

## **MINUTES OF THE ERIAC BOARD RESOLUTIONS PASSED IN WRITING**

**Mode: Written resolution, signed in follow up of the online meeting at**

**<https://bluejeans.com/160462003/3026>**

**Date of the Resolution: October 8, 2021**

### **Agenda Item 2:**

The Executive Director of the Association Presented the Annual Financial Report 2020 and the Audited Balance Sheet 2020 (Jahresabschluss 2020), in writing. The Board approved the Financial Report 2020. The members of the Board of the Association have passed the following resolution unanimously in writing:

Board Resolution No. 1/08102021 under agenda item 2:

**“The Board approved the 2020 annual account as prepared by the Executive Director and audited by an independent accountant, and the 2020 annual statement of accounts as prepared by the Executive Director.”**

### **Agenda Item 3:**

The Executive Director informed the Board and the Permanent Members of the ERIAC Association about the expiration and need for re-appointment of ERIAC Barvalipe Academy (7 members). The Permanent Members of the Association have passed the following resolution unanimously in writing:

Board Resolution No. 2/08102021 under agenda item 3:

**“The Permanent Members re-appointed the seven members of the Barvalipe Academy jointly appointed in June 2018 in compliance with §8 of the Statutes for another three-year term of office. Noting the change in the Barvalipe membership: of Iulius Rostas being appointed to the Board and replaced by Miguel Angel Vargas on February 5, 2019. The Board noted that no further re-appointment would be possible.**

**The Board agreed to draw up a list of three potential substitutes.”**

### **Agenda Item 4:**

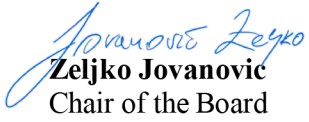
The Members of the Board of the Association read and discussed the Independent Consultant's “Report for Remuneration Policy in the Framework of 2021-2025 Strategic Plan”. The members of the Board of the Association have passed the following resolution unanimously in writing:

Board Resolution 3/08102021 under agenda item 4:


**“The Members of the Board of the Association accepted the Proposal of the Independent Expert Consultant, and agree that:**

- **The ERIAC remuneration levels are to be aligned with the International NGO sector as recommended by the independent consultant.**
- **The Board was adequately informed by the Executive Director about the new staff organization and corresponding budgetary implications.**
- **The Board approves the salary alignment for Executive Director and Deputy Director from January 1, 2021.**
- **The ERIAC remuneration alignment should be implemented for all staff positions from January 1, 2022.”**

Dated, as above.

  
**Zeljko Jovanovic**  
Chair of the Board

**Gilda Horvath**  
Member of the Board



**Snežana Samardžić Marković**  
Member of the Board

  
**Sead Kazanxhiu**  
Co-Chair of the Board

**Iulius Rostas**  
Member of the Board

