Operational Expenses			Care House Operational Expenses	
1	Children's Needs:		1	Children's Needs :	
	a. Food /Snack/Daily Allowance	16.581.250		a. Food /Snack/Daily Allowance	22.398.200

	b. Toiletries	798.000		b. Toiletries	755.200
	c. Clothing	1.950.000		c. Clothing	1.810.000
	d. Recreation / Excursions			d. Recreation / Excursions	2.559.200
2	Formal School Needs:		2	Formal School Needs:	
	a. School Administration	252.000		a. School Administration	100.000
	b. Stationary	1.797.800		b. Stationary	1.010.000
3	Household Needs	1.138.800	3	Household Needs	2.394.900
4	Supporting Facilities:		4	Supporting Facilities:	
	a. Electricity	312.525		a. Electricity	312.525
	b. Telephone	200.000		b. Telephone	200.000
5	Health Needs:		5	Health Needs:	
	a. Doctor Consultatin	10.000		a. Doctor Consultatin	25.000
	b. Medicine	477.000		b. Medicine	464.300
6	Counselling	1.250.000	6	Counselling	1.250.000
	Sub Total	24.767.375		Sub Total	33.279.325
III	<u>Secretariate</u>			<u>Secretariate</u>	
1	Vehichle Maintenance		1	Vehichle Maintenance	446.000
2	Supporting Facilities Maintenance	595.500	2	Supporting Facilities Maintenance	249.500
3	Fuel/Transportation/Parking	360.000	3	Fuel/Transportation/Parking	1.269.500
4	Operational Secretariate Needs	314.000	4	Operational Secretariate Needs	658.650
5	Electricity		5	Electricity	
6	Telephone	351.000	6	Telephone	435.250
	Sub Total	1.620.500		Sub Total	3.058.900
	Care House Operational Needs (monthly)	37.087.875		Care House Operational Needs (monthly)	45.388.225
	USD	4.078		USD	4.982

18.341

Total Realization was Covered of Bavarian (on period May 2006 - August, 2006)

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Kurs 1 USD = Rp. 9.095,- (on July, 2006)
Kurs 1 USD = Rp. 9.110,- (on August, 2006)
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- 1. General Affairs, consist of : 1 (one) Security
- 2. After the dissolution of Care House Management between Bavaria House and TETO House, The Education Asst Supervisor promoted as Supervisor (on May 2006)
- 3. The Position of Education Asst Supervisor temporary is taken hold by one of The Care House Teacher (on May-July) appointed by Supervisor
- 4. For efficiency concern, Education Asst Supervisor also acts as a teacher. Therefore total number of teacher is only 2 persons (May-July), compare to 3 persons on the previous spot (Jan-Apr).
- 5. The position of Care House Teacher empty (on August), The person in charge of the position resigned \*
- 6. Legalized as Education Asst Supervisor with adjusment salary (on August) \*\*

## MONTHLY REALIZATION OF BAVARIAN-LIPPO HOUSE FOR THE HABIBIE CENTER'S CARE HOUSE, PERIOD SEPTEMBER 1, 2006 - NOVEMBER 30, 2006

No	DESCRIPTION	SEPTEMBER		DESCRIPTION	OCTOBER
-					
I	<u>Honorarium</u>			Honorarium	
1	Supervisor	1.200.000	1	Supervisor	2.800.000
2	2 Treasurer	1.100.000	2	Treasurer	2.200.000
3	Education Asst Supervisor (Caretaker)	1.000.000	3	Education Asst Supervisor (Caretaker)	2.000.000
4	Teacher, 1 persons		4	Teacher, 1 persons	
5	Dormitory Asst Supervisor	1.000.000	5	Dormitory Asst Supervisor	1.000.000
6	Counselor, 2 persons	1.800.000	6	Counselor, 2 persons	2.700.000
7	Chef, 2 persons	1.200.000	7	Chef, 2 persons	2.400.000
8	House maid, 2 persons	1.000.000	8	House maid, 2 persons	2.000.000
9	General Affairs, 1 persons	750.000	9	General Affairs, 1 persons	1.500.000
	Sub Total	9.050.000		Sub Total	16.600.000
II	Care House Operational Expenses			Care House Operational Expenses	
1	Children's Needs:		1	Children's Needs :	
	a. Food /Snack/Daily Allowance	17.704.500		a. Food /Snack/Daily Allowance	14.224.000
	b. Toiletries	764.500		b. Toiletries	
	c. Clothing	2.600.000		c. Clothing	2.500.000
	d. Recreation / Excursions	1.430.800		d. Recreation / Excursions	
2	Prormal School Needs:		2	Formal School Needs:	
	a. School Administration	107.500		a. School Administration	
	b. Stationary	1.490.000		b. Stationary	

3	Household Needs	1.083.400	3	Household Needs	1.132.000
4	Supporting Facilities:		4	Supporting Facilities:	
	a. Electricity	1.091.225		a. Electricity	512.195
	b. Telephone	200.000		b. Telephone	300.000
5	Health Needs:		5	Health Needs:	
	a. Doctor Consultation			a. Doctor Consultation	
	b. Medicine	374.500		b. Medicine	
6	Counseling	1.250.000	6	Counseling	1.250.000
	Sub Total	28.096.425		Sub Total	19.918.195
III	<u>Secretariat</u>			<u>Secretariat</u>	
1	Vehicle Maintenance		1	Vehicle Maintenance	
2	Supporting Facilities Maintenance	1.318.000	2	Supporting Facilities Maintenance	1.017.000
3	Fuel/Transportation/Parking	935.000	3	Fuel/Transportation/Parking	1.055.000
4	Operational Secretariat Needs	514.050	4	Operational Secretariat Needs	871.300
5	Electricity		5	Electricity	
6	Telephone	498.571	6	Telephone	595.059
	Sub Total	3.265.621		Sub Total	3.538.359
	Care House Operational Needs (monthly)	40.412.046		Care House Operational Needs (monthly)	40.056.554
	USD	4.390		USD	4.345

1.100.000

No		DESCRIPTION	NOVEMBER
I	<u>Honorarium</u>		
	1 Supervisor		1.400.000

2 Treasurer

	Sub Total	9.710.000
9 General	Affairs, 1 persons	750.000
8 House m	naid, 2 persons	1.000.000
7 Chef, 2	persons	1.200.000
6 Counsel	or, 3 persons	2.310.000
5 Dormito	ry Asst Supervisor	1.000.000
4 Teacher,	1 persons	950.000
3 Educatio	on Asst Supervisor (Caretaker)	

### II <u>Care House Operational Expenses</u>

1	Children's Needs:	
	a. Food /Snack/Daily Allowance	20.584.300
	b. Toiletries	759.700
	c. Clothing	2.300.000
	d. Recreation / Excursions	646.400
2	Formal School Needs:	
	a. School Administration	100.000
	b. Stationary	55.000
3	Household Needs	2.012.100
4	Supporting Facilities:	
	a. Electricity	412.360
	b. Telephone	250.000
5	Health Needs:	
	a. Doctor Consultation	412.000
	b. Medicine	573.200

(	6 Counseling	1.250.000
	Sub Total	29.355.060
III	<u>Secretariat</u>	
-	Vehicle Maintenance	235.000
2	2 Supporting Facilities Maintenance	923.600
3	Fuel/Transportation/Parking	776.000
4	Operational Secretariat Needs	1.495.500
Ę	5 Electricity	
(	Telephone _	557.762
	Sub Total	3.987.862
	Care House Operational Needs (monthly)	43.052.922
	USD	4.703

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Kurs 1 USD = Rp. 9.205,- (on September, 2006)
Kurs 1 USD = Rp. 9.220,- (on October, 2006)
kurs 1 USD = Rp. 9.155,- (on November, 2006)
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Total Realization was Covered by Bavarian Fund (on period September 2006 - Nopember, 2006)

13.437

- 1. The increase in the realization cost of honorarium for the month of October was due to the one month bonus salary given to the employees on Iedul Fitri 1427 (as stipulated in the Government regulation).
- 2. The reduction in the post for consumption on September and October 2006 was due to the fasting month and the school holiday during Iedul Fitri 1427 H.
- 3. The position of Dormitory Assistant Supervisor temporary is taken hold by one of Counselor (on Mid October), The person in charge of the position resigned.

- 4. The position of Care House Counselor minus two (one person on the end of August and one person on mid October), The person in charge of the position resigned.
- 5. Total number of the Counselor on the previous is 3 persons (minimal total persons in charge of the Care House)
- 6. For Dormitory Assistant Supervisor and Counselor is resigned, given only one month salary as cost bonus salary to greeting feast of Iedul Fitri 1427 H.
- 7. Since October, the survervisor's salary has been increased by Rp. 200.000,- due to extra responsibility given to him to coordinate the subjects of the program
- 8. Care House management have been recruited a new staff for the position (3 persons) on first of November .

### MONTHLY REALIZATION OF BAVARIAN -LIPPO HOUSE FOR THE HABIBIE CENTER'S CARE HOUSE, PERIOD DECEMBER 1- 31, 2006

No		DESCRIPTION	DECEMBER
-			
I		<u>Honorarium</u>	
	1	Supervisor	1.500.000
	2	Treasurer	1.200.000
	3	Education Asst Supervisor (taken hold by Supervisor)	
	4	Teacher, 1 persons	1.050.000
	5	Dormitory Asst Supervisor	1.100.000
	6	Counselor, 3 persons	3.000.000
	7	Chef, 2 persons	1.400.000
	8	House maid, 2 persons	1.200.000
	9	General Affairs, 1 persons	850.000
		Sub Total	11.300.000
II		Care House Operational Expenses	
	1	Children's Needs:	
		a. Food /Snack/Daily Allowance	20.857.500
		b. Toiletries	742.500
		c. Clothing	2.440.000
		d. Recreation / Excursions	1.346.000
	2	Formal School Needs:	
		a. School Administration	100.000

	b. Stationary	1.514.400
3	Household Needs	1.834.850
4	Supporting Facilities:	
	a. Electricity	675.300
	b. Telephone	250.000
5	Health Needs:	
	a. Doctor Consultation	900.000
	b. Medicine	467.000
6	Counseling	1.250.000
	Sub Total	32.377.550
III	Secretariat	
1	Vehicle Maintenance	437.500
2	Supporting Facilities Maintenance	730.000
3	Fuel/Transportation/Parking	525.000
4	Operational Secretariat Needs	527.950
5	Electricity	
6	Telephone	591.045
	Sub Total	2.811.495
	Care House Operational Needs (monthly)	46.489.045
	USD	5.034

Due to fluctuated value of exchange rate, the monthly operation of care house varies each month.  $kurs\ 1\ USD = Rp.\ 9.235$ , (on December, 2006)

#### Note:

1. The increase (10,62 %) in the realization cost of honorarium for the only month of December was due to additional incentive given to the employees for Celebrating Iedul Adha (as moslem religious day and in accordance to the local Government regulation)