



# BILD-KUNST

Collecting Society BILD-KUNST 53113 Bonn Weberstraße 61

Legal society by state award

Main Office Frankfurt am Main

## Directive on Honorary Office Remuneration

Version according to the decision of the Membership Assembly on 17 December 2016

### Sec. 1 Beneficiaries

This directive applies to those individuals who hold an electoral office within VG Bild-Kunst or are invited to expert assemblies (beneficiaries). The following groups are formed:

- Group 1: Volunteer board members and chair persons for professional groups;
- Group 2: Regular members of the Administrative Council, members of expert commissions and participants invited to expert assemblies;
- Group 3: Representative members of the Administrative Council.

### Sec. 2 Remunerations and Compensations

1. No special attendance fee or reimbursement of travel expenses for attending Membership Assemblies and Professional Group Assemblies will be granted.
2. Beneficiaries of group 1 will receive a monthly compensation for expenses according to section 3 (1). In addition, they receive reimbursement of travel expenses for attendance at Administrative Council assemblies and expert assemblies. The foundations may grant attendance fees in addition to travel expenses for their participation as elected members in commissions of the cultural and social foundations (“Kultur- und Sozialwerk”).
3. Beneficiaries of group 2 receive attendance fees in accordance with section 3 (2) as well as reimbursements of their travel expenses for their participation at assemblies.
4. Beneficiaries of group 3 do not receive attendance fees or reimbursement of travel expenses for attending Administrative Council assemblies unless they actually represent an absent regular member of the Administrative Council. They receive attendance fees for their participation at expert assemblies according to section 3 (2) as well as reimbursement of travel expenses.
5. For special activities, e. g. as an expert or mediator, beneficiaries may receive remuneration in excess of this directive.

### Sec. 3 Monthly Compensation for Expenses and Attendance Fee

1. The monthly compensation for expenses is EUR 625. According to section 1, it is paid for each calendar month in which an office of group 1 is exercised for ten or more calendar days (including the day of the election).

2. The attendance fee for each calendar day of an assembly is EUR 300.
3. The beneficiaries are responsible for the orderly taxation of the remuneration.

### Sec. 4 Refundable travel expenses

Insofar as permitted according to section 2, beneficiaries shall be reimbursed for the travel expenses incurred as follows:

- Travel costs actually incurred (Deutsche Bahn 1st class, economy flights);
- When travelling by car, the tax-exempt maximum rate of EUR 0.30 per kilometre travelled is paid, but only up to a maximum limit, which is determined by the cost of a train journey or a flight to the same destination.
- If assemblies take place at a different location than the place of residence of the beneficiary, any necessary costs covering the actual accommodation costs will be reimbursed. For private accommodation, the tax-exempt rate of EUR 20 will be reimbursed.
- Additional meals incurred are paid in accordance with the applicable statutory provisions. These currently amount to EUR 12 for a one-day trip and an absence of more than 8 hours, or EUR 24 for a multi-day trip and an absence of one full day. For the day of arrival and departure, EUR 12 will be charged for a multi-day trip.

### Sec. 5 Insurance Cover

Beneficiaries are accident-insured at reasonable insurable costs for the duration of the assembly and for the direct journey to and from the assembly. The insurance includes disability insurance (EUR 250,000 for beneficiaries of groups 2 and 3; up to EUR 875,000 for beneficiaries of group 1), an accident hospital allowance (EUR 100 per day) and a capital benefit in the event of death (EUR 100,000). The Board is the decision-making authority. Insofar as insurance cover cannot be obtained, the beneficiary must be informed thereof.

### Sec. 6 Advisory Committee of the Foundations “Kultur- und Sozialwerk” (culture and social)

The above regulations apply accordingly to the members of the awarding Advisory Committee of the foundations “Kultur- und Sozialwerk” (culture and social).