

# PASCAS FOUNDATION (Ukraine) Ltd

## PASCAS FOUNDATION (Ukraine) Ltd

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# Ukraine



<b>PASCAS FOUNDATION (Ukraine) Ltd</b>				<b>\$ = USD</b>	31 Dec	<b>2</b>
<b>OPERATING STATEMENT</b>	2022	2023	2024	2025	2026	2027
<b>STATEMENT of FINANCIAL PERFORMANCE</b>		AU\$1.00 =	USD 0.70	UAH 21.00	USD1.00 =	UAH 30
REVENUE (being grant subsidy)	\$0	\$520,000	\$1,950,000	\$18,586,490	\$95,297,110	\$96,727,110
Less:						
DIRECT COSTS	0	26,454,364	29,142,544	47,014,583	123,576,167	131,546,627
ADMINISTRATION COSTS	0	3,103,100	5,396,250	7,757,057	12,961,941	13,926,391
PROFIT before STAFF INCENTIVE	0	-29,037,464	-32,588,794	-36,185,150	-41,240,998	-48,745,908
Less:						
STAFF INCENTIVE	0	0	0	0	0	0
NET PROFIT CONTRIBUTION	0	-29,037,464	-32,588,794	-36,185,150	-41,240,998	-48,745,908
before						
<b>Scholarships Granted overseas</b>	0	6,700,000	13,400,000	20,100,000	24,400,000	26,300,000
PROFIT before Interest & Depreciation	0	-35,737,464	-45,988,794	-56,285,150	-65,640,998	-75,045,908
Interest	0	0	0	0	0	0
Depreciation	0	14,471,114	29,849,828	53,725,244	57,509,244	61,293,244
Other costs - borrowing	0	0	0	0	0	0
<b>OPERATING PROFIT</b>	<b>0</b>	<b>-50,208,578</b>	<b>-75,838,622</b>	<b>-110,010,394</b>	<b>-123,150,242</b>	<b>-136,339,152</b>
Income Tax Expense	0	0	0	0	0	0
<b>PROFIT after Tax</b>	<b>0</b>	<b>-50,208,578</b>	<b>-75,838,622</b>	<b>-110,010,394</b>	<b>-123,150,242</b>	<b>-136,339,152</b>
<b>TOTAL GRANTS FUNDING received</b>	<b>0</b>	<b>446,900,000</b>	<b>399,700,000</b>	<b>464,400,000</b>	<b>274,100,000</b>	<b>277,500,000</b>
Less						
<b>Grants previously treated as Revenue</b>	<b>0</b>	<b>-520,000</b>	<b>-1,950,000</b>	<b>-18,586,490</b>	<b>-95,297,110</b>	<b>-96,727,110</b>
Dividends Paid	0	0	0	0	0	0
RETAINED EARNINGS	\$0	\$396,171,423	\$321,911,379	\$335,803,116	\$55,652,648	\$44,433,738

<b>KEY FINANCIAL DATA</b>	2023	2024	2025	2026	2027
<b>REVENUE</b>	\$520,000	\$1,950,000	\$18,586,490	\$95,297,110	\$96,727,110
<b>EBITDA</b>	-\$35,737,464	-\$45,988,794	-\$56,285,150	-\$65,640,998	-\$75,045,908
<b>DEPRECIATION</b>	\$14,471,114	\$29,849,828	\$53,725,244	\$57,509,244	\$61,293,244
<b>EBIT</b>	-\$50,208,578	-\$75,838,622	-\$110,010,394	-\$123,150,242	-\$136,339,152
<b>NET CASH GENERATED</b>	-\$35,880,464	-\$46,349,544	-\$59,498,698	-\$80,983,122	-\$75,331,908

<b>PASCAS FOUNDATION (Ukraine) Ltd</b>		<b>\$ = USD</b>						<b>31 Dec</b>	<b>3</b>
<b>PROJECTED CASH FLOW</b>		<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	
<b>STATEMENT of CASHFLOWS</b>				AU\$1.00 =	USD 0.70	UAH 21.00	USD1.00 =	UAH 30.00	
NET PROFIT		\$0	-\$50,208,578	-\$75,838,622	-\$110,010,394	-\$123,150,242	-\$136,339,152		
Interest		0	0	0	0	0	0	0	
Depreciation		0	14,471,114	29,849,828	53,725,244	57,509,244	61,293,244		
Prepaid Borrowing Costs		0	0	0	0	0	0	0	
Increase in Payables - Creditors		0	8,667	23,833	277,275	1,278,510	23,833		
Decrease in Stock & Stores		0	-108,333	-265,417	-2,104,449	-10,228,083	-190,667		
Decrease in Receivables - Debtors		0	-43,333	-119,167	-1,386,374	-6,392,552	-119,167		
<b>CASH FROM OPERATIONS</b>		<b>0</b>	<b>-35,880,464</b>	<b>-46,349,544</b>	<b>-59,498,698</b>	<b>-80,983,122</b>	<b>-75,331,908</b>		
<b>NON DISCRETIONARY EXPENSES</b>									
Creditors - Directors		0	0	0	0	0	0	0	
Taxation		0	0	0	0	0	0	0	
Interest		0	0	0	0	0	0	0	
Principal of Borrowings Repaid		0	0	0	0	0	0	0	
Borrowings Repaid - current		0							
Borrowings Repaid - noncurrent		0	0						
<b>Total non discretionary</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>DISCRETIONARY EXPENSES</b>									
Dividends		0	0	0	0	0	0	0	
CapEx Land Building Acquisitions		0	358,477,850	354,167,850	280,085,400	94,300,000	94,300,000		
Plant & Equipment		0	1,100,000	10,100,000	105,600,000	100,000	100,000		
Office Building		0	5,000,000	0	0	0	0		
Intellectual Property		0	0	0	0	0	0		
Other		0							
Borrowing Costs		0	0	0	0	0	0	0	
<b>Total discretionary</b>		<b>0</b>	<b>-364,577,850</b>	<b>-364,267,850</b>	<b>-385,685,400</b>	<b>-94,400,000</b>	<b>-94,400,000</b>		
<b>FUNDS GENERATED</b>		<b>0</b>	<b>-400,458,314</b>	<b>-410,617,394</b>	<b>-445,184,098</b>	<b>-175,383,122</b>	<b>-169,731,908</b>		
<b>FUNDED by:</b>									
TOTAL GRANTS FUNDING		0	446,900,000	399,700,000	464,400,000	274,100,000	277,500,000		
Loans		0	0	0	0	0	0	0	
Equity Capital net raising		0	0	0	0	0	0	0	
Asset Sales		0	0	0	0	0	0	0	
<b>TOTAL FUNDING</b>		<b>0</b>	<b>446,900,000</b>	<b>399,700,000</b>	<b>464,400,000</b>	<b>274,100,000</b>	<b>277,500,000</b>		
Less									
<b>Grants previously treated as Revenue</b>			<b>-520,000</b>	<b>-1,950,000</b>	<b>-18,586,490</b>	<b>-95,297,110</b>	<b>-96,727,110</b>		
<b>NET CASH FLOW</b>		<b>0</b>	<b>45,921,687</b>	<b>-12,867,394</b>	<b>629,412</b>	<b>3,419,768</b>	<b>11,040,982</b>		
<b>CLOSING CASH (DEBT)</b>		<b>\$0</b>	<b>\$0</b>	<b>\$45,921,687</b>	<b>\$33,054,293</b>	<b>\$33,683,705</b>	<b>\$37,103,472</b>	<b>\$48,144,454</b>	

<b>PASCAS FOUNDATION (Ukraine) Ltd</b>		<b>\$ = USD</b>					<b>31 Dec</b>	<b>4</b>
<b>KEY RATIOS</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>		
<b>KEY PERFORMANCE INDICATORS (KPI's) A</b>		AU\$1.00 =	USD 0.70	UAH 21.00	USD1.00 =	UAH 30.00		
SALES	\$0	\$520,000	\$1,950,000	\$18,586,490	\$95,297,110	\$96,727,110		
EBIT (earnings before interest & tax)	0	-50,208,578	-75,838,622	-110,010,394	-123,150,242	-136,339,152		
Operating profit after Tax (OPAT)	0	-50,208,578	-75,838,622	-110,010,394	-123,150,242	-136,339,152		
Total assets	0	396,180,089	718,115,301	1,054,195,691	1,111,126,849	1,155,584,420		
Total tangible assets	0	396,180,089	718,115,301	1,054,195,691	1,111,126,849	1,155,584,420		
Net tangible assets (total SHF - intangible assets)	0	396,171,423	718,082,801	1,053,885,917	1,109,538,564	1,153,972,302		
Total liabilities	0	8,667	32,500	309,775	1,588,285	1,612,119		
Shareholders funds	0	396,171,423	718,082,801	1,053,885,917	1,109,538,564	1,153,972,302		
Finance charges	0	0	0	0	0	0	0	
	8.00%							
RETURN on SALES (EBIT / sales)	0.0%	-9655.5%	-3889.2%	-591.9%	-129.2%	-141.0%		
OPAT / Sales % (opat / sales)	0.0%	-9655.5%	-3889.2%	-591.9%	-129.2%	-141.0%		
Return on Assets % (opat / tangible assets)	0.0%	-12.7%	-10.6%	-10.4%	-11.1%	-11.8%		
Return on Equity (EBIT / equity)	#DIV/0!	-12.7%	-10.6%	-10.4%	-11.1%	-11.8%		
Liability ratio (total liabilities / equity)	#DIV/0!	0.0%	0.0%	0.0%	0.1%	0.1%		
Debt Ratio (total liabilities / total assets)	#DIV/0!	0.0%	0.0%	0.0%	0.1%	0.1%		
<b>NET INTEREST COVER</b> (profit+interest+tax+dep/interest)								
Gearing Ratio (total liabilities / tangible assets)	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%		
Secured Debt ratio (long term debt / equity)	#DIV/0!	0.0%	0.0%	0.0%	0.0%	0.0%		
CURRENT RATIO (current assets / current liabilities)	#DIV/0!	5,316.2	1,033.6	121.7	36.4	42.9		
Quick Assets Ratio (current assets-stock / current liabilities - OD)	#DIV/0!	5,303.7	1,022.1	113.7	28.4	34.9		
Working Capital (current assets - current liabilities)	0	46,064,687	33,558,043	37,401,003	56,162,894	67,489,876		
<b>LONG-TERM CREDIT RATING DATA</b>								
EBIT interest coverage (x)		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!		
EBITDA interest coverage (x)		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!		
Funds flow/total debt (%)		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!		
Free operating cash flow / total debt (%)		#REF!	#REF!	#REF!	#REF!	#REF!		
Return on capital (%)		-25.3%	-13.6%	-12.4%	-11.4%	-12.0%		
Operating income / sales (%)		-6872.6%	-2358.4%	-302.8%	-68.9%	-77.6%		
Long-term debt / capital (%)		0.0%	0.0%	0.0%	0.0%	0.0%		
Total debt / capital (incl. STD) (%)		0.0%	0.0%	0.0%	0.0%	0.0%		

<b>PROJECTED - CREDIT RATING RANKING</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
EBIT interest coverage (x)	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
EBITDA interest coverage (x)	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Funds flow/total debt (%)	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Free operating cash flow / total debt (%)	#REF!	#REF!	#REF!	#REF!	#REF!
Return on capital (%)	<B	<B	<B	<B	<B
Operating income / sales (%)	<B	<B	<B	<B	<B
Long-term debt / capital (%)	AAA	AAA	AAA	AAA	AAA
Total debt / capital (incl. STD) (%)	AAA	AAA	AAA	AAA	AAA

<b>Overall Projected Credit Rating</b>	<b>#DIV/0!</b>	<b>#DIV/0!</b>	<b>#DIV/0!</b>	<b>#DIV/0!</b>	<b>#DIV/0!</b>
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<b>PASCAS FOUNDATION (Ukraine) Ltd</b>		<b>\$ = USD</b>			31 Dec		<b>5</b>
<b>KEY RATIOS</b>		2023	2024	2025	2026	2027	
		AU\$1.00 =	USD 0.70	UAH 21.00	USD1.00 =	UAH 30.00	
<b>KEY PERFORMANCE INDICATORS (KPI's) B</b>							
Current Assets		\$46,073,353	\$33,590,543	\$37,710,777	\$57,751,179	\$69,101,994	
Fixed Assets		\$350,106,736	\$684,524,758	\$1,016,484,914	\$1,053,375,670	\$1,086,482,426	
Total Assets		\$396,180,089	\$718,115,301	\$1,054,195,691	\$1,111,126,849	\$1,155,584,420	
<b>Ratio of Current Assets</b>		<b>11.6%</b>	<b>4.7%</b>	<b>3.6%</b>	<b>5.2%</b>	<b>6.0%</b>	
<b>Ratio of Fixed Assets</b>		<b>88.4%</b>	<b>95.3%</b>	<b>96.4%</b>	<b>94.8%</b>	<b>94.0%</b>	
Current Liabilities		\$8,667	\$32,500	\$309,775	\$1,588,285	\$1,612,119	
Long Term Liabilities		\$0	\$0	\$0	\$0	\$0	
Equity		\$396,171,423	\$718,082,801	\$1,053,885,917	\$1,109,538,564	\$1,153,972,302	
Total Liabilities		\$396,180,089	\$718,115,301	\$1,054,195,691	\$1,111,126,849	\$1,155,584,420	
<b>Equity to Fixed Assets Ratio A</b>		<b>113.2%</b>	<b>104.9%</b>	<b>103.7%</b>	<b>105.3%</b>	<b>106.2%</b>	
equity capital in relation to fixed assets							
<b>Equity to Fixed Assets Ratio B</b>		<b>113.2%</b>	<b>104.9%</b>	<b>103.7%</b>	<b>105.3%</b>	<b>106.2%</b>	
equity capital + long-term liabilities in relation to fixed assets							
<b>Debt Ratio</b>		<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.1%</b>	<b>0.1%</b>	
<b>Equity Ratio</b>		<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>99.9%</b>	<b>99.9%</b>	
<b>Liquidity</b>							
Cash		\$45,921,687	\$33,054,293	\$33,683,705	\$37,103,472	\$48,144,454	
Receivables - Debtors		\$43,333	\$162,500	\$1,548,874	\$7,941,426	\$8,060,593	
Current Assets		\$46,073,353	\$33,590,543	\$37,710,777	\$57,751,179	\$69,101,994	
Current Liabilities		\$8,667	\$32,500	\$309,775	\$1,588,285	\$1,612,119	
<b>Cash Ratio</b>		<b>529865.6%</b>	<b>101705.5%</b>	<b>10873.6%</b>	<b>2336.1%</b>	<b>2986.4%</b>	
<b>Quick Ratio</b>		<b>530365.6%</b>	<b>102205.5%</b>	<b>11373.6%</b>	<b>2836.1%</b>	<b>3486.4%</b>	
<b>Current Ratio</b>		<b>531615.6%</b>	<b>103355.5%</b>	<b>12173.6%</b>	<b>3636.1%</b>	<b>4286.4%</b>	
<b>WORKING CAPITAL DATA</b>							
Days stock held		72	66	45	45	45	
Days stores held		3	3	3	3	3	
Days debtors		30	30	30	30	30	
Days creditors		6	6	6	6	6	
<b>RETURN on FUNDS INVESTED (ROI)</b>							
LOAN / PROJECT FUNDS required		\$10,000,000	\$10,000,000	\$10,000,000	\$10,000,000	\$10,000,000	
EBIT		-50,208,578	-75,838,622	-110,010,394	-123,150,242	-136,339,152	
<b>ROI ratio against Funding Request</b>		<b>-502.1%</b>	<b>-758.4%</b>	<b>-1100.1%</b>	<b>-1231.5%</b>	<b>-1363.4%</b>	
LOAN FUNDS + RETAINED EQUITY		396,171,423	718,082,801	1,053,885,917	1,109,538,564	1,153,972,302	
<b>ROI ratio against Loans + Equity</b>		<b>-12.7%</b>	<b>-10.6%</b>	<b>-10.4%</b>	<b>-11.1%</b>	<b>-11.8%</b>	
After Tax Profit before Dividends Paid		396,171,423	321,911,379	335,803,116	55,652,648	44,433,738	
Prior Year retained Equity		0	396,171,423	718,082,801	1,053,885,917	1,109,538,564	
<b>ROI based on Prior Year Equity</b>		<b>#DIV/0!</b>	<b>81.3%</b>	<b>46.8%</b>	<b>5.3%</b>	<b>4.0%</b>	
Standard & Poor's ratio for:				<b>EBIT</b>			
<b>RETURN ON CAPITAL =</b>		Average of beginning of year and end of year capital, including short-term debt, current maturities, long-term debt, non-current deferred taxes, and equity.					

	2021	2022	AU\$1.00 = 2023	USD 0.70 2024	UAH 21.00 2025	USD1.00 = 2026	UAH 30.00 2027
<b>PRODUCTION</b>							
<b>REVENUE</b>							
	relative to capital cost				Achievable target pricing		0.0%
HIGH SCHOOL LAND & BUILDINGS		10%	\$0	\$0	\$7,328,520	\$7,328,520	\$7,328,520
TAFE / CRAFT CREATION sites		10%	\$0	\$0	\$7,877,970	\$7,877,970	\$7,877,970
UNIVERSITY multiple campus		10%	\$0	\$0	\$0	\$14,955,620	\$14,955,620
HOSPITAL LAND & BUILDINGS		15%	\$0	\$0	\$0	\$60,000,000	\$60,000,000
CLINICS HEALTH CENTRES		10%	\$520,000	\$1,820,000	\$3,120,000	\$4,420,000	\$5,720,000
CLINICS LAND & BUILDINGS		10%	\$0	\$130,000	\$260,000	\$390,000	\$520,000
COMMUNITY CENTRE		10%	\$0	\$0	\$0	\$260,000	\$260,000
MOBILE CLINIC		10%	\$0	\$0	\$0	\$65,000	\$65,000
ZHYTOMYR ORPHANAGES			\$0	\$0	\$0	\$0	\$0
Future Products average		10%	\$0	\$0	\$0	\$0	\$0
<b>RECURRENT COSTS GRANT</b>			\$520,000	\$1,950,000	\$18,586,490	\$95,297,110	\$96,727,110
Less dealer margin	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>PRODUCT SALES VOLUME</b>							
	once opened to public		No.		Achievable target volume		0.0%
HIGH SCHOOL LAND & BUILDINGS		1	0	0	1	1	1
TAFE / CRAFT CREATION sites		1	0	0	1	1	1
UNIVERSITY multiple campus		1	0	0	0	1	1
HOSPITAL LAND & BUILDINGS		1	0	0	0	1	1
CLINICS HEALTH CENTRES	per annum	5	2	7	12	17	22
CLINICS LAND & BUILDINGS	per annum	1	0	1	2	3	4
COMMUNITY CENTRE		1	0	0	0	1	1
MOBILE CLINIC		1	0	0	0	1	1
ZHYTOMYR ORPHANAGES		1	1	1	1	1	1
Royalty Payable	0%	0%	0%	0%	0%	0%	0%
<b>CONSUMABLES COST</b>							
		of revenue					
HIGH SCHOOL LAND & BUILDINGS	per centre	5%	\$0	\$0	\$366,426	\$366,426	\$366,426
TAFE / CRAFT CREATION sites	per centre	7%	0	0	551,458	551,458	551,458
UNIVERSITY multiple campus	per centre	7%	0	0	0	1,046,893	1,046,893
HOSPITAL LAND & BUILDINGS	per centre	12%	0	0	0	7,200,000	7,200,000
CLINICS HEALTH CENTRES	per centre	12%	62,400	218,400	374,400	530,400	686,400
CLINICS LAND & BUILDINGS	per centre	12%	0	15,600	31,200	46,800	62,400
COMMUNITY CENTRE	per centre	10%	0	0	0	26,000	26,000
MOBILE CLINIC	per centre	15%	0	0	0	9,750	9,750
ZHYTOMYR ORPHANAGES			24,497,070	24,497,070	24,497,070	24,497,070	24,497,070
<b>TOTAL CONSUMABLES COST</b>			\$24,559,470	\$24,731,070	\$25,820,554	\$34,274,797	\$34,446,397
Freight Inward Costs			5.0%	5.0%	5.0%	5.0%	5.0%
<b>EMPLOYEE COSTS</b>							
		of revenue			\$ = USD		
HIGH SCHOOL LAND & BUILDINGS	per centre	62%	\$0	\$0	\$4,543,682	\$4,543,682	\$4,543,682
TAFE / CRAFT CREATION sites	per centre	62%	0	0	4,884,341	4,884,341	4,884,341
UNIVERSITY multiple campus	per centre	62%	0	0	0	9,272,484	9,272,484
HOSPITAL LAND & BUILDINGS	per centre	62%	0	0	0	37,200,000	37,200,000
CLINICS HEALTH CENTRES	per centre	62%	322,400	1,128,400	1,934,400	2,740,400	3,546,400
CLINICS LAND & BUILDINGS	per centre	62%	0	80,600	161,200	241,800	322,400
COMMUNITY CENTRE	per centre	62%	0	0	0	161,200	161,200
MOBILE CLINIC	per centre	62%	0	0	0	40,300	40,300
ZHYTOMYR ORPHANAGES		0%	0	0	0	0	0
<b>TOTAL EMPLOYEE COSTS</b>			\$322,400	\$1,209,000	\$11,523,624	\$59,084,208	\$59,970,808
<b>OPERATING COSTS DIRECT</b>							
HIGH SCHOOL LAND & BUILDINGS	per centre	20%	\$0	\$0	\$1,465,704	\$1,465,704	\$1,465,704
TAFE / CRAFT CREATION sites	per centre	20%	0	0	1,575,594	1,575,594	1,575,594
UNIVERSITY multiple campus	per centre	20%	0	0	0	2,991,124	2,991,124
HOSPITAL LAND & BUILDINGS	per centre	20%	0	0	0	12,000,000	12,000,000
CLINICS HEALTH CENTRES	per centre	20%	104,000	364,000	624,000	884,000	1,144,000
CLINICS LAND & BUILDINGS	per centre	20%	0	26,000	52,000	78,000	104,000
COMMUNITY CENTRE	per centre	20%	0	0	0	52,000	52,000
MOBILE CLINIC	per centre	20%	0	0	0	13,000	13,000
ZHYTOMYR ORPHANAGES		0%	0	0	0	0	0
<b>TOTAL OPERATING COSTS</b>			\$104,000	\$390,000	\$3,717,298	\$19,059,422	\$19,345,422
Workers Compensation Insurance	on costs		2.5%	2.5%	2.5%	2.5%	2.5%
Superannuation	on costs		10.0%	10.0%	10.0%	10.0%	10.0%
Bank Fees	of sales		3.0%	3.0%	3.0%	3.0%	3.0%
Staff Incentive before tax			7.5%	7.5%	7.5%	7.5%	7.5%

**PASCAS FOUNDATION (Ukraine) Ltd**  
**PRODUCTION continued:**

Staff	Qty	loading	Annual Salaries, (All taxes and insurance included), USD				
			Ratio of Administration cost growth				
<b>Salaries - Administration</b>			0.5	1.0	1.2	1.4	1.6
PASCAS Foundation (Ukraine) Ltd							
Directors	3	15.0%	\$120,000	\$414,000	✓		<b>Directors - Executive</b>
Executive - Schools, Univerity, Hospitals	3	15.0%	120,000	\$414,000	✓		
Executive - Finance / Accountant	1	15.0%	90,000	\$103,500	✓		
Executive - Economist	1	15.0%	85,000	\$97,750			
Executive Human Resources Manager	1	15.0%	85,000	\$97,750	✓		
Human Resources Officers	2	15.0%	60,000	\$138,000			
General Operations Manager	2	15.0%	85,000	\$195,500			
Lawyer	3	15.0%	85,000	\$293,250	✓		
Interpreter	1	15.0%	85,000	\$97,750	✓		
Dietician	1	15.0%	100,000	\$115,000			
Nutrition Aide	1	15.0%	85,000	\$97,750			
Education Consultant	1	15.0%	100,000	\$115,000			
Curriculum Developer	1	15.0%	85,000	\$97,750			
Physychologist	1	15.0%	150,000	\$172,500			
Project Building Supervisor	1	15.0%	120,000	\$138,000			
Marketing Manager	1	15.0%	60,000	\$69,000			
Marketing Officers / Public Relations	1	15.0%	60,000	\$69,000			
Sales Manager	1	15.0%	60,000	\$69,000			
Production Manager	1	15.0%	60,000	\$69,000			
Information Technology Manager	1	15.0%	60,000	\$69,000			
Information Technology Officers	3	15.0%	55,000	\$189,750			
Technical Engineer	3	15.0%	50,000	\$172,500			
Quality Control Officers	1	15.0%	45,000	\$51,750			<b>Directors - Non Exec</b>
Administrative Manager	1	15.0%	40,000	\$46,000	✓		\$40,000
Secretary	2	15.0%	30,000	\$69,000	✓		40,000
Shipping	3	15.0%	30,000	\$103,500	✓		
Other Staff	5	15.0%	20,000	\$115,000	✓		
Head of Security	1	15.0%	40,000	\$46,000	✓		
Security	4	15.0%	20,000	\$92,000	✓		
Non Execitive Directors	2	15.0%	40,000	\$92,000			
Sub Contractors	2	15.0%	30,000	\$69,000	✓		<u>\$80,000</u>
<b>Administration Salaries Total</b>	<b>55 (full time)</b>			<u>\$3,979,000</u>			

✓	Staff ready to get to work
-	Staff needs to be found

<b>PASCAS FOUNDATION (Ukraine) Ltd</b>		31 Dec		<b>\$ = USD</b>			<b>7</b>	
<b>PROFIT &amp; LOSS</b>		2021	2022	2023	2024	2025	2026	2027
<b>REVENUE</b>				AU\$1.00 =	USD 0.70	UAH 21.00	USD1.00 =	UAH 30.00
HIGH SCHOOL LAND & BUILDINGS		\$0	\$0	\$0	\$0	\$7,328,520	\$7,328,520	\$7,328,520
TAFE / CRAFT CREATION sites		0	0	0	0	7,877,970	7,877,970	7,877,970
UNIVERSITY multiple campus		0	0	0	0	0	14,955,620	14,955,620
HOSPITAL LAND & BUILDINGS		0	0	0	0	0	60,000,000	60,000,000
CLINICS HEALTH CENTRES		0	0	520,000	1,820,000	3,120,000	4,420,000	5,720,000
CLINICS LAND & BUILDINGS		0	0	0	130,000	260,000	390,000	520,000
COMMUNITY CENTRE		0	0	0	0	0	260,000	260,000
MOBILE CLINIC		0	0	0	0	0	65,000	65,000
ZHYTOMYR ORPHANAGES				0	0	0	0	0
<b>TOTAL SALES / GRANTS</b>		<b>\$0</b>	<b>\$0</b>	<b>\$520,000</b>	<b>\$1,950,000</b>	<b>\$18,586,490</b>	<b>\$95,297,110</b>	<b>\$96,727,110</b>
Less:								
Royalty		0	0	0	0	0	0	0
<b>TOTAL REVENUE</b>		<b>\$0</b>	<b>\$0</b>	<b>\$520,000</b>	<b>\$1,950,000</b>	<b>\$18,586,490</b>	<b>\$95,297,110</b>	<b>\$96,727,110</b>
<b>OPERATING COSTS</b>								
Consumable variable to Total Revenue								
HIGH SCHOOL LAND & BUILDINGS		0	0	0	0	366,426	366,426	366,426
TAFE / CRAFT CREATION sites		0	0	0	0	551,458	551,458	551,458
UNIVERSITY multiple campus		0	0	0	0	0	1,046,893	1,046,893
HOSPITAL LAND & BUILDINGS		0	0	0	0	0	7,200,000	7,200,000
CLINICS HEALTH CENTRES		0	0	124,800	1,528,800	4,492,800	9,016,800	15,100,800
CLINICS LAND & BUILDINGS		0	0	0	15,600	62,400	140,400	249,600
COMMUNITY CENTRE		0	0	0	0	0	26,000	26,000
MOBILE CLINIC		0	0	0	0	0	9,750	9,750
ZHYTOMYR ORPHANAGES				24,497,070	24,497,070	24,497,070	24,497,070	24,497,070
<b>Total Consumable Costs</b>		<b>0</b>	<b>0</b>	<b>24,621,870</b>	<b>26,041,470</b>	<b>29,970,154</b>	<b>42,854,797</b>	<b>49,047,997</b>
Total Employee Costs		0	0	322,400	1,209,000	11,523,624	59,084,208	59,970,808
Operating Costs Direct		0	0	104,000	390,000	3,717,298	19,059,422	19,345,422
Freight Inwards		0	0	1,231,094	1,302,074	1,498,508	2,142,740	2,452,400
Professional Support Contractors		0	0	40,000	50,000	150,000	250,000	500,000
Repairs & Maintenance		0	0	15,000	25,000	30,000	35,000	50,000
Transport		0	0	120,000	125,000	125,000	150,000	180,000
<b>TOTAL DIRECT COSTS</b>		<b>\$0</b>	<b>\$0</b>	<b>\$26,454,364</b>	<b>\$29,142,544</b>	<b>\$47,014,583</b>	<b>\$123,576,167</b>	<b>\$131,546,627</b>
<b>ADMINISTRATION COSTS</b>								
Advertising		0	0	100,000	150,000	150,000	150,000	150,000
Travelling & Accommodation		0	0	160,000	180,000	220,000	250,000	280,000
Bank Fees		0	0	15,600	58,500	557,595	2,858,913	2,901,813
Debt Collection		0	0	2,600	9,750	92,932	476,486	483,636
Occupancy Costs		0	0	70,000	75,000	80,000	85,000	90,000
Repairs & Maintenance		0	0	20,000	25,000	30,000	35,000	40,000
General Expenses		0	0	75,000	100,000	100,000	100,000	100,000
Administration Salaries		0	0	1,989,500	3,979,000	4,774,800	5,570,600	6,366,400
Administration Other		0	0	280,000	400,000	900,000	1,000,000	1,000,000
Directors Fees		0	0	80,000	80,000	80,000	80,000	80,000
Research & Development		0	0	300,000	300,000	400,000	450,000	500,000
Sundry Expenses		0	0	10,400	39,000	371,730	1,905,942	1,934,542
<b>TOTAL ADMINISTRATION COSTS</b>		<b>0</b>	<b>0</b>	<b>3,103,100</b>	<b>5,396,250</b>	<b>7,757,057</b>	<b>12,961,941</b>	<b>13,926,391</b>
<b>TOTAL OPERATING COSTS</b>		<b>\$0</b>	<b>\$0</b>	<b>\$29,557,464</b>	<b>\$34,538,794</b>	<b>\$54,771,640</b>	<b>\$136,538,108</b>	<b>\$145,473,018</b>
<b>PROFIT before STAFF INCENTIVE</b>		<b>0</b>	<b>0</b>	<b>-29,037,464</b>	<b>-32,588,794</b>	<b>-36,185,150</b>	<b>-41,240,998</b>	<b>-48,745,908</b>
<b>STAFF INCENTIVE</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>NET PROFIT CONTRIBUTION before Scholarships Granted overseas</b>		<b>\$0</b>	<b>\$0</b>	<b>-\$29,037,464</b>	<b>-\$32,588,794</b>	<b>-\$36,185,150</b>	<b>-\$41,240,998</b>	<b>-\$48,745,908</b>
<b>NET PROFIT CONTRIBUTION</b>		<b>\$0</b>	<b>\$0</b>	<b>-\$35,737,464</b>	<b>-\$45,988,794</b>	<b>-\$56,285,150</b>	<b>-\$65,640,998</b>	<b>-\$75,045,908</b>

**PASCAS FOUNDATION (Ukraine) Ltd**      **\$ = USD**    31 Dec      **8**  
 2021      2022      2023      2024      2025      2026      2027  
 AU\$1.00 =    USD 0.70    UAH 21.00    USD1.00 =    UAH 30.00

**FUNDING**

**GRANT FUNDING**

INITIATING WORKING CAPITAL GRANT \$1,181,400,000		\$75,000,000	\$20,000,000	\$40,000,000	\$60,000,000	\$60,000,000	
LAND & BUILDINGS		\$358,500,000	\$354,200,000	\$280,100,000	\$94,300,000	\$94,300,000	
PLANT & EQUIPMENT \$117,000,000		\$1,100,000	\$10,100,000	\$105,600,000	\$100,000	\$100,000	
RECURRENT COSTS (subsidised client fees)		\$600,000	\$2,000,000	\$18,600,000	\$95,300,000	\$96,800,000	
SCHOLARSHIPS \$90,900,000		\$6,700,000	\$13,400,000	\$20,100,000	\$24,400,000	\$26,300,000	
COMMERCIAL OFFICE		\$5,000,000	\$0	\$0	\$0	\$0	
<b>TOTAL GRANT FUNDINGS</b>		<b>\$0</b>	<b>\$446,900,000</b>	<b>\$399,700,000</b>	<b>\$464,400,000</b>	<b>\$274,100,000</b>	<b>\$277,500,000</b>

\$1,862,600,000 total

Financing:

Not-for-profit organisations do not have equity partners:

<b>Equity Capital</b>		\$0	\$0	\$0	\$0	\$0	\$0
Share Placement Costs		\$0	\$0	\$0	\$0	\$0	\$0
Equity Capital net raising	5%	\$0	\$0	\$0	\$0	\$0	\$0

**\$0 Equity Capital AUD**  
**\$1,862,600,000 Grant Funding AUD**  
**\$1,862,600,000 Total Funding AUD**

<b>Principal Debt Amount</b>	example	0	\$10,000,000	\$0	\$0	\$0	\$0
Draw down Month		first 8 mths					
Interest Rate %		8.0%	8.0%	8.0%	8.0%	8.0%	8.0%
Capital Repayments (10% per annum)	8%	0	0	0	1,000,000	1,000,000	1,000,000
<b>FLAT PRINCIPAL REPAYMENTS</b>							
Balance	example	0	10,000,000	10,000,000	9,000,000	8,000,000	7,000,000
Principal reductions		0	0	0	1,000,000	1,000,000	1,000,000
Interest	existing loan	0	800,000	800,000	720,000	640,000	560,000
Total monthly payments			66,667	66,667	143,333	136,667	130,000

**PRINCIPAL & INTEREST AMORTISED**

Principal Amount	example	10,000,000	8,295,435	6,454,506	4,466,302	2,319,041	0
Amortised equally over years being	5	-2,504,565	-2,504,565	-2,504,565	-2,504,565	-2,504,565	-2,504,565
Interest Rate per annum fixed %	8%		800,000	663,635	516,360	357,304	185,523
Principal Reduction annually			1,704,565	1,840,930	1,988,204	2,147,260	2,319,041
Repayments Monthly of principal	12		142,047	153,411	165,684	178,938	193,253
Total monthly payments			208,714	208,714	208,714	208,714	208,714

RAIT PASCAS FOUNDATION (PNG) Inc is a not-for-profit    Dividends are not payable under its constitution:    This is an example practice:

Dividend (from prior year profit) As % net profit after tax		0.0%	0.0%	0.0%	20.0%	40.0%	50.0%
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<b>PASCAS FOUNDATION (Ukraine) Ltd</b>		<b>\$ = USD 31 Dec</b>						<b>9</b>
	2021	2022	2023	2024	2025	2026	2027	
<b>CAPITAL EXPENDITURE</b>			AU\$1.00 =	USD 0.75	UAH 21.00	USD1.00 =	UAH 30.00	
	(years to build and open)							
HIGH SCHOOL LAND & BUILDINGS	2 yrs to build		\$36,642,600	\$36,642,600		\$0	\$0	
TAFE / CRAFT CREATION sites	2 yrs to build		\$39,389,850	\$39,389,850				
UNIVERSITY multiple campus	3 yrs to build		\$49,852,067	\$49,852,067	\$49,852,067			
HOSPITAL LAND & BUILDINGS	3 yrs to build		\$133,333,333	\$133,333,333	\$133,333,333			
HOSPITAL SHIP	1 yr to build		\$0					
CLINICS HEALTH CENTRES	5 each year		\$13,000,000	\$13,000,000	\$13,000,000	\$13,000,000	\$13,000,000	
CLINICS LAND & BUILDINGS	1 each year		\$1,300,000	\$1,300,000	\$1,300,000	\$1,300,000	\$1,300,000	
COMMUNITY CENTRE	1 year				\$2,600,000			
MOBILE CLINIC	1 year			\$650,000				
ZHYTOMYR ORPHANAGES	1 year		\$4,960,000					
COOPERATIVE ENTERPRISES	ongoing development		\$80,000,000	\$80,000,000	\$80,000,000	\$80,000,000	\$80,000,000	
<a href="https://www.contactukraine.com/real-estate/buy-sell-fees-and-taxes">https://www.contactukraine.com/real-estate/buy-sell-fees-and-taxes</a>								
Acquisition Cost			0	0	0	0	0	
	0%							
<b>TOTAL LAND &amp; BUILDINGS</b>	<b>0</b>	<b>0</b>	<b>358,477,850</b>	<b>354,167,850</b>	<b>280,085,400</b>	<b>94,300,000</b>	<b>94,300,000</b>	
(library costs are significant)								
STOCK On-Hand	0	0	0					
PLANT - SCHOOL FITUOUT	0	0	0	5,000,000	0	0	0	
PLANT - TAFE FITOUT	0	0	0	5,000,000	0	0	0	
PLANT - UNIVERSITY	0	0	0	0	30,000,000	0	0	
PLANT - HOSPITAL	0	0	0	0	75,500,000	0	0	
PLANT - CLINICS	0	0	100,000	100,000	100,000	100,000	100,000	
PLANT - OFFICE & MOTOR VEHICL	0	0	1,000,000	0	0	0	0	
<b>TOTAL PLANT</b>	<b>0</b>	<b>0</b>	<b>1,100,000</b>	<b>10,100,000</b>	<b>105,600,000</b>	<b>100,000</b>	<b>100,000</b>	
OFFICE BUILDING Zhytomyr	0	0	5,000,000	0	0	0	0	
RESEARCH & DEVELOPMENT	0	0	0	0	0	0	0	
INTELLECTUAL PROPERTY	0	0	0	0	0	0	0	
CAPITALISED INTEREST	0	0	0	0	0	0	0	
BORROWING COSTS	0	0	0	0	0			
	0.00%							
<b>TOTAL CAPITAL EXPENDITURE</b>	<b>\$0</b>	<b>\$0</b>	<b>\$364,577,850</b>	<b>\$364,267,850</b>	<b>\$385,685,400</b>	<b>\$94,400,000</b>	<b>\$94,400,000</b>	
Plant A 100%	0							
Plant B 15%	0	0	1,100,000	11,200,000	116,800,000	116,900,000	117,000,000	
Plant C 12%	0	0	0	0	0	0	0	
Buildings 4% flat	0	0	358,477,850	712,645,700	992,731,100	1,087,031,100	1,181,331,100	
Leases 0%								
Depreciation A	100.0%	0	0	0	0	0	0	
Depreciation B	12.0%	0	132,000	1,344,000	14,016,000	14,028,000	14,040,000	
Depreciation C	10.0%	0	0	0	0	0	0	
Depreciation Building	4.0%	0	14,339,114	28,505,828	39,709,244	43,481,244	47,253,244	
<b>Total Depreciation</b>		<b>0</b>	<b>14,471,114</b>	<b>29,849,828</b>	<b>53,725,244</b>	<b>57,509,244</b>	<b>61,293,244</b>	
<b>DEPRECIATING BALANCES</b>								
Year 1 Purchase	12.0%	1,100,000	968,000	836,000	704,000	572,000	440,000	
Year 2 Purchase	12.0%		10,100,000	8,888,000	7,676,000	6,464,000	5,252,000	
Year 3 Purchase	12.0%			105,600,000	92,928,000	80,256,000	67,584,000	
Year 4 Purchase	12.0%				100,000	88,000	76,000	
Year 5 Purchase	12.0%					100,000	88,000	
Year 1 Purchase	10.0%	0	0	0	0	0	0	
Year 2 Purchase	10.0%		0	0	0	0	0	
Year 3 Purchase	10.0%			0	0	0	0	
Year 4 Purchase	10.0%				0	0	0	
Year 5 Purchase	10.0%					0	0	
<b>Working capital ratios in sales-days for listed companies:</b>								
Builders' suppliers			Stock	Debtors	Creditors			
Chemicals			55	51	36			
Food manufacturing			88	56	28			
Paper and packaging			56	38	37			
Retail			70	52	28			
Textiles			49	4	22			
			107	62	29			
<b>Adopted:</b>								
Stock Month Sales		2.7	2.4	2.2	1.5	1.5	1.5	
Stores Month Sales		0.2	0.1	0.1	0.1	0.1	0.1	
Debtors Month Sales		1.0	1.0	1.0	1.0	1.0	1.0	
Creditors Month Sales		0.2	0.2	0.2	0.2	0.2	0.2	

PASCAS FOUNDATION (Ukraine) Ltd	\$ = USD 31 Dec						10
	2022	2023 AU\$1.00 =	2024 USD 0.70	2025 UAH 21.00	2026 USD1.00 =	2027 UAH 30.00	
<b>TAXATION RECONCILIATION</b>							
Operating Profit	\$0	-\$50,208,578	-\$75,838,622	-\$110,010,394	-\$123,150,242	-\$136,339,152	
Adjustments:							
Add Back Depreciation	0	14,471,114	29,849,828	53,725,244	57,509,244	61,293,244	
Less Taxation based Depreciation 20.00%	0	220,000	2,240,000	23,360,000	23,380,000	23,400,000	
Adjusted Taxable Profit	0	-35,957,464	-48,228,794	-79,645,150	-89,020,998	-98,445,908	
Past Years Tax Losses b/f	0	0	-35,957,464	-84,186,257	-163,831,407	-252,852,406	
TAXABLE INCOME to be assessed	0	-35,957,464	-84,186,257	-163,831,407	-252,852,406	-351,298,314	
TAXABLE INCOME to be assessed on after deducting past tax losses	0	0	0	0	0	0	
Income Tax Expense 18.00%	0	0	0	0	0	0	0
The standard VAT rate is 20% <a href="https://en.wikipedia.org/wiki/Taxation_in_Ukraine">https://en.wikipedia.org/wiki/Taxation_in_Ukraine</a>							
Taxation Paid	0	0	0	0	0	0	0
Provision for Tax	0	0	0	0	0	0	0
Future Tax	0	0	0	0	0	0	0
NOTE: Income Tax credits from tax losses are not cash receipts in the year of loss.							
CARRIED FORWARD TAX LOSSES	0	35,957,464	84,186,257	163,831,407	252,852,406	351,298,314	
Notional Value of Tax Losses at end of year: CARRIED FORWARD TAX CREDITS 18.00%		\$6,472,343	\$15,153,526	\$29,489,653	\$45,513,433	\$63,233,697	

Research & Development taxation extra benefits have not been accounted for.

Note receipts are possible for:	Government Taxable Grants:	contact AusIndustry
Export Market Development Grant	EMDG upto 50% of export promotion costs.	www.bizlink.gov.au
Research & Development	R & D tax claims can be 125% to 175% or cash grant to 52.5% of costs.	
Commercialising Emerging Technologies	COMET innovation aid on 80:20 basis.	
Innovation Start Up Scheme	ISUS State grant 80:20 basis for start up support.	
State Grants include	CIV - QIDS - QMI - E-ComDG - QSEIF - QSTDP	
Commonwealth Grants include	ITOL - NHMCD - RECP - BioStart - BioTech	there are 500+ programs

CAPITALISATION RATES could fall within these guidelines:

			LOAN to VALUE RATIOS		
			90%	LVR	
Residential			80%		
Homes Units, Villas & Townhouses			80%		
Land Subdivisions			50%		
Office Building	5.00%	- 9.00%	75%	-	80%
Factories	9.25%	- 10.50%	75%	-	80%
Show Rooms / Warehouses	9.50%	- 10.50%	75%	-	80%
Shopping Centres	8.00%	- 11.50%	75%	-	80%
Hotel / Motels	16.00%	- 25.00%	70%		
Hospital / Convalescent Homes	11.50%	- 16.50%	65%		
Restaurants	20.00%	- 25.00%			
Renovation existing building			75%	-	100%
Specialised Security			65%		
Newsagencies - goodwill component only			50%		
Intellectual Property	note: value it and enter it into your balance sheet!!!!!!				

**VALUATION METHODOLOGIES**

- 1 Discounted cashflow / net present value ("DCF/NPV")
- 2 Capitalisation of future maintainable earnings ("FME/FCF")
- 3 Valuation of net tangible assets
- 4 Notional realisation of assets.
- 5 Capitalisation of future maintainable dividends.

CAPITALISATION RATE is a factor of perceived risk.

Old economy projects with their proven track record have market capitalisation rates as outlined above.

New technology that is proven to work and has a well researched marketing plan require a more conservative

assessment of capitalisation rates, say:	20.00%	-	25.00%
New technology that is still to be tested could require capitalisation at:	40.00%	-	47.50%

A valuation of untested technology could be valued with the discount rate based on "capital asset pricing model":

- ER = RF + Beta(RM-RF) where:
- ER = The expected return from equity after the corporate tax rate
- RF= The pre-tax risk free rate of return
- RM= The expected return from the market portfolio
- RM-RF= The risk premium of the market portfolio relative to the risk free asset (commonly referred to as the "market risk premium")

Beta= The measure of a risky asset's level of risk to the market.  
 ER = 6.00% + .97(47.5%-6.00%) per annum = 46.25% (high risk) 38.98% (low risk)

It is assumed RF to be 6.00%, which represents the 10 year government bond rate.

It is assumed the market risk premium to be between a range of 40% (low) to 47.5% (high) for new technology.

The beta could be:		0.93	lower	0.88	upper	0.97
beta greater than 1, more	All industrials	0.93	lower	0.88	upper	0.97
risky than ASX, e.g.:	Miscellaneous Industrials	1.49		1.21		1.77
Source:	Tourism & leisure	1.19		1.02		1.36
Centre for Research in Finance	Building materials	1.12		0.91		1.32
Bs 02 9931 9200	Gold	1.10		0.77		1.43
Fx 02 9662 1695	Telecommunications	1.08		0.84		1.32
	Engineering	1.06		0.92		1.20
	Media	1.00		0.66		1.34
	Energy industries	0.97		0.73		1.21
	Healthcare & biotechnology	0.86		0.68		1.04
	Chemicals	0.86		0.67		1.06
	Infrastructure & utilities	0.76		0.57		0.95
	Transport	0.68		0.47		0.90
	Food & household goods	0.47		0.23		0.71

**HURDLE RATES:** Term of investment is typically 3 to 7 years. Funding stages typically consist of:

			Australian Venture Capital ind results 2000			
			No deals	Av deal\$m	Av hurdle	
SEED CAPITAL	required rate	50% + per annum	Seed	82	0.9	105%
ROUND ONE / TWO	rates between	35% to 50% per annum	Startup / Early	97	1.2	67%
EXPANSION	rates between	28% to 35% per annum	Early Exp (\$4+m)	102	1.6	47%
			Expansion	202	2.2	35%
Why? Because funds are competing against lower risk opportunities, eg:			MBO/MBI	17	9.5	29%
ASX Top 100 (last 40 year average)	15.55%	per anm	Turnaround	14	2.6	26%
RISK FREE GOVERNMENT BONDS 5 yr	6.00%	per anm				

	Actual	Forecast	June 2001 appraisal by leading funds manager:
MARKET OUTLOOK	Past 5 yrs	Next 10 yrs	Macquarie Funds Management
<b>Australian Shares</b>	11.20%	11.00%	With earnings growing in line with the overall economy
<b>Small Company Stocks</b>	4.10%	13.00%	Small capitalisation stocks should perform strongly in the next five years, with the current high yields available supported by strong earnings growth from the emerging stocks in this sector.
<b>Listed Property</b>	12.60%	9.00%	The highest-yielding major asset class will continue to provide solid returns and provide a good hedge against the prospect of any increase in inflation.
<b>International Shares - including currency impact</b>	19.50%	11.00%	Earning growth in line with the overall economy, and limited prospects for further re-rating to increase valuations, will limit international equities to more modest returns.
<b>International Shares - excluding currency impact</b>	11.50%	10.00%	Currency impacts should have little effect on international equities in the medium to longer term.
<b>Cash</b>	5.80%	5.75%	Cash rates should match the growth in the economy over the long run.
<b>Australian Bonds</b>	9.60%	6.00%	Australian fixed interest will tend to provide a small margin over cash investments.
<b>International Bonds</b>	8.90%	5.00%	International bond investments will provide a similar average performance to their Australian counterparts.
<b>Alternative Assets</b>	14.20%	15.00%	Alternative assets will continue to provide high returns to compensate investors for the additional risk taken when investing in these long-term, illiquid securities.

P = Market multiplier of Earnings, E = Profit after Tax (PAT)

AUSTRALIAN STOCK EXCHANGE (A.S.E.) Price / Earning (P/E) Ratio & Dividend Yield Series					Global Industry Classification Standard (GICS)									
(note TwinTowers 11 Sep)	P/E ratio series		Dividend Yield series			P/E ratio		P/E ratio		Div Yield		Div Yield		
INDEX	25Dec01	28Aug01	25Dec01	28Aug01	INDEX	30Oct06	2Jan04	31Jul02	30Oct06	2Jan 04	31Jul02	30Oct06	2Jan 04	31Jul02
Alcohol and Tobacco	20.62	25.37	2.83	2.81	<b>All Ordinaries</b>	<b>13.79</b>	<b>16.40</b>	<b>18.33</b>	<b>3.76</b>	<b>3.88</b>	<b>3.82</b>			
Banks	18.15	15.56	4.13	3.97	S&P/ASX 20	13.38	18.56	20.38	3.68	3.89	3.91			
Building Materials	10.59	13.60	3.84	3.68	S&P/ASX 50	13.78	16.91	19.60	3.74	3.88	3.90			
Chemicals	12.29	13.86	4.14	5.25	S&P/ASX 100	13.65	17.07	19.22	3.76	3.94	3.85			
Development & Contractors	27.98	26.16	2.08	2.29	S&P/ASX 200	13.65	16.93	18.82	3.77	3.96	3.83			
Diversified Industrial	26.74	23.35	3.25	3.81	S&P/ASX 300	13.67	16.85	18.72	3.76	3.94	3.84			
Diversified Resources	16.23	16.55	3.31	3.02	S&P/ASX Midcap 50	12.96	18.18	17.30	3.87	4.37	3.61			
Energy	8.58	8.96	2.86	2.96	S&P/ASX Small Ords	13.79	14.83	14.85	3.70	3.80	4.02			
Engineering	21.07	22.42	3.47	3.66	Consumer Discretionary	20.25	25.60	21.13	3.75	2.09	3.57			
Food, H/hold Goods	11.68	11.83	3.51	3.72	Consumer Staples	14.20	18.59	17.96	3.25	3.71	3.23			
Gold	14.68	10.73	1.33	1.19	Energy	14.34	15.44	10.44	2.74	2.68	2.83			
Health & Biotech	35.91	38.93	1.69	2.81	Financials	12.65	14.28	16.69	4.51	5.31	4.73			
Infrastructure / Utility	25.82	16.61	3.45	3.61	Financial-ex-property	16.21	14.24	17.82	4.11	4.75	4.12			
Insurance	19.23	24.54	2.79	2.41	Health Care	34.06	40.74	27.38	1.66	2.59	2.17			
Invest & Finance Services	18.62	17.10	2.50	2.57	Industrials	14.06	17.12	30.92	4.19	3.84	2.70			
Media	26.55	19.19	3.83	4.12	Info Technology	23.63	47.07	14.76	2.11	2.28	2.93			
Miscellaneous Industries	14.84	15.47	3.06	2.58	Materials	12.70	18.97	26.33	2.28	2.49	3.07			
Other Metals	11.69	11.24	3.58	3.53	Property Trusts	7.31	14.41	13.11	5.85	7.40	7.35			
Paper & Packaging	14.86	13.13	4.43	4.80	Telecommunications	14.05	15.19	16.32	7.75	4.72	3.60			
Property Trusts	12.99	12.90	7.19	7.21	Utilities	21.67	17.21	18.36	6.76	5.01	4.82			
Retail	31.69	29.81	2.57	2.62										
Telecommunications	16.41	17.52	3.59	2.70										
Tourism & Leisure	18.61	19.15	4.00	3.99										
Transport	24.22	21.21	2.44	5.77										
<b>Market Average</b>	<b>17.88</b>	<b>16.91</b>	<b>3.63</b>	<b>3.56</b>										
<b>Resource Average</b>	<b>12.46</b>	<b>13.57</b>	<b>3.03</b>	<b>3.02</b>										
<b>Industrial Average</b>	<b>18.83</b>	<b>17.67</b>	<b>3.70</b>	<b>3.66</b>										

(GICS level 2 by Industry Groups)

{Companies making losses have been excluded from A.S.E. P/E series}

**NOTE: The average range of All Ordinaries PE ratios over the last 15 years has been around 10 to 15.**

REFLECTIONS	Close	Close	Close	Close	Close	Close	Close	Close	Close	Close	Close	Close	Close
	16 Jan 22	3 Sep 20	31 Dec 18	31 Dec 17	31 Dec 16	31 Dec 15	31 Dec 14	31 Dec 13	31 Dec 12	31 Dec 11	31 Dec 10	31 Dec 09	31 Dec 08
Dow Jones	35,912	29,100	23,327	25,219	19,762	17,603	17,983	16,504	13,104	12,287	11,570	10,548	9,034
(industrial average of 30 leading Wall Street stocks)													
Nasdaq	14,894	12,056	6,635	7,239	5,440	5,065	4,282	4,154	3,019	2,613	2,663	2,291	1,632
(composite index)													
Standard & Poor's 500	4,663	3,526	2,507	2,732	2,251	2,063	2,080	1,848	1,426	1,263	1,257	1,115	931
(larger sample of businesses)													
S&P-ASX 200	7,406	6,090	5,646	5,904	5,666	5,295	5,411	5,304	4,631	4,050	4,750	4,870	3,722
ASX All Ordinaries	7,728	6,301	5,709	6,004	5,719	5,344	5,388	5,353	4,664	4,111	4,846	4,882	3,659

## CORPORATE RATINGS CRITERIA

## STANDARD &amp; POOR'S

## Long-term credit ratings:

'AAA'	The obligor's capacity to meet its financial commitment on the obligation is extremely strong.
'AA'	An obligation rated 'AA' differs from the highest rated obligation only to a small degree. The obligor's capacity to meet its financial commitment on the obligation is very strong.
'A'	An obligation rated 'A' is somewhat more susceptible to the adverse effects of changes in circumstances and economic conditions than obligations in higher rated categories. However, the obligor's capacity to meet its financial commitment on the obligation is still strong.
'BBB'	An obligation rated 'BBB' exhibits adequate protection parameters. However, adverse economic conditions or changing circumstances are more likely to lead to a weakened capacity of the obligor to meet its financial commitment on the obligation.
Investment Grade	
'BB', 'B', 'CCC', 'CC', 'C'	Obligations rated thus are regarded as having significant speculative characteristics. 'BB' indicate the least degree of speculation and 'C' the highest. While such obligations will likely have some quality and protective characteristics, these may be outweighed by large uncertainties or major exposures to adverse conditions.
Junk Bond Grade	
'BB'	Is less vulnerable to nonpayment than other speculative issues. However, it faces major ongoing uncertainties or exposure to adverse business, financial, or economic conditions that could lead to the obligor's inadequate capacity to meet its financial commitment on the obligation.
'B'	More vulnerable to nonpayment than 'BB', but the obligor currently has the capacity to meet its financial commitment on the obligation. Adverse business, financial, or economic conditions will likely impair the obligor's capacity or willingness to meet its financial commitment.
'CCC'	Is currently vulnerable to nonpayment, and is dependent upon favourable business, financial, and economic conditions for the obligor to meet its financial commitment on the obligation.
'CC'	An obligation rated 'CC' is currently highly vulnerable to nonpayment.
'C'	This rating may be used to cover a situation where a bankruptcy petition has been filed or similar action has been taken but payments on this obligation are being continued. C' is also used for preferred stock that is in arrears (as well as for junior debt of issuers rated CCC-' and 'CC').
'D'	It is used only where a default has actually occurred.

## KEY INDUSTRIAL FINANCIAL RATIOS:

US Industrial long-term debt: 3 year (1996 /1998) median	AAA	AA	A	BBB	BB	B
EBIT interest coverage (x)	12.9	9.2	7.2	4.1	2.5	1.2
EBITDA interest coverage (x)	18.7	14.0	10.0	6.3	3.9	2.3
Funds flow/total debt (%)	89.7%	67.0%	49.5%	32.2%	20.1%	10.5%
Free operating cash flow / total debt (%)	40.5%	21.6%	17.4%	6.3%	1.0%	-0.4%
Return on capital (%)	30.6%	25.1%	19.6%	15.4%	12.6%	9.2%
Operating income / sales (%)	30.9%	25.2%	17.9%	15.8%	14.4%	11.2%
Long-term debt / capital (%)	21.4%	29.3%	33.3%	40.8%	55.3%	68.8%
Total debt / capital (incl. STD) (%)	31.8%	37.0%	39.2%	46.4%	58.5%	71.4%

EBIT - Earnings before interest and taxes.

EBITDA - Earning before interest, taxes, depreciation, and amortisation.

EBIT interest coverage = 
$$\frac{\text{Earnings from continuing operations * before interest and taxes}}{\text{Gross interest incurred before subtracting (1) capitalised interest and (2) interest income}}$$

EBITDA interest coverage = 
$$\frac{\text{Earnings from continuing operations * before interest, taxes, depreciation and amortisation}}{\text{Gross interest incurred before subtracting (1) capitalised interest and (2) interest income}}$$

Funds from operations/total debt = 
$$\frac{\text{Net income from continuing operations plus depreciation, amortisation, deferred income taxes, and other noncash items}}{\text{Long-term debt plus current maturities, commercial paper, and other short-term borrowings}}$$

Free operating cash flow/total debt = 
$$\frac{\text{Funds from operations minus capital expenditure, minus (plus) the increase (decrease) in working capital (excluding changes in cash, marketable securities, and short-term debt)}}{\text{Long-term debt plus current maturities, commercial paper, and other short-term borrowings}}$$

Return on capital = 
$$\frac{\text{EBIT}}{\text{Average of beginning of year and end of year capital, including short-term debt, current maturities, long-term debt, non-current deferred taxes, and equity.}}$$

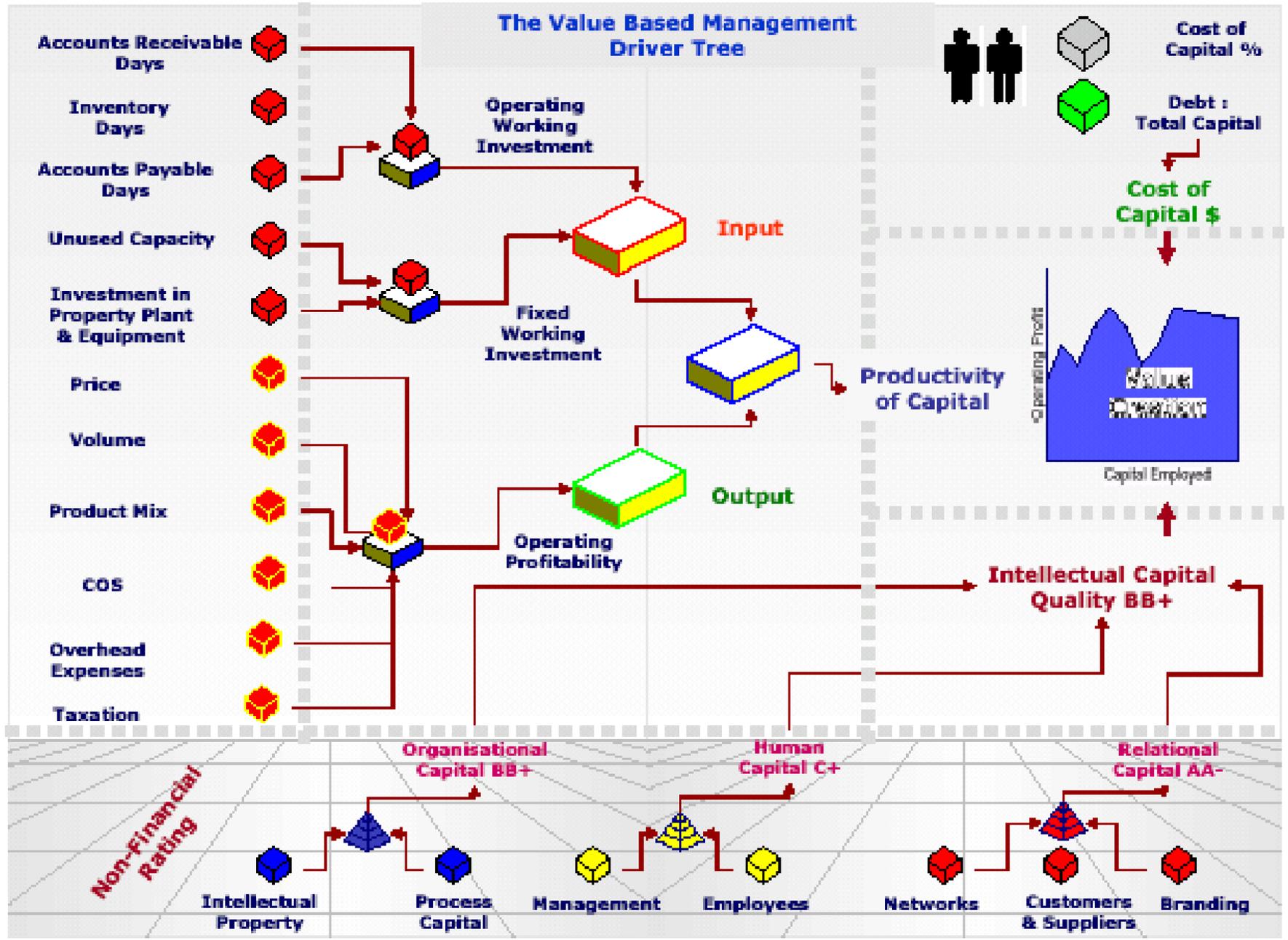
Operating income/sales = 
$$\frac{\text{Sales minus cost of goods manufactured (before depreciation and amortisation), selling, general and administrative, and research and development costs}}{\text{Sales}}$$

Long-term debt/capitalisation = 
$$\frac{\text{Long-term debt}}{\text{Long-term debt + shareholders' equity (including preferred stock) plus minority interest}}$$

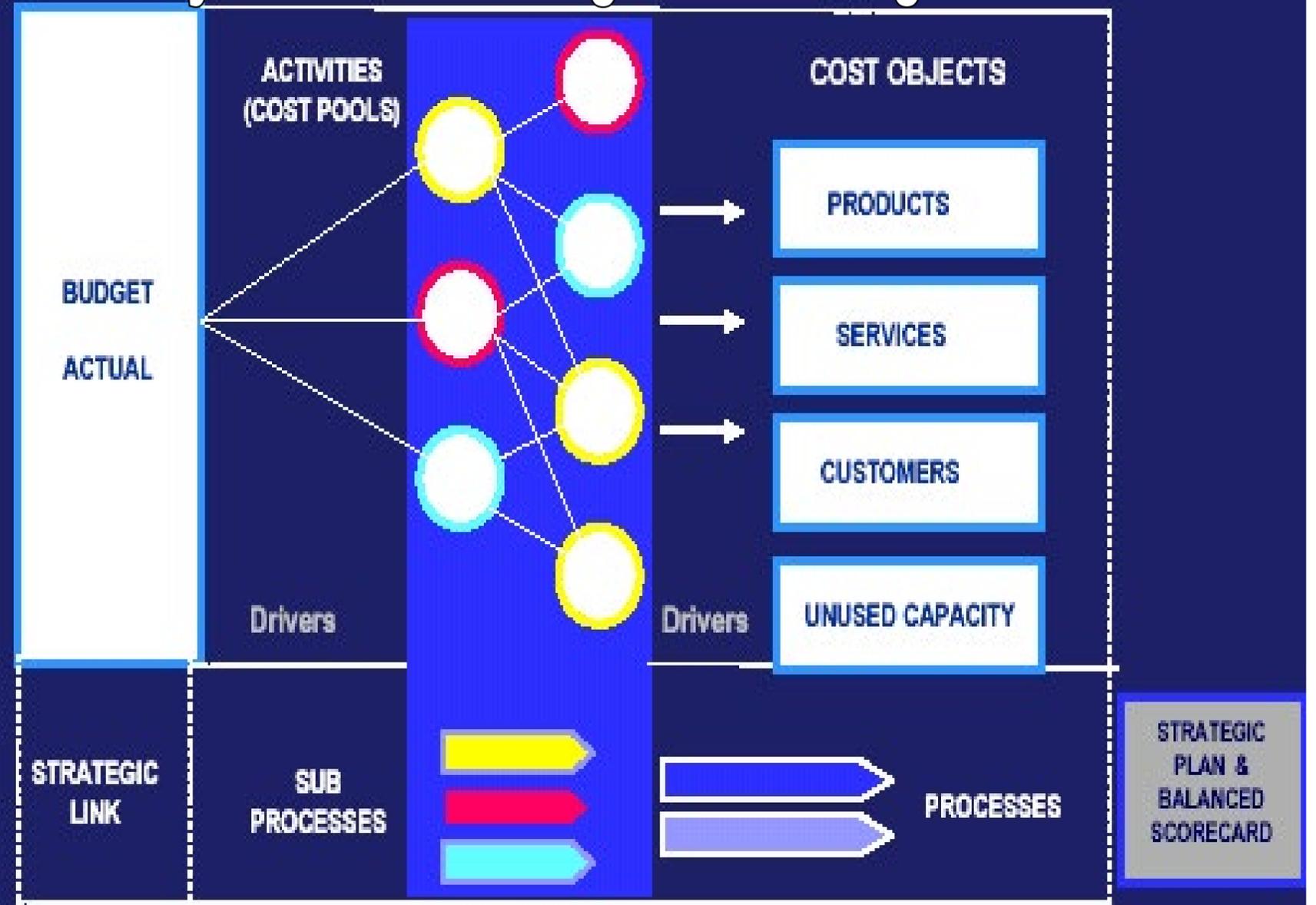
Total debt/capitalisation = 
$$\frac{\text{Long-term debt plus current maturities, commercial paper, and other short-term borrowings}}{\text{Long-term debt plus current maturities, commercial paper, and other short-term borrowings + shareholders' equity (including preferred stock) plus minority interest.}}$$

VALUE BASED MANAGEMENT

BASIS of this FINANCIAL MODEL

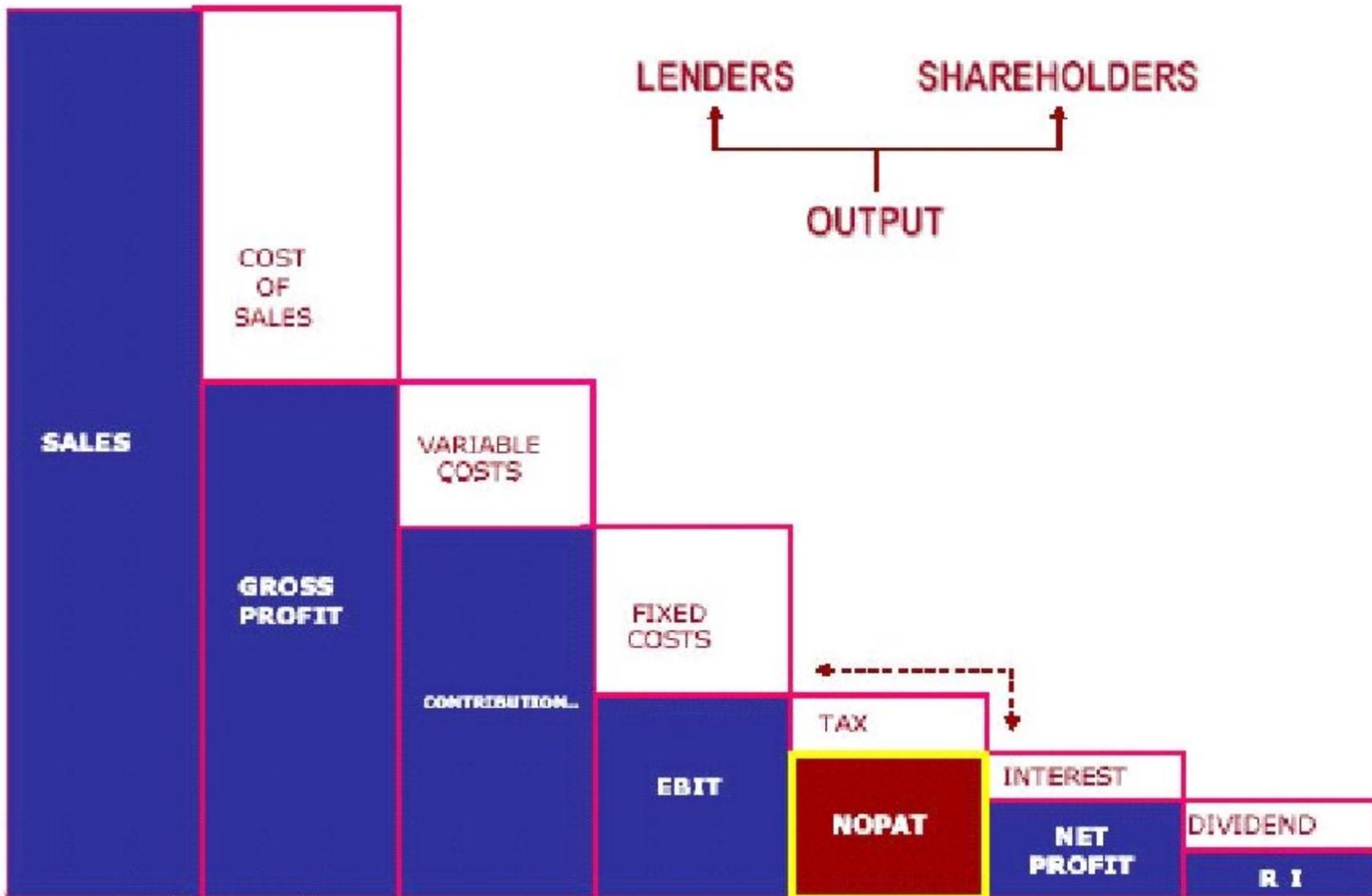


# Activity Based Costing - A Strategic Framework



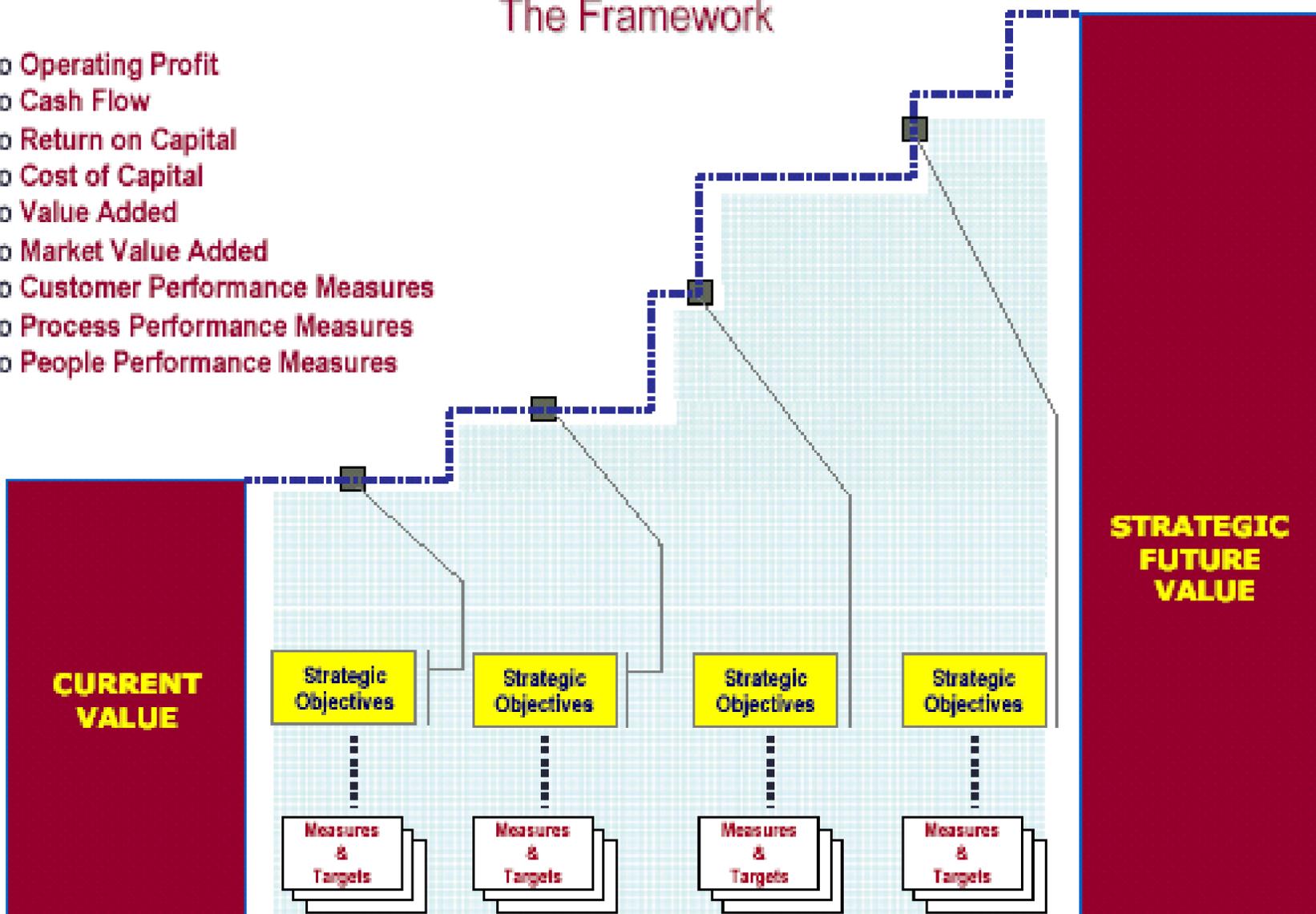
NOPAT to FUTURE VALUE

Net Operating Profit after tax, before interest



The Framework

- o Operating Profit
- o Cash Flow
- o Return on Capital
- o Cost of Capital
- o Value Added
- o Market Value Added
- o Customer Performance Measures
- o Process Performance Measures
- o People Performance Measures



The Balanced Scorecard & Intellectual Capital Rating

**SHAREHOLDER VALUE**

see Valuation Notes:  
Adjust WACC with Bloombergs  
beta factor industry loadings:

NOPAT = Net operating profit after tax (and before interest)  
WACC = Weighted average cost of capital

WACC benchmark - listed company **9.8%**      unlisted company **12.0%**

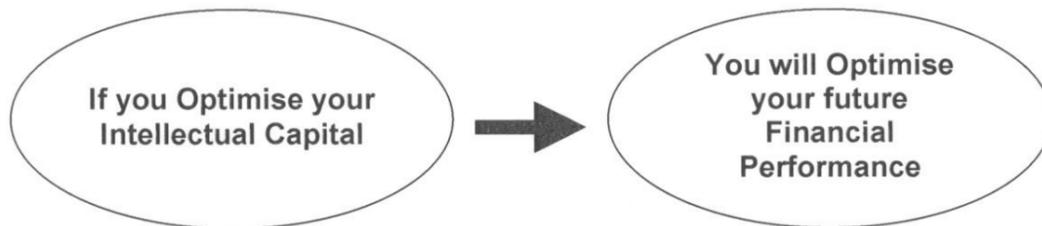
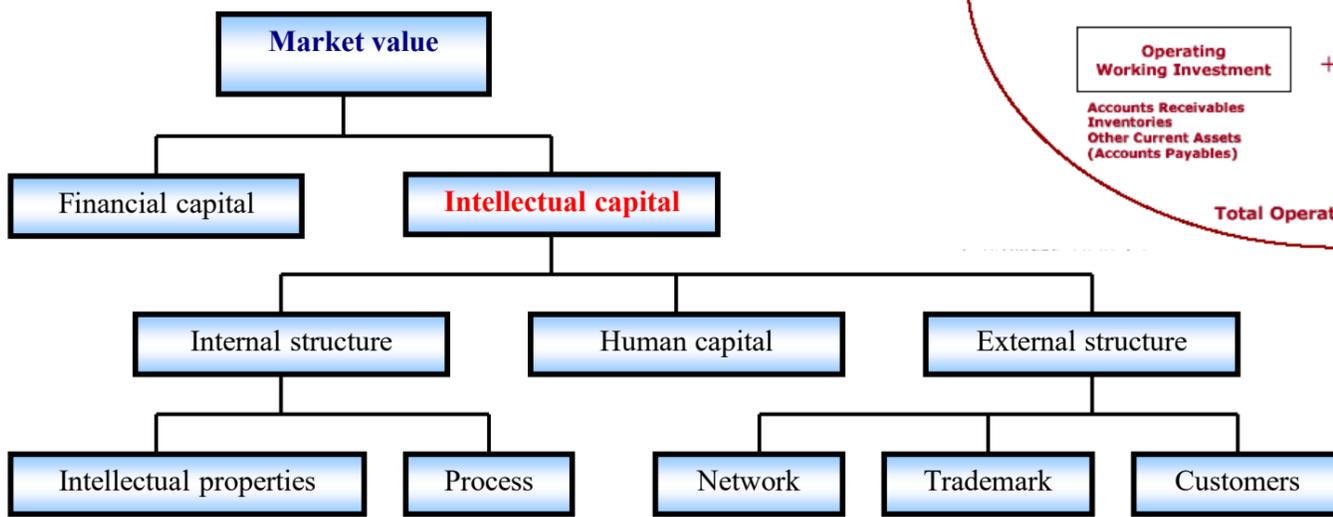
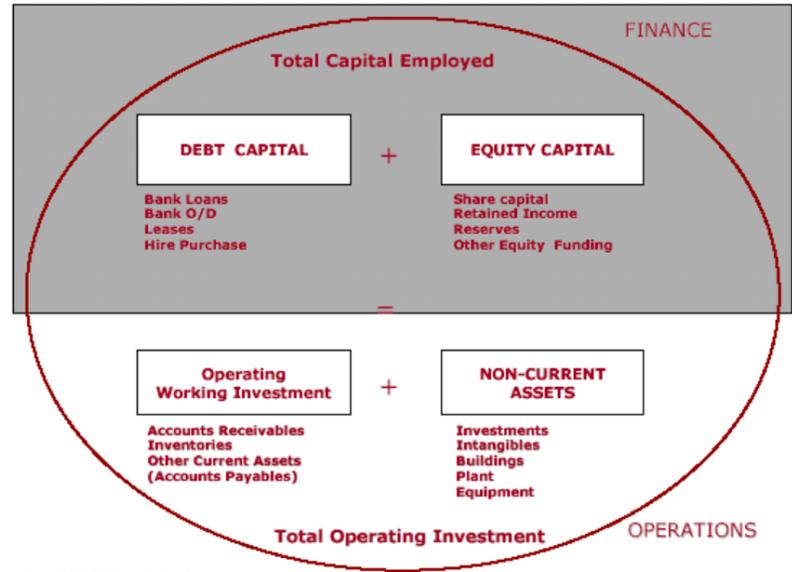
	2023	2024	2025	2026	2027
<b>NOPAT</b>					
Profit before depreciation					-\$48,745,908
Depreciation					61,293,244
Profit before interest and borrowing costs					-110,039,152
Less Taxation					-19,807,047
<b>NOPAT =</b>					<b>-\$90,232,105</b>

Valuation as Private Entity      Yield required **12.0%**      -\$752,000,000  
Valuation as Private Entity      discounted back to **\$0**

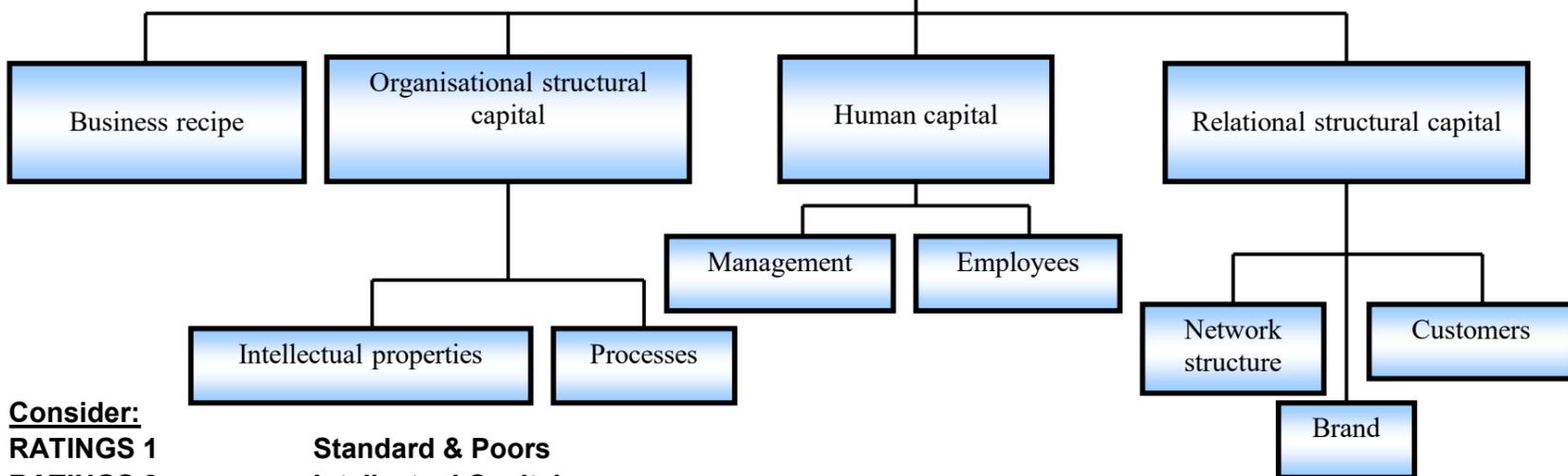
Valuation as Public Entity      Yield required **9.80%**      -\$921,000,000  
Valuation as Public Entity      discounted back to **0.00%**      **\$0**

PE base  
Adopted Value      variance

**Annual requirement:**  
**INCOME GENERATED must exceed**  
**above benchmark rates on the**  
**TOTAL of CAPITAL EMPLOYED**  
**otherwise you are destroying value!**



**Intellectual capital measured with IC Rating™**



Consider:  
RATINGS 1  
RATINGS 2  
RATINGS 3

Standard & Poors  
Intellectual Capital  
Corporate Social Responsibility



**PASCAS FOUNDATION (Ukraine) Ltd**

**MONTHLY CASH FLOW**

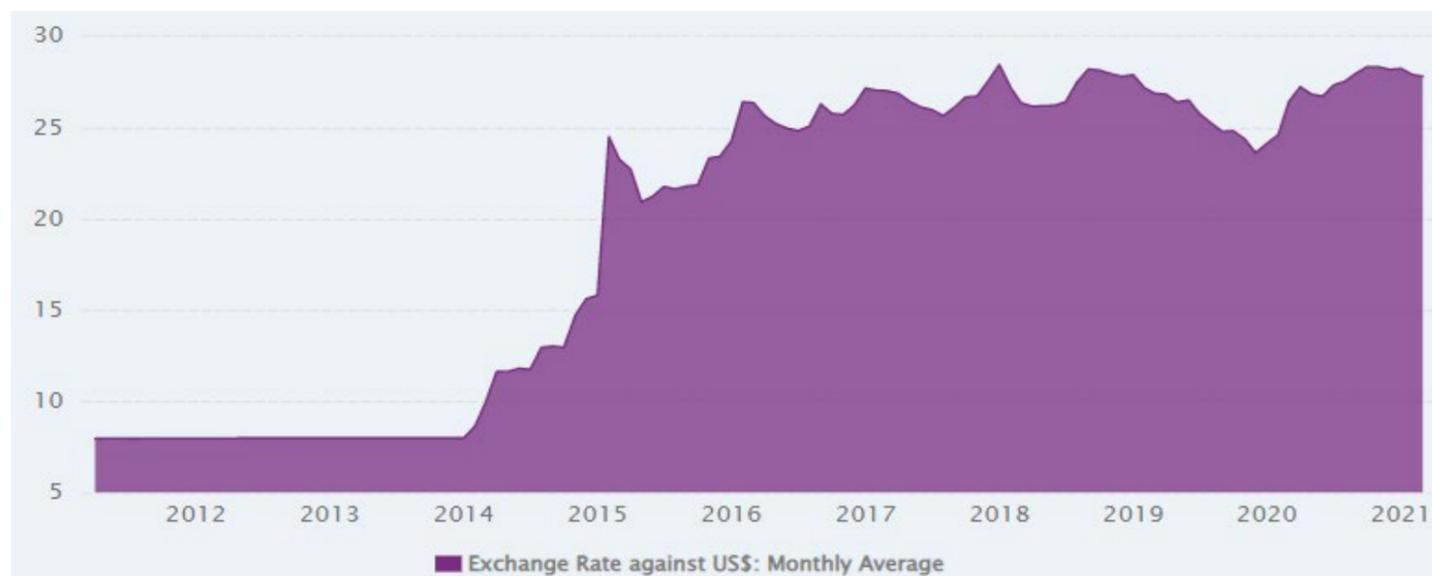
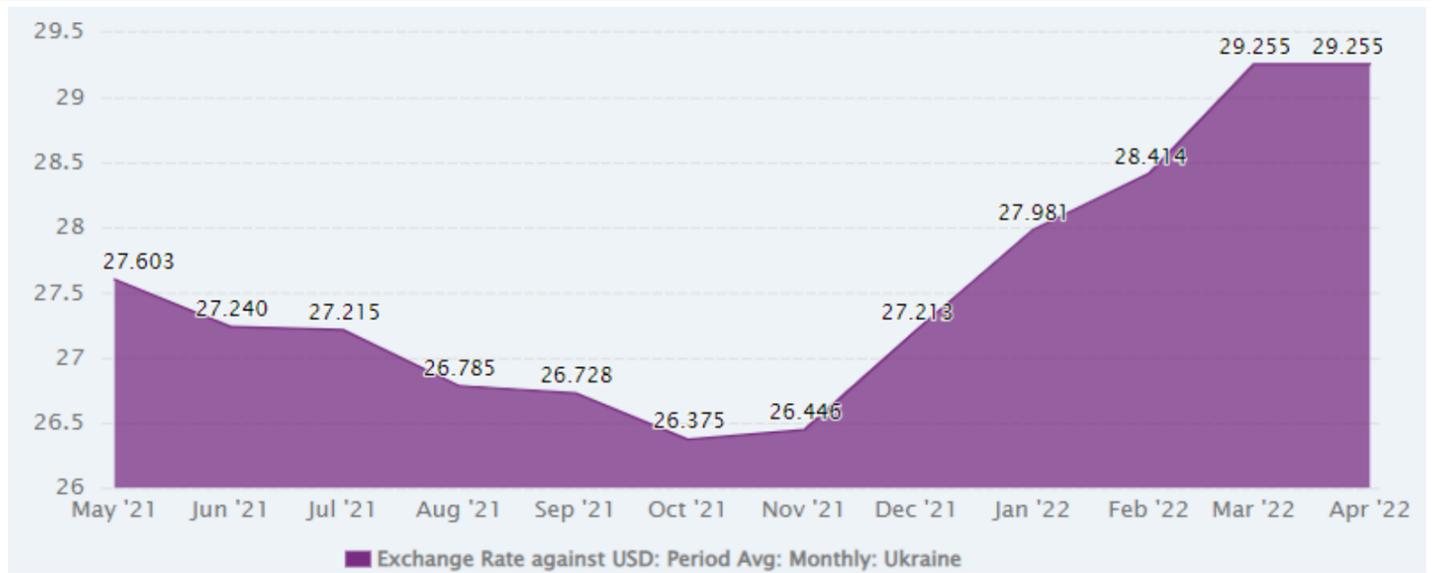
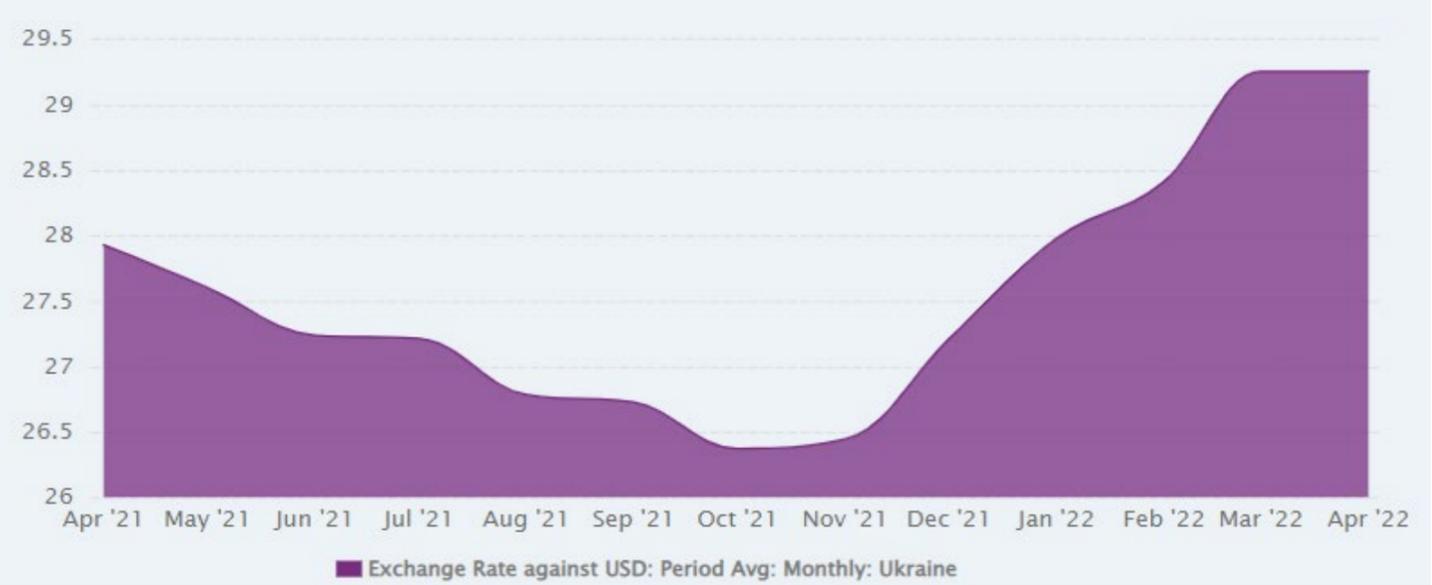
	TOTAL	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	16.6%	16.7%	16.7%	16.7%	16.7%
<b>TOTAL SALES</b>	\$520,000	\$0	\$0	\$0	\$0	\$0	\$0	\$86,320	\$86,320	\$86,840	\$86,840	\$86,840	\$86,840
<b>OUTGOINGS</b>													
Total Consumable Costs	24,621,870	0	0	0	0	0	0	4,087,230	4,087,230	4,111,852	4,111,852	4,111,852	4,111,852
Employee Costs	322,400	0	0	0	0	0	0	53,518	53,518	53,841	53,841	53,841	53,841
Operating Costs Direct	104,000	0	0	0	0	0	0	17,264	17,264	17,368	17,368	17,368	17,368
Other production costs	1,406,094	0	0	0	0	0	0	233,412	233,412	234,818	234,818	234,818	234,818
<b>TOTAL DIRECT COSTS</b>	<b>26,454,364</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,391,424</b>	<b>4,391,424</b>	<b>4,417,879</b>	<b>4,417,879</b>	<b>4,417,879</b>	<b>4,417,879</b>
<b>SCHOLARSHIPS GRANTED</b>	<b>6,700,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,112,200</b>	<b>1,112,200</b>	<b>1,118,900</b>	<b>1,118,900</b>	<b>1,118,900</b>	<b>1,118,900</b>
<b>ADMINISTRATION</b>													
Advertising	100,000	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333
Travelling & Accommodation	160,000	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333
Bank Fees	15,600	0	0	0	0	0	0	2,590	2,590	2,605	2,605	2,605	2,605
Debt Collection	2,600	217	217	217	217	217	217	217	217	217	217	217	217
Occupancy Costs	70,000	5,833	5,833	5,833	5,833	5,833	5,833	5,833	5,833	5,833	5,833	5,833	5,833
Repairs & Maintenance	20,000	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667
General Expenses	75,000	6,250	6,250	6,250	6,250	6,250	6,250	6,250	6,250	6,250	6,250	6,250	6,250
Administration Salaries	1,989,500	165,792	165,792	165,792	165,792	165,792	165,792	165,792	165,792	165,792	165,792	165,792	165,792
Administration Other	280,000	23,333	23,333	23,333	23,333	23,333	23,333	23,333	23,333	23,333	23,333	23,333	23,333
Directors Fees	80,000	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667
Research & Development	300,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
Sundry Expenses	10,400	867	867	867	867	867	867	867	867	867	867	867	867
STAFF INCENTIVE	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL ADMINISTRATION</b>	<b>3,103,100</b>	<b>257,292</b>	<b>257,292</b>	<b>257,292</b>	<b>257,292</b>	<b>257,292</b>	<b>257,292</b>	<b>259,881</b>	<b>259,881</b>	<b>259,897</b>	<b>259,897</b>	<b>259,897</b>	<b>259,897</b>
<b>TOTAL COSTS</b>	<b>36,257,464</b>	<b>257,292</b>	<b>257,292</b>	<b>257,292</b>	<b>257,292</b>	<b>257,292</b>	<b>257,292</b>	<b>5,763,506</b>	<b>5,763,506</b>	<b>5,796,676</b>	<b>5,796,676</b>	<b>5,796,676</b>	<b>5,796,676</b>
NET REVENUE	-35,737,464	-257,292	-257,292	-257,292	-257,292	-257,292	-257,292	-5,677,186	-5,677,186	-5,709,836	-5,709,836	-5,709,836	-5,709,836
PROGRESSIVE REVENUE	-35,737,464	-257,292	-514,583	-771,875	-1,029,167	-1,286,458	-1,543,750	-7,220,936	-12,898,121	-18,607,957	-24,317,792	-30,027,628	-35,737,464
<b>Grants treated as Revenue</b>	<b>-520,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-86,320</b>	<b>-86,320</b>	<b>-86,840</b>	<b>-86,840</b>	<b>-86,840</b>	<b>-86,840</b>
WORKING CAPITAL	-143,000							-47,667	-47,667	-47,667			
Other costs - borrowing	0	0											
Taxation	0												0
<b>CAPITAL EXPENDITURE</b>													
CapEx Land Building Acquisitions	-358,477,850			-35,847,785	-35,847,785	-35,847,785	-35,847,785	-35,847,785	-35,847,785	-35,847,785	-35,847,785	-35,847,785	-35,847,785
Plant & Equipment	-1,100,000			-366,667	-366,667	-366,667							
Office Building	-5,000,000		-1,250,000	-1,250,000	-1,250,000	-1,250,000							
Intellectual Property	0	0											
FUNDS NEEDED		-257,292	-1,507,292	-37,721,743	-37,721,743	-37,721,743	-36,105,077	-41,658,957	-41,658,957	-41,692,127	-41,644,461	-41,644,461	-41,644,461
PROGRESSIVE FUNDS NEED		-257,292	-1,764,583	-39,486,327	-77,208,070	-114,929,813	-151,034,890	-192,693,847	-234,352,805	-276,044,932	-317,689,392	-359,333,853	-400,978,314
<b>TOTAL GRANTS FUNDING</b>	<b>446,900,000</b>	<b>50,000,000</b>		<b>116,900,000</b>			<b>140,000,000</b>				<b>140,000,000</b>		
CASH BALANCE	45,921,687	49,742,708	-1,507,292	79,178,257	-37,721,743	-37,721,743	103,894,923	-41,658,957	-41,658,957	-41,692,127	98,355,539	-41,644,461	-41,644,461
PROGRESSIVE CASH BALANCE	45,921,687	49,742,708	48,235,417	127,413,673	89,691,930	51,970,187	155,865,110	114,206,153	72,547,195	30,855,068	129,210,608	87,566,147	45,921,687

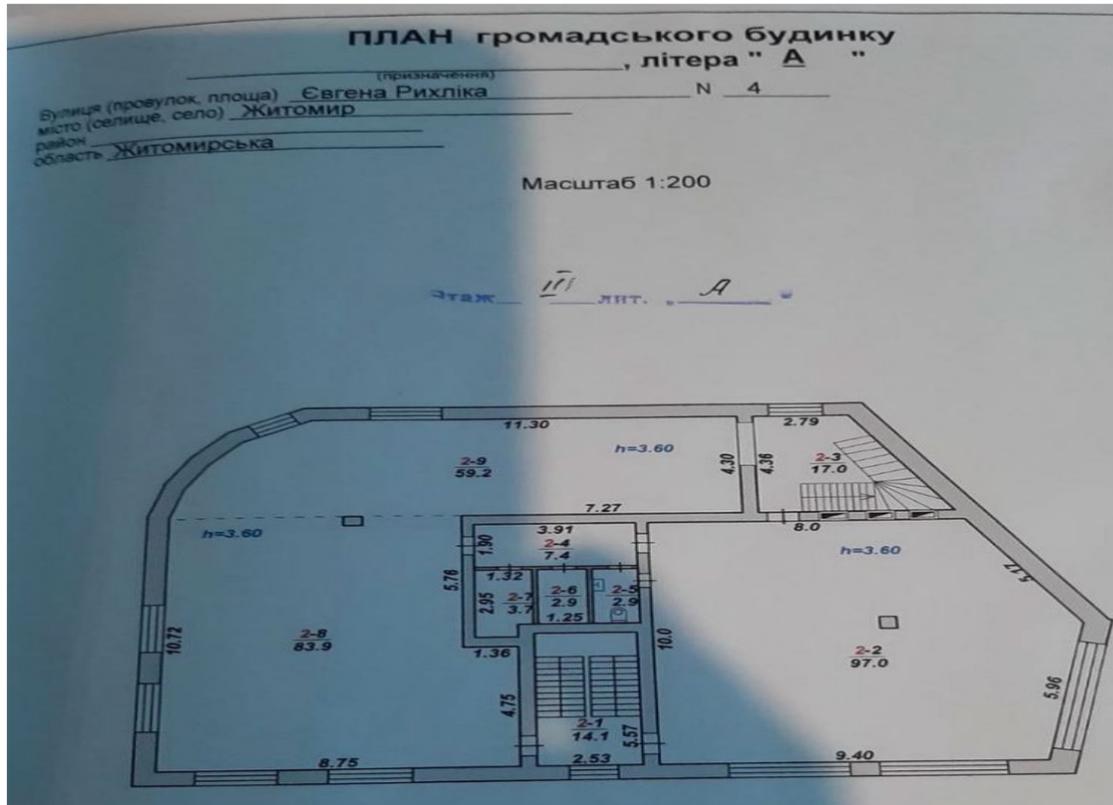
**PASCAS FOUNDATION (Ukraine) Ltd**  
**QUARTERLY CASH FLOW**

					\$ = USD 31 Dec		AU\$1.00 =	USD 0.70	UAH 21.00	USD1.00 = UAH 30.00		18
	Year of 2023				Year of 2024		Year of 2024		Year of 2025			
	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 1	Quarter 2	Quarter 3	Quarter 4
SALES												
HIGH SCHOOL LAND & BUILDINGS	0	0	0	0	0	0	0	0	1,832,130	1,832,130	1,832,130	1,832,130
TAFE / CRAFT CREATION sites	0	0	0	0	0	0	0	0	1,969,493	1,969,493	1,969,493	1,969,493
UNIVERSITY multiple campus	0	0	0	0	0	0	0	0	0	0	0	0
HOSPITAL LAND & BUILDINGS	0	0	0	0	0	0	0	0	0	0	0	0
CLINICS HEALTH CENTRES	130,000	130,000	130,000	130,000	455,000	455,000	455,000	455,000	780,000	780,000	780,000	780,000
CLINICS LAND & BUILDINGS	0	0	0	0	32,500	32,500	32,500	32,500	65,000	65,000	65,000	65,000
COMMUNITY CENTRE	0	0	0	0	0	0	0	0	0	0	0	0
MOBILE CLINIC	0	0	0	0	0	0	0	0	0	0	0	0
ZHYTOMYR ORPHANAGES	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL SALES / GRANTS</b>	<b>\$130,000</b>	<b>\$130,000</b>	<b>\$130,000</b>	<b>\$130,000</b>	<b>\$487,500</b>	<b>\$487,500</b>	<b>\$487,500</b>	<b>\$487,500</b>	<b>\$4,646,623</b>	<b>\$4,646,623</b>	<b>\$4,646,623</b>	<b>\$4,646,623</b>
<b>TOTAL DIRECT COSTS</b>	<b>6,613,591</b>	<b>6,613,591</b>	<b>6,613,591</b>	<b>6,613,591</b>	<b>7,285,636</b>	<b>7,285,636</b>	<b>7,285,636</b>	<b>7,285,636</b>	<b>11,753,646</b>	<b>11,753,646</b>	<b>11,753,646</b>	<b>11,753,646</b>
<b>TOTAL DIRECT COSTS</b>	<b>6,613,591</b>	<b>6,613,591</b>	<b>6,613,591</b>	<b>6,613,591</b>	<b>7,285,636</b>	<b>7,285,636</b>	<b>7,285,636</b>	<b>7,285,636</b>	<b>11,753,646</b>	<b>11,753,646</b>	<b>11,753,646</b>	<b>11,753,646</b>
<b>GROSS PROFIT CONTRIBUTION</b>	<b>-6,483,591</b>	<b>-6,483,591</b>	<b>-6,483,591</b>	<b>-6,483,591</b>	<b>-6,798,136</b>	<b>-6,798,136</b>	<b>-6,798,136</b>	<b>-6,798,136</b>	<b>-7,107,023</b>	<b>-7,107,023</b>	<b>-7,107,023</b>	<b>-7,107,023</b>
<b>TOTAL ADMINISTRATION COSTS</b>	<b>775,775</b>	<b>775,775</b>	<b>775,775</b>	<b>775,775</b>	<b>1,349,063</b>	<b>1,349,063</b>	<b>1,349,063</b>	<b>1,349,063</b>	<b>1,939,264</b>	<b>1,939,264</b>	<b>1,939,264</b>	<b>1,939,264</b>
<b>STAFF INCENTIVE</b>				0				0				0
<b>PROFIT CONTRIBUTION</b>	<b>-\$7,259,366</b>	<b>-\$7,259,366</b>	<b>-\$7,259,366</b>	<b>-\$7,259,366</b>	<b>-\$8,147,198</b>	<b>-\$8,147,198</b>	<b>-\$8,147,198</b>	<b>-\$8,147,198</b>	<b>-\$9,046,288</b>	<b>-\$9,046,288</b>	<b>-\$9,046,288</b>	<b>-\$9,046,288</b>
<b>SCHOLARSHIPS GRANTED</b>	<b>-\$1,675,000</b>	<b>-\$1,675,000</b>	<b>-\$1,675,000</b>	<b>-\$1,675,000</b>	<b>-\$3,350,000</b>	<b>-\$3,350,000</b>	<b>-\$3,350,000</b>	<b>-\$3,350,000</b>	<b>-\$5,025,000</b>	<b>-\$5,025,000</b>	<b>-\$5,025,000</b>	<b>-\$5,025,000</b>
<b>WORKING CAPITAL</b>	<b>-35,750</b>	<b>-35,750</b>	<b>-35,750</b>	<b>-35,750</b>	<b>-90,188</b>	<b>-90,188</b>	<b>-90,188</b>	<b>-90,188</b>	<b>-803,387</b>	<b>-803,387</b>	<b>-803,387</b>	<b>-803,387</b>
<b>Grants treated as Revenue</b>	<b>-130,000</b>	<b>-130,000</b>	<b>-130,000</b>	<b>-130,000</b>	<b>-487,500</b>	<b>-487,500</b>	<b>-487,500</b>	<b>-487,500</b>	<b>-4,646,623</b>	<b>-4,646,623</b>	<b>-4,646,623</b>	<b>-4,646,623</b>
Interest	0			0				0				0
Other costs - borrowing	0				0				0			
Creditors - Directors	0	0										
Taxation	0	0	0	0	0	0	0	0	0	0	0	0
Dividends Paid				0				0				0
<b>NET CASH FLOW</b>	<b>-9,100,116</b>	<b>-9,100,116</b>	<b>-9,100,116</b>	<b>-9,100,116</b>	<b>-12,074,886</b>	<b>-12,074,886</b>	<b>-12,074,886</b>	<b>-12,074,886</b>	<b>-19,521,297</b>	<b>-19,521,297</b>	<b>-19,521,297</b>	<b>-19,521,297</b>
<b>CAPITAL EXPENDITURE</b>												
CapEx Land Building Acquisitions	-89,619,463	-89,619,463	-89,619,463	-89,619,463	-88,541,963	-88,541,963	-88,541,963	-88,541,963	-70,021,350	-70,021,350	-70,021,350	-70,021,350
Plant & Equipment	-275,000	-275,000	-275,000	-275,000	-2,525,000	-2,525,000	-2,525,000	-2,525,000	-26,400,000	-26,400,000	-26,400,000	-26,400,000
Office Building	-2,500,000	-2,500,000	0	0	0	0	0	0	0	0	0	0
Intellectual Property	0				0				0			
<b>TOTAL GRANTS FUNDING</b>	<b>\$111,725,000</b>	<b>111,725,000</b>	<b>111,725,000</b>	<b>111,725,000</b>	<b>99,925,000</b>	<b>99,925,000</b>	<b>99,925,000</b>	<b>99,925,000</b>	<b>116,100,000</b>	<b>116,100,000</b>	<b>116,100,000</b>	<b>116,100,000</b>
<b>LOAN REPAYMENTS</b>				0				0				0
<b>NET QUARTER CASH FLOW</b>	<b>10,230,422</b>	<b>10,230,422</b>	<b>12,730,422</b>	<b>12,730,422</b>	<b>-3,216,848</b>	<b>-3,216,848</b>	<b>-3,216,848</b>	<b>-3,216,848</b>	<b>157,353</b>	<b>157,353</b>	<b>157,353</b>	<b>157,353</b>
<b>OPENING BALANCE</b>	<b>0</b>	<b>10,230,422</b>	<b>20,460,843</b>	<b>33,191,265</b>	<b>45,921,687</b>	<b>42,704,838</b>	<b>39,487,990</b>	<b>36,271,141</b>	<b>33,054,293</b>	<b>33,211,646</b>	<b>33,368,999</b>	<b>33,526,352</b>
<b>CLOSING BALANCE</b>	<b>\$10,230,422</b>	<b>\$20,460,843</b>	<b>\$33,191,265</b>	<b>\$45,921,687</b>	<b>\$42,704,838</b>	<b>\$39,487,990</b>	<b>\$36,271,141</b>	<b>\$33,054,293</b>	<b>\$33,211,646</b>	<b>\$33,368,999</b>	<b>\$33,526,352</b>	<b>\$33,683,705</b>
<b>BALANCE SHEET BALANCE</b>				<b>\$45,921,687</b>				<b>\$33,054,293</b>				<b>\$33,683,705</b>



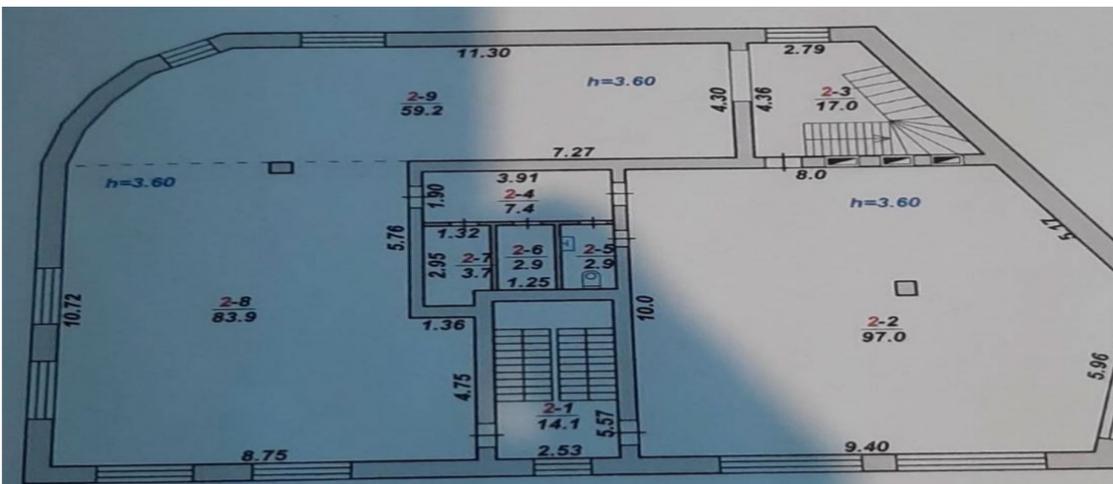
View Ukraine's Exchange Rate against USD from Dec 1992 to Apr 2022 in the chart:





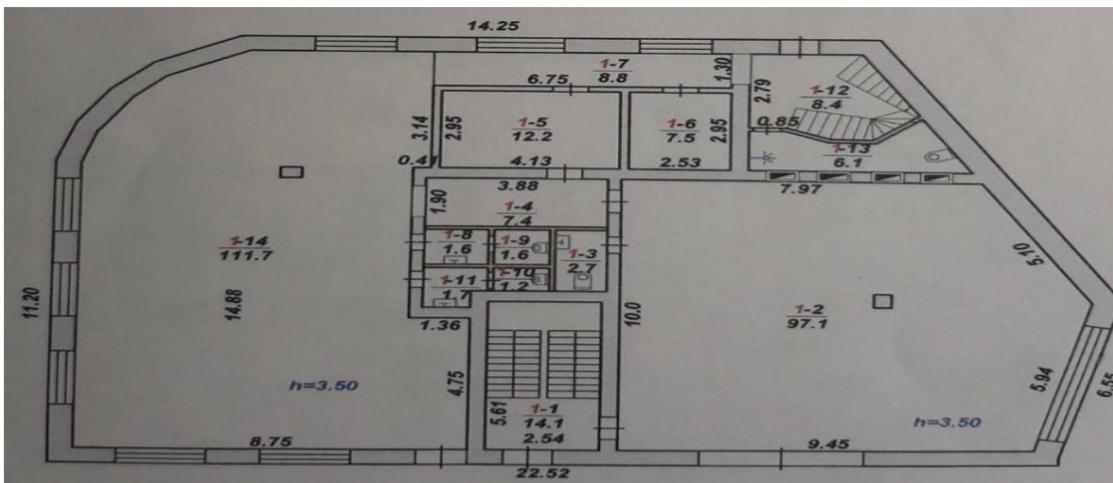
Area, m2	rental cost, USD	er month, USD	Annual, USD
282.21	8.6	2427.006	29124.072

Second floor

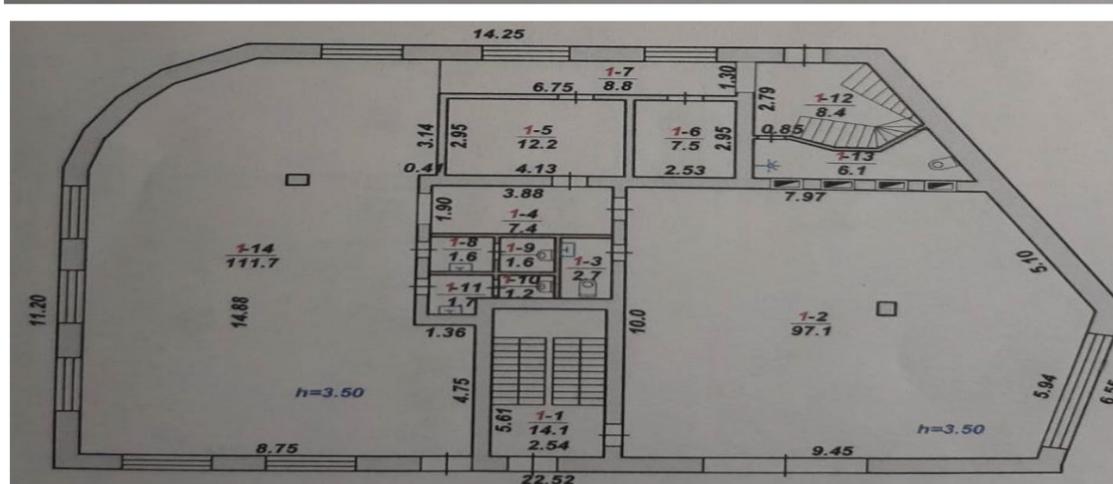


Area, m2	rental cost, USD	er month, USD	Annual, USD
282.21	8.6	2427.006	29124.072

First floor



Area, m2	rental cost, USD	er month, USD	Annual, USD
282.21	10	2822.1	33865.2



Area, m2	rental cost, USD	er month, USD	Annual, USD
282.21	5.70	1608.60	19303.16

Basement / Bomb shelter / Warehouse

TOTAL:

1128.84	9284.71	111416.51
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STAFF NEEDS									
#	Staff	Qty	Desktop	Laptop	MFP	Cellphone	Laser printer	Color printer	Office furniture
1	PASCAS Foundation (Ukraine) Ltd Director	3		3	3	3	1	1	3
2	Executives - Schools, University, Hospitals	3	3			3	3		3
3	Chief Accountant	1	1		1	1	1		1
4	Economist - auditor	1	1			1	1		1
5	Lawyer	3	3			3	3		3
6	Interpreter	1		1		1		1	1
7	Executive Human Resources Manager	1	1			1			1
8	Human Resources Officers	2	2		2	2	1		2
9	General Manager	1	1			1	1		1
10	Marketing Manager	1	1			1	1		1
11	Marketing Officers	1	1			1	1		1
12	Sales Manager	1	1			1	1		1
13	Production Manager	1	1			1	1		1
14	Information Technology Manager	1	1			1	1		1
15	Information Technology Officers	3	3			3	1		3
16	Technical Engineer	1	1			1	1		1
17	Quality Control Officers	1	1			1	1		1
18	Administrative Manager	1		1		1	1		1
19	Secretary	2	2			2	2		2
20	Shipping	3				3			3
21	Head of Security	1	1			1	1		1
22	Security	4				4			4
23	Non Executive Directors	3	3			3	2	1	3
24	Other staff	5				5			5
25	Sub Contractors	2	2			2	1		2
<b>TOTAL:</b>		<b>47</b>	<b>30</b>	<b>5</b>	<b>6</b>	<b>47</b>	<b>26</b>	<b>3</b>	<b>47</b>
			<b>Cost per unit, USD (Average)</b>						
			<b>Desktop</b>	<b>Laptop</b>	<b>MFP</b>	<b>Cellphone</b>	<b>Laser printer</b>	<b>Color printer</b>	<b>Office furniture set</b>
			<b>643</b>	<b>1571</b>	<b>330</b>	<b>143</b>	<b>302</b>	<b>771</b>	<b>1285</b>
<b>TOTAL:</b>			<b>19,290</b>	<b>7,855</b>	<b>1,980</b>	<b>6,721</b>	<b>7,852</b>	<b>2,313</b>	<b>60,395</b>
									<b>\$106,406</b>

MULTIFUNCTION PERIPHERAL (MFP)

A multifunction peripheral (MFP) is a device that performs a variety of functions that would otherwise be carried out by separate peripheral devices. As a rule, a multifunction peripheral includes at least two of the following:

- Printer
- Scanner
- Copier
- Fax Machine



<b>PASCAS FOUNDATION (Ukraine) Ltd</b>		<b>\$ = USD</b>				<b>31 Dec</b>	<b>23</b>
<b>ZHYTOMYR ORPHANAGES</b>		AU\$1.00 = Orphans	USD 0.70 Food	UAH 21.00 Medical	USD1.00 = Clothing	UAH 30.00 <b>USD TOTAL</b>	
1	<b>Zhytomyr I-II boarding school</b> for orphans and children deprived of parental care	102	\$372,300	\$348,840	\$102,000	\$823,140	
2	<b>Pugachevsky orphanage</b> boarding school (for girls)	85	310,250	290,700	85,000	685,950	
3	<b>Berdichevskaya boarding school</b> for orphans and children deprived of parental care	190	693,500	649,800	190,000	1,533,300	
4	<b>Berdichev Special General Education</b> Boarding School for Orphans and Children Deprived of Parental Care	212	773,800	725,040	212,000	1,710,840	
5	<b>Kmitovsky Special General Education</b> Boarding School	110	401,500	376,200	110,000	887,700	
6	<b>Potievskaya General Education Boarding</b> School of Stages I-III for Children with Poliomyelitis Consequences and	107	390,550	365,940	107,000	863,490	
7	<b>Korostyshev Special General Education</b> Boarding School	109	397,850	372,780	109,000	879,630	
8	<b>Zhitomir Regional Home for Orphans</b> and Children without Parental Care of the Zhitomir Regional Council	95	346,750	324,900	95,000	766,650	
9	<b>Teterivsky orphanage of Zhytomyr</b> regional council (for boys)	120	438,000	410,400	120,000	968,400	
10	<b>Novoborovsky orphanage</b> for girls	120	438,000	410,400	120,000	968,400	
11	<b>Berezovsky Special General Education</b> Boarding School of Stages I-III for Children with Hearing Loss	141	514,650	482,220	141,000	1,137,870	
12	<b>Zhytomyr Special General Education</b> Boarding School of Stages I-III for Deaf Children	107	390,550	365,940	107,000	863,490	
13	<b>Ushomir General Education</b> Boarding School of Stages I-	202	737,300	690,840	202,000	1,630,140	
14	<b>Berdichev Center for Social, Labour and</b> Vocational Rehabilitation of Disabled People "Nadezhda"	282	1,029,300	964,440	282,000	2,275,740	
15	<b>Romanovsky Orphanage</b> and Boarding School (for boys)	80	292,000	273,600	80,000	645,600	
16	<b>Novograd-Volynsky General Education</b> Boarding School of Stages I-	188	686,200	642,960	188,000	1,517,160	
17	<b>Radomyshl General Education</b> Boarding School of Stages I-II for orphans	126	459,900	430,920	126,000	1,016,820	
18	<b>Zhytomyr regional orphanage</b> for children	49	178,850	167,580	49,000	395,430	
19	<b>Regional Interdistrict Medical Diagnostic</b> Center in Korosten	150	547,500	513,000	150,000	1,210,500	
20	<b>Dovbysky Special General Education</b> Boarding School of the Zhytomyr Regional Council	126	459,900	430,920	126,000	1,016,820	
		<b>2,701</b>	<b>\$9,858,650</b>	<b>\$9,237,420</b>	<b>\$2,701,000</b>	<b>\$21,797,070</b>	
Being provided per child Existing at this point			per day \$1.53	per mth \$0.61	per qtr \$0.00		
Required per child			<b>\$10.00</b>	<b>\$285.00</b>	<b>\$250.00</b>		
Needed per child			<b>\$11.53</b>	<b>\$285.61</b>	<b>\$250.00</b>		
for year multiply by			365	12	4		
<b>Counsellor Carers</b>	Living Feelings First acc	30	one per - this being in addition to existing staff / carers				
	Total required throughout Zhytomyr	90	children	salary			
			Pascas Counsellors	\$30,000		\$2,700,000	
<b>ORPHANAGES</b>	<b>ANNUAL RECURRENT COSTS</b>					<b>\$24,497,070</b>	
<b>Water purification systems (per orphanage)</b>							
Equipment cost, USD	Installation cost, USD	Performance, litres/ hour		Once only			
5,000 - 20,000	1,000 - 5,000	40 - 150		Budget		310,000	
<b>Major repair and renovation</b>							
	Major repair and renovation, USD, M2 (building from 3,500 to 7,500 square metres)					4,650,000	
<b>ORPHANAGES</b>	<b>ONCE ONLY CAPITAL COSTS</b>					<b>\$4,960,000</b>	

**PASCAS FOUNDATION (Ukraine) Ltd**  
**ESTIMATED BUILDING COSTS SCHOOL**

**\$ = USD**

**31 Dec**

**24**

AU\$1.00 = USD 0.70 UAH 21.00

USD1.00 =

UAH 30.00

AU\$0.047 = UAH 1.00

**HIGH SCHOOL**

**TOTAL COMPLEX**

Metres  
Length

Metres  
Width

Total M<sup>2</sup>  
Floor Area

\$ M<sup>2</sup>  
Cost

TO BUILD  
A\$ Cost

SCHOOL building per m2

\$2,500

building per m2 for Maths \$1,200

building per m2 for Technology \$3,500

Floor space per child (classroom, halls, toilets, admin, etc.) 33

School student population 600

Total building area and cost 19,800 \$2,500 \$49,500,000

Sporting fields and grounds 2,500,000

Total School Campus to be developed students 3,000

**TOTAL BUILDING STRUCTURES** M<sup>2</sup> 19,800 \$2,626 \$52,000,000  
 (Cordell based estimates can be improved upon)

**SITE WORKS**

Site Filling 20,000 M<sup>3</sup> 50 1,000,000

spaces circulation 1.5

Parking Areas 200 15 296.8 4,452 100 445,200

per car space 5.3 2.8 14.84

Site works M<sup>2</sup> 800 100 80,000

Sporting Fields 20,000 M<sup>3</sup> 150 3,000,000

Services (electrical / sewer etc) transformers 5,000,000

Security fences 30,000

Security deposits Power Authority 10,000

Professional costs 6% 3,120,000

Contingency 5% 2,600,000

**TOTAL CONSTRUCTION** \$67,285,200

**LAND COSTS** 30,000 M<sup>3</sup> 200 6,000,000

**LAND & BUILDINGS** \$73,285,200

**RENTAL BUDGET**

19,800 M<sup>2</sup> \$370.13 M<sup>2</sup>  
 10.0% pr anm \$7,328,520



**PASCAS FOUNDATION (Ukraine) Ltd**  
**ESTIMATED BUILDING COSTS TAFE**  
**Technical And Further Education**  
**TAFE**  
**TOTAL COMPLEX**

**Craft Creations**  
 AU\$1.00 = USD 0.70  
 Metres Metres  
 Length Width

**\$ = USD**  
 UAH 21.00  
 Total M<sup>2</sup>  
 Floor Area

**31 Dec**  
 AU\$0.047 = UAH 1.00  
 USD1.00 = UAH 30.00  
 \$ M<sup>2</sup> TO BUILD  
 Cost A\$ Cost

**25**

TAFE building per m2	similarly for Craft Creations			\$2,750	
building per m2 for Maths	\$1,200				
building per m2 for Technology	\$3,500				
Floor space per child (classroom, halls, toilets, admin, etc.)			33		
School student population			<b>600</b>		
Total building area and cost			19,800	\$2,750	\$54,450,000
Sporting fields and grounds buildings					2,500,000
Total TAFE Campus to be developed		students	3,000		
<b>TOTAL BUILDING STRUCTURES</b> (Cordell based estimates can be improved upon)		M <sup>2</sup>	<u>19,800</u>	\$2,876	<u>\$56,950,000</u>

**SITE WORKS**

Site Filling	20,000	M <sup>3</sup>		50	1,000,000
	spaces circulation	1.5			
Parking Areas	200	296.8	4,452	100	445,200
	per car space	5.3	14.84		
Site works		M <sup>2</sup>	800	100	80,000
Sporting Fields	20,000	M <sup>3</sup>		150	3,000,000
Services (electrical / sewer etc) transformers					5,000,000
Security fences					30,000
Security deposits Power Authority					10,000
Professional costs				6%	3,417,000
Contingency				5%	2,847,500
<b>TOTAL CONSTRUCTION</b>					<b>\$72,779,700</b>
<b>LAND COSTS</b>	30,000	M <sup>3</sup>		200	6,000,000

**LAND & BUILDINGS**

**\$78,779,700**

**RENTAL BUDGET**

19,800 M<sup>2</sup> \$397.88 M<sup>2</sup>  
 10.0% pr anm \$7,877,970



**PASCAS FOUNDATION (Ukraine) Ltd** **\$ = USD** **31 Dec** **26**  
**ESTIMATED BUILDING COSTS UNIVERSITY** AU\$0.047 = SBD 1.00  
**(5 Campus = 1 University)** AU\$1.00 = USD 0.70 UAH 21.00 USD1.00 = UAH 30.00  
**HIGH SCHOOL equivalent +** Metres Metres Total M<sup>2</sup> \$ M<sup>2</sup> TO BUILD  
**TOTAL COMPLEX** Length Width Floor Area Cost A\$ Cost

<b>UNIVERSITY building per m2</b>					\$3,200	
building per m2 for Maths	\$1,200					
building per m2 for Technology	\$3,500					
Floor space per child (classroom, halls, toilets, admin, etc.)				33		
University student population				<b>1,000</b>		
Total building area and cost				33,000	\$3,200	\$105,600,000
Sporting fields and grounds buildings						2,500,000
Total University Campus to be developed			students	5,000		
<b>TOTAL BUILDING STRUCTURES</b> (Cordell based estimates can be improved upon)			M <sup>2</sup>	<u>33,000</u>	\$3,276	<u>\$108,100,000</u>

**SITE WORKS**

Site Filling	20,000	M <sup>3</sup>		50		1,000,000
	spaces circulation	1.5				
Parking Areas	200	296.8	4,452	100		445,200
	per car space	5.3	14.84			
Site works		M <sup>2</sup>	800	100		80,000
Sporting Fields	20,000	M <sup>3</sup>		150		3,000,000
Services (electrical / sewer etc) transformers						5,000,000
Security fences						30,000
Security deposits Power Authority						10,000
Professional costs				6%		6,486,000
Contingency				5%		5,405,000
<b>TOTAL CONSTRUCTION</b>						<b>\$129,556,200</b>
<b>LAND COSTS</b>	100,000	M <sup>3</sup>		200		20,000,000

**LAND & BUILDINGS**

**\$149,556,200**

**RENTAL BUDGET** 33,000 M<sup>2</sup> \$453.20 M<sup>2</sup>  
10.0% pr anm **\$14,955,620**



<b>PASCAS FOUNDATION (Ukraine) Ltd</b>	<b>\$ = USD 31 Dec</b>			<b>27</b>
	AU\$1.00 = USD 0.70 UAH 21.00 USD1.00 = UAH 30.00			
<b>HOSPITAL COST</b>	This could be 4 hospitals		SBD 21.00	
<b>INVESTED FUNDS</b>	of 75 beds each on 4 islands.		\$	\$
	Central Location - Medium Rise - Prestige Structure			
LAND ACQUISITION	TEN HECTARES		\$20,000,000	
Stamp Duty	REQUIRED		1,200,000	
Legals & Commissions on purchase			100,000	
Land Cost				21,300,000
Headwork Charges				1,000,000
Civil Works				4,000,000
<b>SITE COSTS</b>				<u>\$26,300,000</u>
<b>HOSPITAL DEVELOPMENT</b>				
	<b>BEDS</b>			
BUDGET COST OF BUILDING	<b>300</b>	\$600,000	180,000,000	
Professional Fees - Construction		12.0%	12,387,840	
<b>BUILDING COSTS</b>				192,387,840
TOTAL GENERAL AREA FITOUT	300	\$100,000	30,000,000	
TOTAL for Theatres	15	\$1,200,000	18,000,000	
IMAGING SYSTEMS TOTAL			19,000,000	
RADIOTHERAPY TOTAL			0	
EMERGENCY CENTRE			1,500,000	
MEDICAL CENTRE for Medical Practitioners			600,000	
MEDICAL CENTRE for Specialists			1,000,000	
MEDICAL CENTRE for Oncologist Specialists			2,200,000	
PAIN CLINIC			1,200,000	
PATHOLOGY LABORATORY			2,000,000	
<b>HOSPITAL EQUIPMENT COSTS</b>				75,500,000
Stockup			5,000,000	
Professional Fees - Industry Specialities			2,250,000	
Development Working Capital			2,000,000	
Pe-opening marketing and staffing costs			5,000,000	
Working Capital			5,000,000	
<b>WORKING CAPITAL &amp; FEES</b>				<u>19,250,000</u>
<b>TOTAL HOSPITAL DEVELOPMENT COSTS</b>				\$313,437,840
MEDI-HOTEL with Step-Down Accommodation	<b>ROOMS</b>	per room		
	room fitout	<b>150</b>	\$60,000	9,000,000
	balance			3,800,000
Hotel total fitout				12,800,000
<b>ASSOCIATED MEDICAL FACILITIES &amp; DIVISIONS</b>				10,000,000
<b>ASSET DEVELOPMENT COSTS</b>				<u>\$336,237,840</u>
Borrowing Costs & Share Placement Costs		3.0%		10,087,135
INTEREST PROVISION - CONSTRUCTION		8.0%		26,899,027
INTEREST PROVISION - 3 Months Operation				6,000,000
<b>TOTAL PROJECT BUDGET</b>				<u><b>\$379,224,002</b></u>
BUFFER	{ buffer offset against interest + provision }			20,775,998
<b>FUNDING STRUCTURE</b>				<u><u><b>\$400,000,000</b></u></u>



**PASCAS FOUNDATION (Ukraine) Ltd**  
**HOSPITAL EQUIPMENT**  
**PLANT & EQUIPMENT**

**\$ = USD 31 Dec**

**28**

AU\$1.00 = USD 0.70 UAH 21.00 USD1.00 = UAH 30.00

EQUIPMENT & FITOUT BUDGETS	No	\$	Total \$
Wards - single with medical gas, ensuite etc	300	40,000	\$12,000,000
Ward area equipment			1,000,000
Day Theatre complex fitout for patients	30	25,000	750,000
Common Areas			1,500,000
Office and administration			300,000
Computer System, hardware and software			9,000,000
Telephone System			550,000
Fire Detection Systems			500,000
Signage			400,000
Sundry Provisions			<u>4,000,000</u>
<b>TOTAL GENERAL AREA FITOUT</b>	<b>300</b>	<b>100,000</b>	<b>\$30,000,000</b>
<b>THEATRES</b>			
Table		\$100,000	
Theatre Lights		100,000	
Instruments		200,000	
Image Intensifier		140,000	
Anaesthesia		170,000	
Endoscopy Instruments		120,000	
Autoclaves		100,000	
Sundry		270,000	
<b>Total per Theatre</b>		<b>\$1,200,000</b>	
Total for Main Theatres	10	12,000,000	
Total for Day Theatres	5	6,000,000	
<b>TOTAL for Theatres</b>			<b>18,000,000</b>
<b>IMAGING EQUIPMENT</b>			
MRI Flex Art		4,400,000	
Cardiac Catheter Lab		2,400,000	
CT Scanner Xpress SX		2,200,000	
CT Scanner Xspeed		1,800,000	
Angiography Unit		1,400,000	
Dual Head Gamma Camera		1,000,000	
Fluoroscopy Room		800,000	
General Ultrasound		600,000	
Cardiac Ultrasound		600,000	
Mobile Image Intensifier - main theatres		300,000	
Mobile Image Intensifier - day theatres		300,000	
Mammography Unit		250,000	
General Xray Room		400,000	
Tomography Room		200,000	
Mobile Xray Unit		100,000	
Laser Camera		100,000	
Monitoring Equipment, ECG/pressures		250,000	
Digital Agfa & Miscellaneous		150,000	
Additional Developments		1,750,000	
<b>IMAGING SYSTEMS TOTAL</b>			<b>19,000,000</b>
<b>RADIOTHERAPY UNIT</b>			
Linear Accelerator (10MEV) - Varian		0	
Linear Accelerator ( 6MEV) - Varian		0	
Support Equipment		0	
<b>RADIOTHERAPY TOTAL</b>			<b>0</b>
<b>EMERGENCY</b>			<b>1,500,000</b>
<b>MEDICAL CENTRE for Medical Practitioners</b>			<b>600,000</b>
<b>MEDICAL CENTRE for Specialists</b>			<b>1,000,000</b>
<b>MEDICAL CENTRE for Oncologist Specialists</b>			<b>2,200,000</b>
<b>PAIN CLINIC</b>			<b>1,200,000</b>
<b>PATHOLOGY LABORATORY</b>			<b>2,000,000</b>
<b>TOTAL FITOUT &amp; EQUIPMENT</b>			<b><u>\$75,500,000</u></b>

**PASCAS FOUNDATION (Ukraine) Ltd** **\$ = USD** **31 Dec** **29**  
**ESTIMATED BUILDING COSTS FIRST AID - CLINIC- COMMUNITY CENTRE** AU\$0.047 = UAH 1.00  
AU\$1.00 = USD 0.70 UAH 21.00 USD1.00 = UAH 30.00

		Metres Length	Metres Width	Total M <sup>2</sup> Floor Area	\$ M <sup>2</sup> Cost	TO BUILD A\$ Cost
TOTAL COMPLEX						
building per m2					\$3,000	
budget including land	Loading					
CLINIC HEALTH CENTRE	30%					\$2,000,000
MEDICAL CLINIC	30%					1,000,000
COMMUNITY CENTRE	30%					2,000,000
MOBILE CLINIC	30%					500,000
TOTAL BUILDING STRUCTURES				M <sup>2</sup> 0		\$5,500,000
(Cordell based estimates can be improved upon)						
<b>SITE WORKS</b>						
Site Filling		2,000		M <sup>3</sup>	50	100,000
	spaces	circulation		1.5		
Parking Areas	20	15		29.68	445	100
	per car space	5.3		2.8	14.84	44,520
Site works				M <sup>2</sup>	800	100
Services (electrical / sewer etc)						80,000
transformers						50,000
Security fences						30,000
Security deposits Power Authority						10,000
Professional costs					6%	330,000
Contingency					5%	275,000
<b>TOTAL CONSTRUCTION</b>						<b>\$6,419,520</b>
<b>LAND COSTS</b>		3,000		M <sup>3</sup>	200	600,000

Stamp duty waived by Government RAIT PASCAS FOUNDATION (PNG) Inc is a charity  
 PNG Special Agricultural and Business Leases (SABLs)  
 'State lease' lasting a maximum of **99 years**  
 Lease agreement administered under the PNG "Land Act 1996"  
 Acquiring land for public purposes in Papua New Guinea comes under "Land Act 1996"

**LAND & BUILDINGS** **\$7,019,520**

**RENTAL BUDGET** 0 M<sup>2</sup> M<sup>2</sup>  
10.0% pr anm \$701,952



Load prime cost by  
 30%

Doctors require a three- to four-year undergraduate Bachelor of Medicine program and a four-year postgraduate degree. They then spend up to two years interning and training as a resident before spending up to four years training as a fellow in their chosen speciality.

In Australia, you can expect to pay between AU\$11,000 and AU\$60,000 per year for your studies, depending on whether you have a Commonwealth Supported Place (CSP) or are paying full-fees in an accelerated program. Typical tuition fees for undergraduate medical programs are around AU\$57,760 to AU\$71,488 (February 2022). (Consider AU\$70,000)

The fees for an undergraduate (bachelor's) nursing course may range between AUD \$27,000 to \$35,000 per year. The Bachelor of Nursing is 3 years, full-time under the standard study plan. By fast-tracking you can complete the degree in 2 years, including clinical placements. For a traditional four-year bachelor of science in nursing (BSN) program, students can expect total tuition costs of at least \$40,000 (or much more).

Master of Teaching (Secondary)  
 Indicative first year fee AU\$30,976  
 Indicative total course fee AU\$63,500

University of Melbourne 2022

Secondary school teachers are responsible for teaching students in Year 7 through 12, who are generally between the age group of 12 and 18. These typically include four-year courses for individuals with a good Universities Admission Index (UAI) score and who have successfully completed Year 12. The courses combine practical and theory to give a well-rounded teaching experience.

	Total Tuition Fees	
	2022	
Bachelor of Accounting	2022	\$135,600
Bachelor of Information & Communications	2022	\$111,840
Bachelor of Psychology	2022	\$108,480
Bachelore of Nursing & Midwifery	2022	\$82,920
Master of Teaching	2022	\$48,960

SCHOLARSHIPS GRANTS			2023	2024	2025	2026	2027
Doctors	numbers		20	20	20	20	20
Nurses	numbers		40	40	40	40	40
Teachers	numbers		40	40	40	40	40
			<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Cumulative whilst at foreign university							
Doctors	numbers		20	40	60	80	100
Nurses	numbers		40	80	120	120	120
Teachers	numbers		40	80	120	160	160
			<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Tuition Fees							
	each						
Doctors	per annum		\$70,000	\$70,000	\$70,000	\$70,000	\$70,000
Nurses	per annum		\$35,000	\$35,000	\$35,000	\$35,000	\$35,000
Teachers	per annum		\$35,000	\$35,000	\$35,000	\$35,000	\$35,000
Living Allowance Subsidy							
	each						
Doctors	per annum		25,000	25,000	25,000	25,000	25,000
Nurses	per annum		25,000	25,000	25,000	25,000	25,000
Teachers	per annum		25,000	25,000	25,000	25,000	25,000
Total Individual Scholarship							
	each						
Doctors	per annum		\$95,000	95,000	95,000	95,000	95,000
Nurses	per annum		60,000	60,000	60,000	60,000	60,000
Teachers	per annum		60,000	60,000	60,000	60,000	60,000
ANNUAL SCHOLARSHIP BUDGET							
Doctors	per annum		\$1,900,000	3,800,000	5,700,000	7,600,000	9,500,000
Nurses	per annum		2,400,000	4,800,000	7,200,000	7,200,000	7,200,000
Teachers	per annum		2,400,000	4,800,000	7,200,000	9,600,000	9,600,000
<b>TOTAL SCHOLARSHIPS</b>			<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
			\$6,700,000	\$13,400,000	\$20,100,000	\$24,400,000	\$26,300,000



Construction Costs and Descriptors Queensland Independent Schools Block Grant Authority

	Construction Costs (per m2)	Descriptors
GENERAL LEARNING AREA (Prep)	AUD Feb 2022  \$2,550	Includes general classroom or multipurpose area, teacher work areas and general storage.
GENERAL LEARNING AREA (P &S) GENERAL LEARNING AREA (C) WITHDRAWAL / STORAGE AREA	\$2,410 \$2,410 \$2,380	
FLEXIBLE LEARNING AREA	\$2,650	Includes wet areas and/or additional storage/joinery.
HEALTH and PHYS ED	\$2,380	Includes basic gym areas and equipment stores and basic change rooms.  *Excludes amenities.
SCIENCE	\$3,370	Includes laboratories and project/research labs, preparation rooms (high service costs), storage for laboratory equipment and chemicals. Basic building also reflects adjusted materials.
TECHNOLOGIES:  - Design and Tech./Digital Tech. Laboratory	\$2,990	Includes provision for increased technology capability in an adaptable workspace including equipment storage and associated joinery, such as for robotics or other practical activities.
TECHNOLOGIES:  - Food and fibre production - Food specialisations	\$3,260	Includes basic kitchen, pantry, laundry, storerooms and associated joinery.
TECHNOLOGIES:  - Hospitality Practices (VET and/or Applied Syllabuses)	\$3,890	Includes higher density of building services and extraction system, industry relevant fit out, as well as food store, laundry, storerooms and associated joinery.  *Excludes cold/cool room.

Functional Areas	Construction Costs (per m2)	Descriptors
TECHNOLOGIES e.g.: - Engineering principles and systems - Materials and technologies specialisation	AUD Feb 2022 \$2,630	Includes workshop areas, machine bays, spraying bays, wash areas, storerooms, materials storage/racking space and associated joinery.  *Excludes dust extraction system.
TECHNOLOGIES e.g.: - Engineering Skills (VET and/or Applied Syllabuses)	\$2,630	Includes workshop areas, machine bays, spraying bays, wash areas, storerooms, materials storage/racking space and associated joinery.  *Excludes dust extraction system.
THE ARTS:  - Dance - Drama - Media Arts - Music - Visual Arts	\$3,140 \$3,140 \$3,140 \$3,140  \$2,650	Includes acoustic treatments and additional services, such as dance floors, as well as practice rooms, band rooms, recording studios, green rooms, sound booths and storage rooms.  Visual Arts includes storage, associated joinery, wet areas and display areas.  *Excludes associated COLA.
ADMINISTRATION (P) ADMINISTRATION (S) ADMINISTRATION (C)	\$3,070 \$3,040 \$3,040	Reception, site server room, school management, business/finance and clerical support offices, work areas, secure and unsecure storage, board room/meeting rooms, staff room and amenities, sickbay, finishes and fixtures of appropriate quality, internal travel and other areas deemed necessary for the operation of the school.
AMENITIES (P) AMENITIES (S)	\$4,330	Includes toilets, urinals, disabled/ambulant toilets, showers, sinks, and cleaner rooms.  NOTE- rate for 2020 includes higher proportion of open space.
APPLIED TECHNOLOGIES	\$3,890	Higher density cabling for electrical and communications purposes resulting in a high heat load (such as a server room or comms space) requiring provision of air- conditioning. May also require acoustic treatment, due to the technology-based activity occurring within, such as Media Arts or Film and Television and New Media.  *Excludes wi-fi service.
COVERED LUNCH AREA	\$1,130	Attached or detached (close proximity to other serviced structure), on ground, paving, tilted roof.

Construction Costs and Descriptors Queensland Independent Schools Block Grant Authority

Functional Areas	Construction Costs (per m2)	Descriptors
COVERED OUTDOOR LEARNING AREA (COLA)	AUD Feb 2022 \$1,130	Attached or detached (close proximity to other serviced structure), on ground, paving, tilted roof, open aired. NOTE- COLA area up to 40m2, larger emphasis on lighting.
ENGINEERING - Plant Room	\$1,890	Includes plant rooms e.g., switchboard, air conditioning.
HPE SPORTS AREA	\$1,130	Attached or detached (close proximity to other serviced structure), on ground, paving, tilted roof. NOTE- painted floor, basic line marking, possible small stage for assembly purposes or block wall for ball sports, some lighting.
LIBRARY/RESOURCE CENTRE (P)	AUD Feb 2022 \$2,600	Includes all circulation spaces, reading rooms, individual study areas, work rooms, satellite libraries, storage rooms and associated joinery.
LIBRARY RESOURCE CENTRE (S) SENIOR STUDY CENTRE LIBRARY/RESOURCE CENTRE (C)	\$3,040 \$3,040 \$3,040	*Excludes any server room or other areas reliant on higher density cabling for electrical and communications purposes.
MULTIPURPOSE HALL	\$2,540	Includes large, open span structure, hardstand floors, basic line marking, and natural ventilation. *Excludes amenities and sprung floors.
PERFORMANCE HALL	\$3,290	Includes provision for higher standard of finishes, stage, basic lighting and curtaining. *Excludes amenities.

TRAVEL ENCLOSED & STAIRWELLS \$2,510

Includes enclosed pedestrian travel, such as stairwells, corridors and hallways.

TRAVEL LINK	\$800	Based on detached structure, basic frame, roof, simple lighting, ground slab as covered pedestrian walkway between buildings.
TRAVEL UNENCLOSED	\$630	Based on attached structure, basic frame, roof, simple lighting, light ground pavement as pedestrian walkway between buildings. NOTE- also basic veranda on one side of building, 1st and/or 2nd floor, up to 3m wide. *Excludes uncovered paths. (refer Sundry Allowances- Landscaping)

Functional Areas	Construction Costs (per m2)	Descriptors
TUCKSHOP	AUD Feb 2022 \$4,940	Includes service areas such as service counter, roller doors, sink and food preparation areas such as benches and associated joinery. High intensity of building services and security. NOTE- Small area (10-20m2) *Excludes cold/cool room.

UNDERCROFT

DORMITORY ACCOMMODATION (inc. ensuites)

\$ 850 Includes basic structure to building works above, basic lighting and minimal walls.

\$2,840 Includes basic framed structure with dedicated ensuite.

DORMITORY ACCOMMODATION (inc. shared ensuites)	AUD Feb 2022 \$2,680	Includes basic framed structure, shared ensuite between multiple accommodation spaces (1, 2 or 4 beds sharing same service corridor). Higher density amenities.
SUPERVISORS ACCOMMODATION	\$2,840	Includes basic framed structure, with dedicated ensuite, kitchenette, area for single bed. NOTE- Studio type unit (35-45

The current population of Ukraine is pre-invasion .  
As of 1 January 2022, the **population of Ukraine** was estimated to be 43,544,250 people.

say  
**43,500,000**

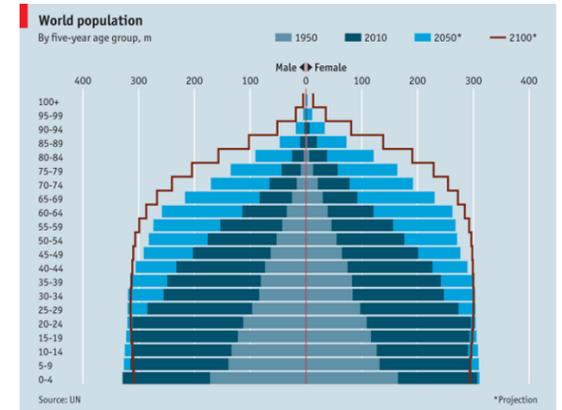
Predictions for the population of Ukraine are 40.88 million in 2030, 35.22 million in 2050, and 24.41 million 2100.

Births per Day	1,287
Deaths per Day	1,824

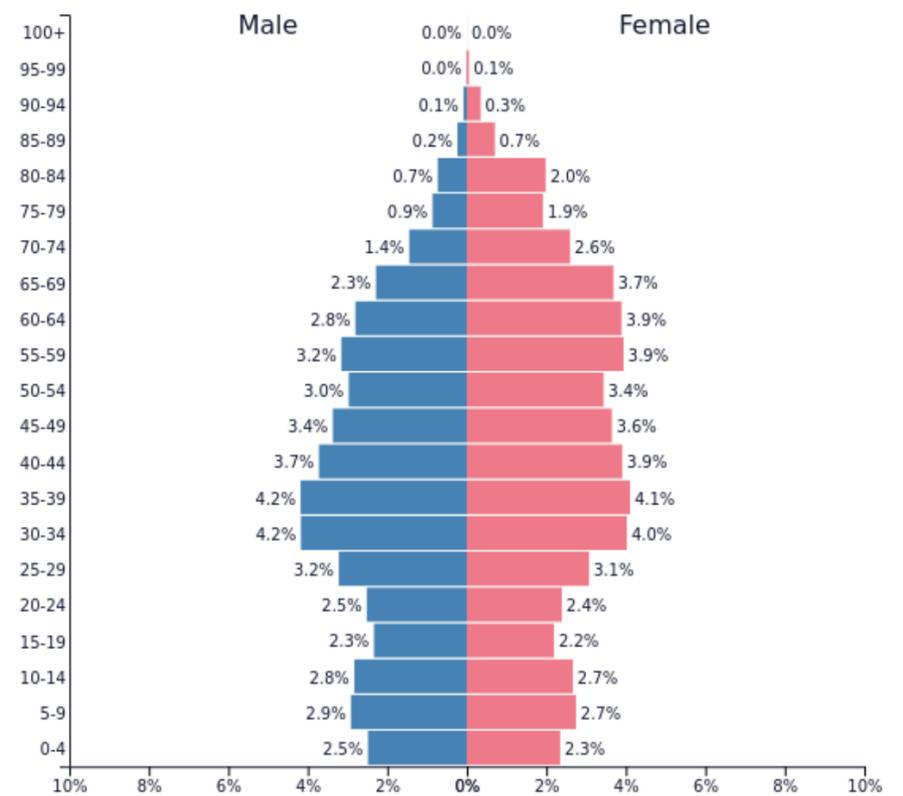
(peace time)

The median age in Ukraine is **41.2 years**.

Age structure	Percentage	Population (2020 est.)
0-14 years:	16.16%	(male 3,658,127 / female 3,438,887)
15-24 years:	9.28%	(male 2,087,185 / female 1,987,758)
25-54 years:	43.66%	(male 9,456,905 / female 9,718,758)
55-64 years:	13.87%	(male 2,630,329 / female 3,463,851)
65 years and over:	17.03%	(male 2,523,600 / female 4,957,539)



Religions	Percentage
Christian	85.00%
Christian Orthodox	69.27%
Catholic	11.32%
Protestant	3.68%
Not Religious	12.85%
Unspecified Not Religious	10.34%
Atheist	2.51%
Muslim	1.08%
Sunni	0.96%
Shiite	0.12%
Jewish	0.13%
Buddhist	0.04%
Sikh	0.02%
Indigenous	0.02%
Hindu	0.01%



### Life Expectancy in Ukraine

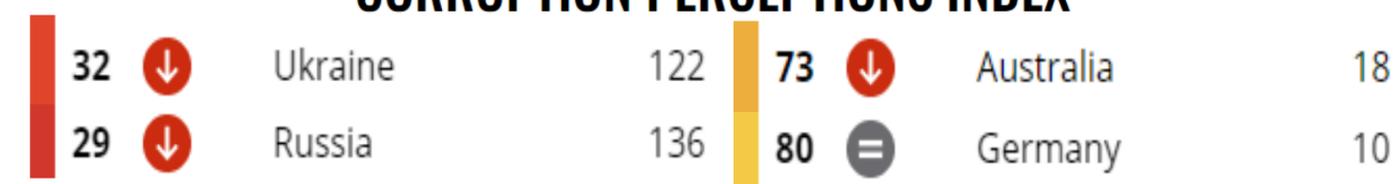
See also: [Countries in the world ranked by Life Expectancy](#)

BOTH SEXES	FEMALES	MALES
<b>72.5 years</b> (life expectancy at birth, both sexes combined)	<b>77.3 years</b> (life expectancy at birth, females)	<b>67.6 years</b> (life expectancy at birth, males)

PopulationPyramid.net

Ukraine - 2020  
Population: **43,733,759**

## CORRUPTION PERCEPTIONS INDEX



**In authoritarian contexts where control rests with a few, social movements are the last remaining check on power. It is the collective power held by ordinary people from all walks of life that will ultimately deliver accountability.**

By the end of 2020, 45% of the population of Ukraine fell into the poor category. The study claimed that this was 6.5 percentage points higher than in 2019. A pre-COVID-19 study forecast the poverty rate in 2020 to be 31.2%.

Up to **70% of Ukrainians could be forced into poverty** this year due to the devastating impact the war has had on livelihoods and industry, the World Bank says.

### Problems in the country

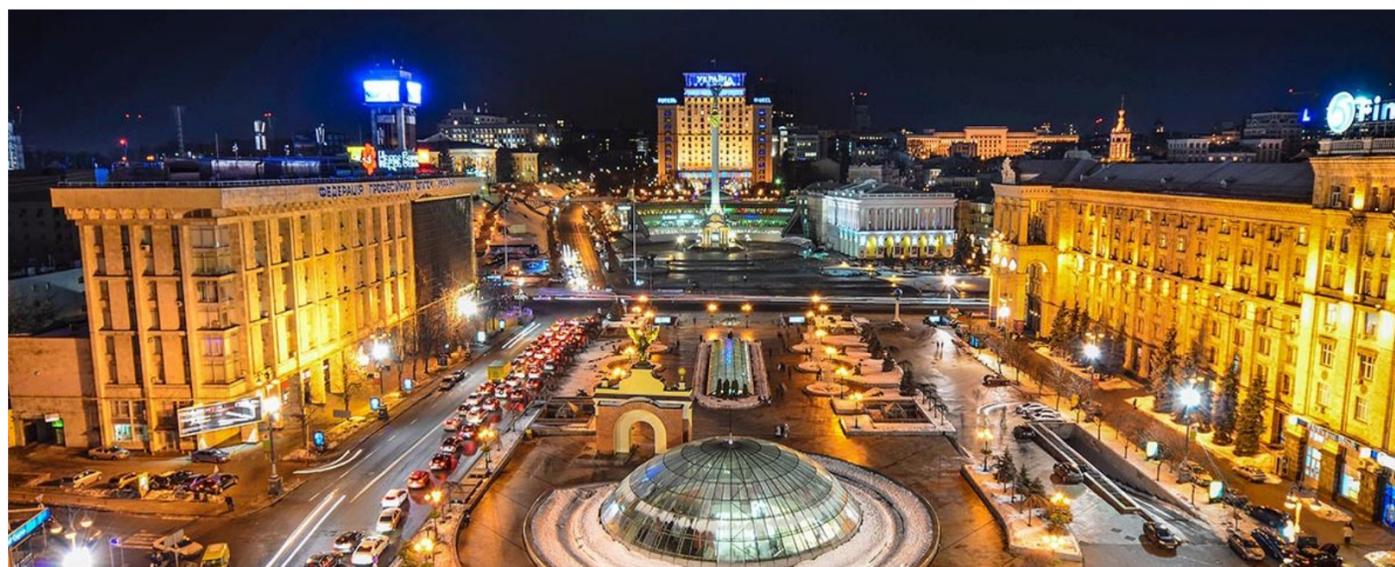
- Women's and Girls' Rights. ...
- Children's Rights. ...
- Police Abuse. ...
- Corruption. ...
- Disability Rights. ...
- Sexual Orientation and Gender Identity.

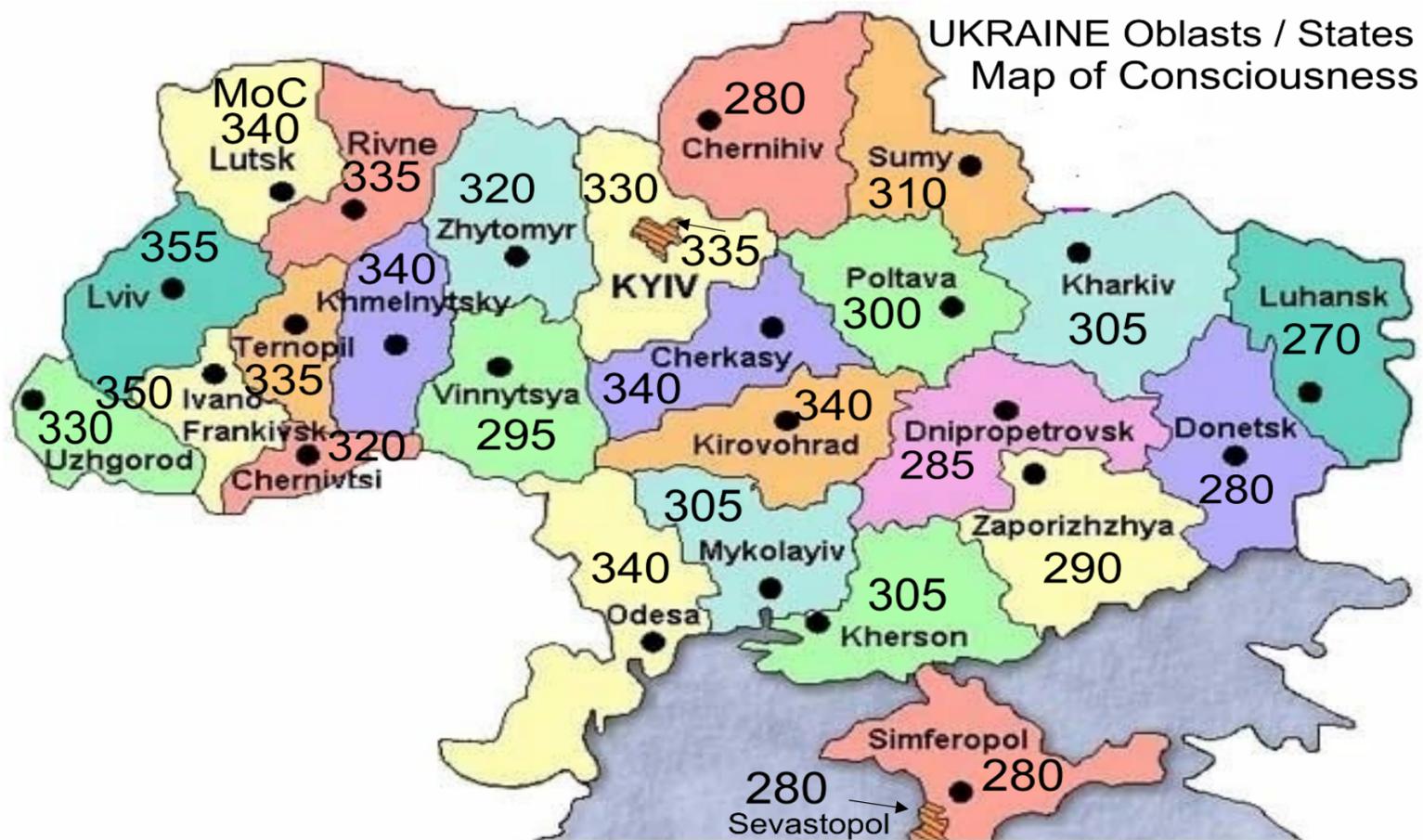
**Kickback Kings!**

**The Kickback**

## Main Cities by Population in Ukraine

#	CITY NAME	POPULATION	#	CITY NAME	POPULATION
1	Kyiv	2,797,553	36	Nikopol	130,500
2	Kharkiv	1,430,885	37	Syeverodonets'k	130,000
3	Dnipro	1,032,822	38	Sloviansk	124,800
4	Donetsk	1,024,700	39	Berdyansk	118,284
5	Odessa	1,001,558	40	Uzhgorod	117,878
6	Zaporizhia	796,217	41	Alchevs'k	116,000
7	Lviv	717,803	42	Pavlohrad	115,932
8	Kryvyi Rih	652,380	43	Lysychans'k	111,600
9	Mykolayiv	510,840	44	Yevpatoriya	106,202
10	Mariupol	481,626	45	Yenakiyev	104,101
11	Luhansk	452,000	46	Oleksandriya	103,000
12	Sevastopol	416,263	47	Kamianets-Podilskyi	100,000
13	Khmelnyskyi	398,346	48	Konotop	91,798
14	Makiyivka	376,610	49	Kostyantynivka	91,259
15	Vynnytsia	352,115	50	Krasnyy Luch	90,005
16	Simferopol	336,460	51	Brovary	88,506
17	Kherson	320,477	52	Uman	87,658
18	Poltava	317,847	53	Berdychiv	86,250
19	Chernihiv	307,684	54	Shostka	85,432
20	Cherkasy	297,568	55	Kadiyivka	84,425
21	Sumy	294,456	56	Chervonohrad	83,000
22	Zhytomyr	282,192	57	Izmayil	82,485
23	Horlivka	278,550	58	Mukacheve	81,633
24	Rivne	255,106	59	Bakhmut	80,500
25	Kropyvnytskyi	249,454	60	Drohobych	79,406
26	Kamianske	248,575	61	Yalta	77,003
27	Chernivtsi	236,250	62	Nizhyn	75,499
28	Ternopil	235,676	63	Novomoskovs'k	73,100
29	Kremenchuk	227,494	64	Shakhtars'k	71,700
30	Lutsk	213,661	65	Pervomays'k	70,746
31	Ivano-Frankivsk	204,200	66	Feodosiya	68,562
32	Bila Tserkva	199,163	67	Pokrovsk	68,263
33	Kramators'k	173,700	68	Chystyakove	68,037
34	Melitopol	158,000	69	Sverdlovs'k	68,000
35	Kerch	148,932	70	Kalush	67,698





Ranking	Prefecture	Population	Map of Consciousness MoC	Urban population	Rural population
1	Donetsk Oblast	4,387,702	280	3,973,317	414,385
2	Dnipropetrovsk Oblast	3,258,705	285	2,724,872	533,833
3	Kyiv (Municipality)	2,900,920	335	2,900,920	-N/A-
4	Kharkiv Oblast	2,720,342	305	2,193,027	527,315
5	Lviv Oblast	2,535,476	355	1,545,628	989,848
6	Odessa Oblast	2,387,282	340	1,592,602	794,680
7	Luhansk Oblast	2,263,676	270	1,963,808	299,868
8	Crimea (Autonomous Republic)	1,963,770	280	1,231,648	732,122
9	Zaporizhzhia Oblast	1,755,663	290	1,355,126	400,537
10	Kyiv Oblast	1,731,673	330	1,077,600	654,073
11	Vinnytsia Oblast	1,604,270	295	813,906	790,364
12	Poltava Oblast	1,440,684	300	892,177	548,507
13	Ivano-Frankivsk Oblast	1,382,721	350	603,858	778,863
14	Khmelnytskyi Oblast	1,296,103	340	729,963	566,140
15	Zakarpattia Oblast	1,259,497	330	466,985	792,512
16	Zhytomyr Oblast	1,249,225	320	734,462	514,763
17	Cherkasy Oblast	1,246,166	340	707,539	538,627
18	Rivne Oblast	1,162,049	335	553,247	608,802
19	Mykolaiv Oblast	1,159,634	305	791,227	368,407
20	Sumy Oblast	1,115,051	310	764,436	350,615
21	Ternopil Oblast	1,066,523	335	475,443	591,080
22	Kherson Oblast	1,063,803	305	651,241	412,562
23	Chernihiv Oblast	1,047,023	280	676,001	371,022
24	Volyn Oblast	1,042,855	340	545,568	497,287
25	Kirovohrad Oblast	974,724	340	612,237	362,487
26	Chernivtsi Oblast	910,001	320	391,491	518,510
27	Sevastopol (Municipality)	509,992	280	509,992	-N/A-

## MAP OF CONSCIOUSNESS

*Map of Consciousness* from Dr David R Hawkins, M.D., Ph.D. "Power vs Force".

Level	Log
ENLIGHTENMENT	700-1000
PEACE	600
JOY	540
LOVE	500
REASON	400
ACCEPTANCE	350
WILLINGNESS	310
NEUTRALITY	250
COURAGE	200
PRIDE	175
ANGER	150
DESIRE	125
FEAR	100
GRIEF	75
APATHY	50
GUILT	30
SHAME	20

### PERSONALITY TRAITS:

Less than two dozen people on planet Earth.

Would not pick up a weapon let alone use it. These people gravitate to the health industry and humanitarian programs.

Debate and implement resolutions without argument and delay. 470

Debate and implement resolutions in due course. 440

Debate and implement resolutions with some degree of follow up generally needed. 410

Management supervision is generally necessary.

Politics become the hope for man's salvation.

Cause no harm to others starts to emerge. Power overrides force.

Illness is developed by those man erroneous emotions that calibrate 200 and lower.

Armies around the world function on pride. Force is now dominant, not power.

Harm of others prevails, self-interest prevails.

Totally self-reliant, not God reliant.

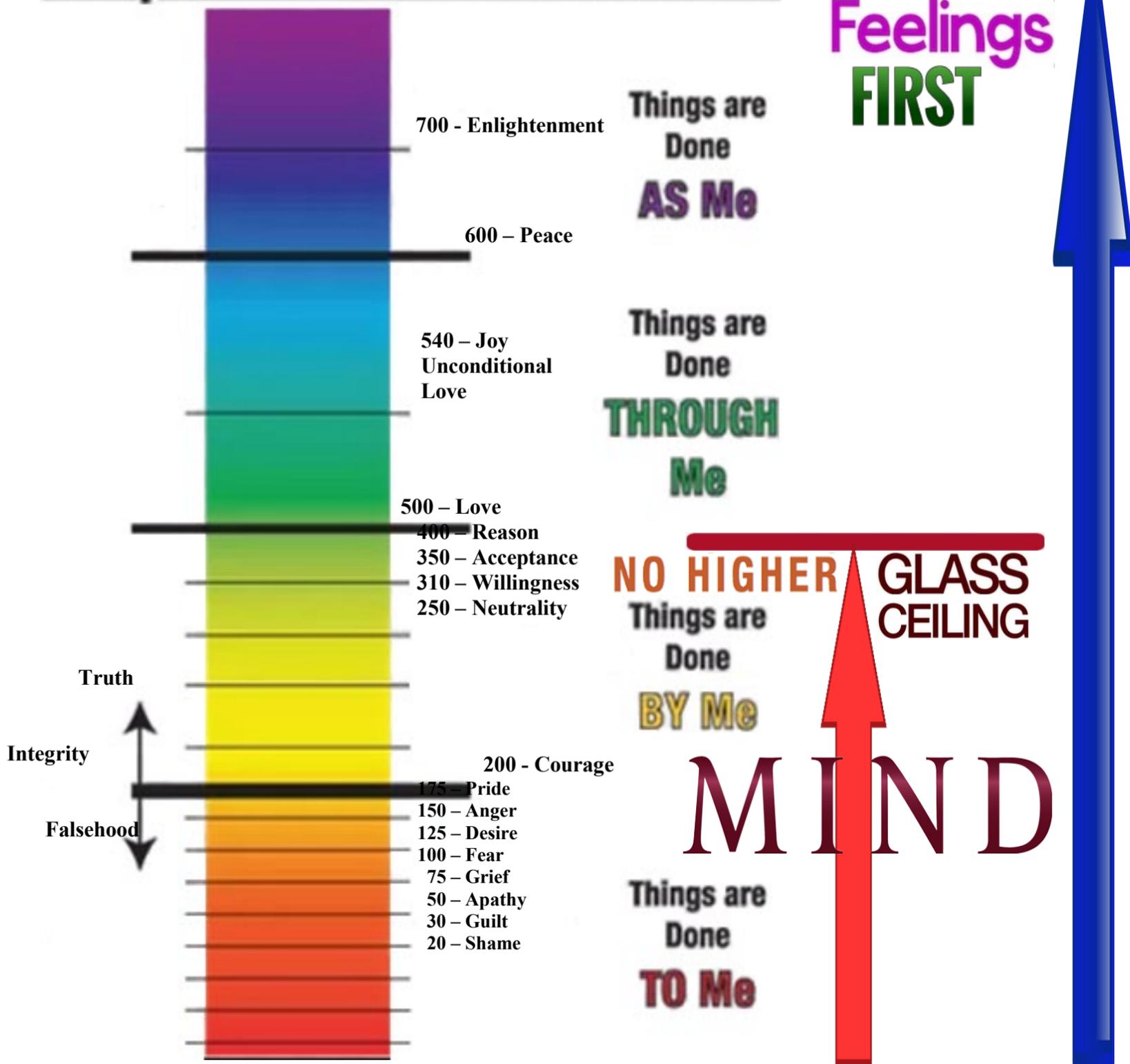
Fear dominates all motivation.

Suicide is possible and probable.

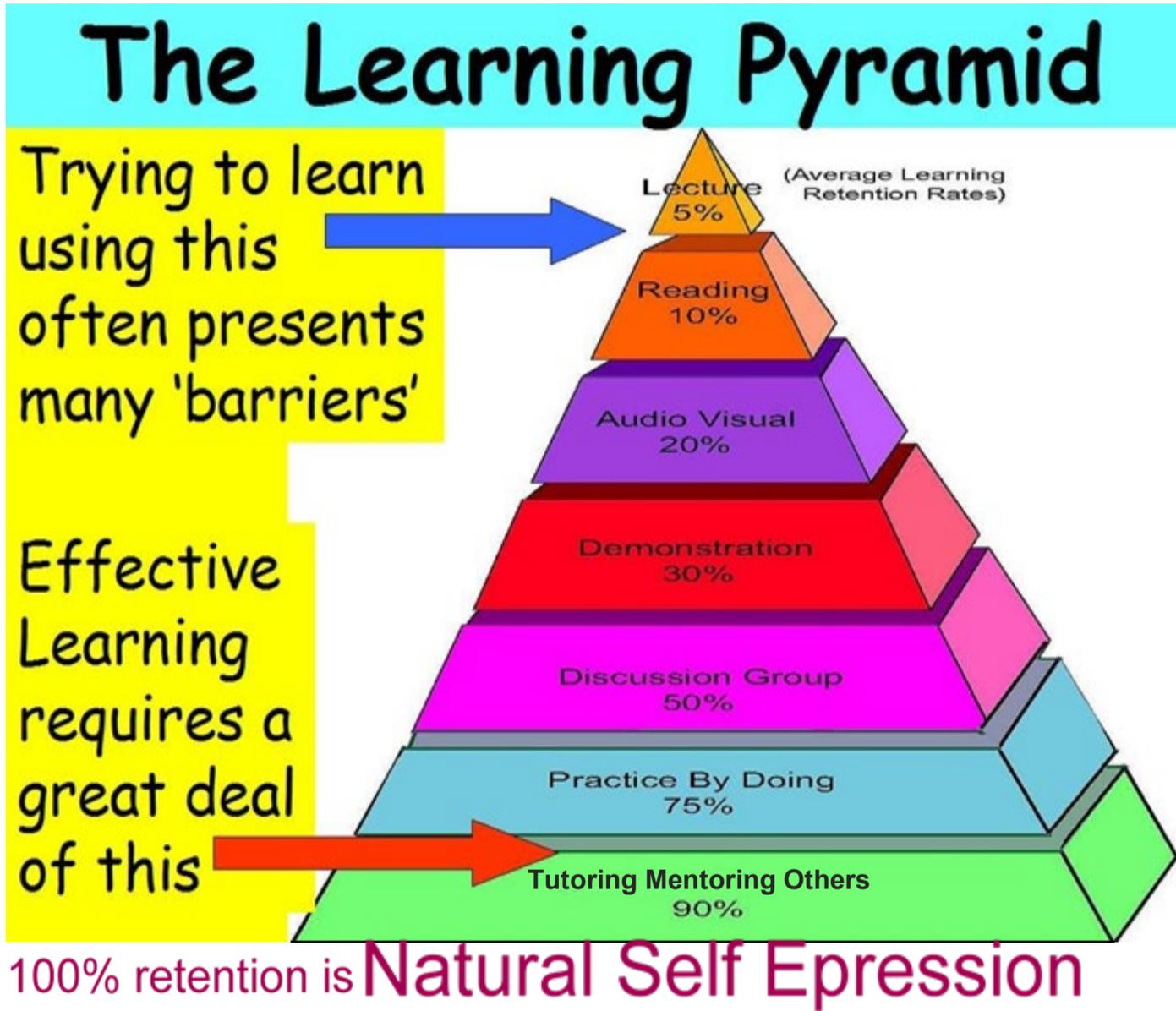
At these levels, seriously harming others for even trivial events appears to be justifiable.

Poverty, unemployment, illness, etc., this is living hell on Earth.

# Map of Consciousness



Correlation of Levels of Consciousness – Soul Condition – and Society Problems				
Level of Consciousness	Rate of Unemployment	Rate of Poverty	Happiness Rate “Life is OK”	Rate of Criminality
600 +	0%	0.0%	100%	0.0%
500 - 600	0%	0.0%	98%	0.5%
400 - 500	2%	0.5%	79%	2.0%
300 - 400	7%	1.0%	70%	5.0%
200 - 300	8%	1.5%	60%	9.0%
100 - 200	50%	22.0%	15%	50.0%
50 - 100	75%	40.0%	2%	91.0%
< 50	95%	65.0%	0%	98.0%



**UKRAINE Doctors Nurses Teachers Ratios**

	DOCTORS		NURSES & MIDWIVES		TEACHER / STUDENT	
	per 1,000 people		per 1,000 people		ratio	
Ukraine	2018	<b>3</b>	2018	<b>6.6</b>	2018	<b>13</b>
Germany	2018	4.3	2018	13.5	2017	12
Australia	2018	3.8	2019	13.2	1999	18

MoC	No. of Countries	Average MoC	Average Life Expectancy	Human Development Index	Happiness Index	Education Index	Per Capita Income 2020
400s	10	406	78.50	0.939	6.8	.861	US\$54,010
300s	13	331	71.77	0.798	5.9	.684	US\$17,827
200s	10	232	69.45	0.759	5.8	.648	US\$16,972
High 100s	18	176	69.00	0.724	5.2	.639	US\$9,900
Low 100s	7	129	61.88	0.653	4.7	.567	US\$2,628
Below 100	11	66	52.73	0.564	4.2	.488	US\$2,658
WORLD		220	70				US\$10,900

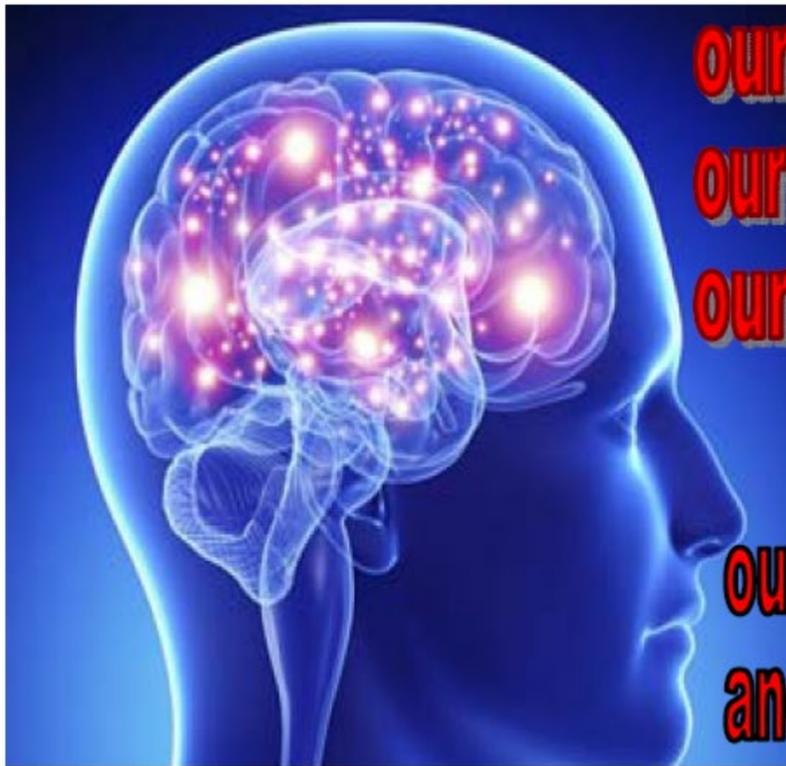
**When educators do not know what it is that they are teaching - that is the subject of Medicine!**

**Doctors do not know what the cause is of any illness - that is maybe why they have identified more than 10,000 illnesses and diseases!**

**Education and Health systems are now to EVOLVE!**

**The elephant in the room being: CHILDHOOD SUPPRESSION**

**The pathway forward is to embrace: FEELING-HEALING**



**our MIND is a CONTROL ADDICT!  
our MIND is addicted to UNTRUTH!  
our MIND cannot discern TRUTH!**

**our MIND is within our SPIRIT BODY  
and orchestrates our physical BRAIN.**

**ASSUMPTIONS are the product of our MIND!**

**HEALING** ends  
**MIND-CONTROL!**



**our SOUL is our TRUTH!  
our FEELINGS are our TRUTH!  
FEELINGS FIRST, mind to follow!**

**all we need is WITHIN.  
our MIND suppresses FEELINGS.**

## Average Hourly Wage in Ukraine

\$  
**130 UAH** per hour

Being  
 USD 4.33  
 per hour

or  
 AUD 6.20  
 per hour

The average hourly wage (pay per hour) in **Ukraine** is **130 UAH**. This means that the average person in Ukraine earns approximately 130 UAH for every worked hour.

**Hourly Wage = Annual Salary ÷ ( 52 x 5 x 8 )**

Minimum Wages in Ukraine is expected to reach **7,000.00 UAH/Month** by the end of 2022.  
 Average Wages in Ukraine decreased to **14,577 UAH/Month** (498.274 USD/Month) in January 2022.



Executive and Management Average Salaries in Ukraine 2022

<http://www.salaryexplorer.com/salary-survey.php?loc=226&loctype=1&job=24&jobtype=1>

A person working in **Executive and Management** in **Ukraine** typically earns around **373,000 UAH** per year. Salaries range from 123,000 UAH (lowest average) to 615,000 UAH (highest average, actual maximum salary is higher).



	USD	AUD
Low	4,200	5,800
Average	12,650	17,600
High	20,850	30,000

Annual Salary

**Chief Executive Officer** in **Ukraine** typically earns around **620,000 UAH** per year.

Salaries range from 322,000 UAH (lowest) to 948,000 UAH (highest).

Average	21,000	29,200
High	32,100	44,600

**Chief Financial Officer** in **Ukraine** typically earns around **583,000 UAH** per year.

Salaries range from 315,000 UAH (lowest) to 880,000 UAH (highest).

Average	19,800	27,500
High	29,850	41,500

JOB TITLE	Average	
Account Coordinator	253,000 UAH	Head of Middle Office
Administration Manager	330,000 UAH	Head of Projects
Area Manager	306,000 UAH	Head of Sustainability
Asset Protection Associate	329,000 UAH	Housing Manager
Assistant Director	316,000 UAH	HSE Manager
Assistant Manager	335,000 UAH	<a href="#">Key Account Manager</a>
Assistant Operations Manager	370,000 UAH	Knowledge Manager
Assistant Project Manager	343,000 UAH	Location Manager
Assistant Section Head	271,000 UAH	<a href="#">Logistics Manager</a>
Assistant to CEO	314,000 UAH	<a href="#">Management Consultant</a>
Assistant Vice President	344,000 UAH	Management Executive
Associate Director	319,000 UAH	Manager
Bid Manager	384,000 UAH	<a href="#">Managing Director</a>
Branch Manager	345,000 UAH	MIS Executive
Business Development Manager	387,000 UAH	Ocean Services Manager
Business Operations Associate	322,000 UAH	Operations Assistant
Business Operations Lead	342,000 UAH	Operations Director
Campaign Manager	381,000 UAH	Operations Executive
Chairman of The Board	630,000 UAH	<a href="#">Operations Manager</a>
Chairman Office Manager	384,000 UAH	Operations Supervisor
Chief Corporate Officer	501,000 UAH	Policy Administration Executive
<a href="#">Chief Executive Officer</a>	620,000 UAH	Private Sector Executive
<a href="#">Chief Financial Officer</a>	583,000 UAH	<a href="#">Product Development Manager</a>
Chief of Staff	307,000 UAH	Product Executive
<a href="#">Chief Operating Officer</a>	477,000 UAH	<a href="#">Production Executive</a>
Chief Risk Officer	413,000 UAH	Production Manager
Client Services Manager	417,000 UAH	Production Supervisor
Commercial Project Manager	359,000 UAH	Program Manager
Commodity Broker	261,000 UAH	Programme Coordinator
Corporate Affairs Executive	384,000 UAH	Project Control Manager
Corporate Compliance Director	424,000 UAH	Project Coordinator
Corporate Director	414,000 UAH	Project Management Officer
Corporate Officer	283,000 UAH	<a href="#">Project Manager</a>
Corporate Partnerships Officer	289,000 UAH	Project Portfolio Manager
<a href="#">Country Manager</a>	504,000 UAH	<a href="#">Quality Manager</a>
Deputy Director	439,000 UAH	R/D Director
Director	490,000 UAH	Regional Director
<a href="#">Director of Accreditation</a>	422,000 UAH	Regional Manager
Director of Catering Services	389,000 UAH	Relationship Manager
Director of Client Services	411,000 UAH	<a href="#">Retail District Manager</a>
Director of Facilities Management	331,000 UAH	<a href="#">Revenue Manager</a>
<a href="#">Director of Operations</a>	422,000 UAH	<a href="#">Risk and Capital Manager</a>
Director of Process Simplification	321,000 UAH	Risk Officer
Director of Project Management	440,000 UAH	Safety Manager
Director of Revenue Management	367,000 UAH	Section Head
Director of Training and Development	410,000 UAH	Service Manager
Distribution Manager	449,000 UAH	Shift Supervisor
Division Manager	373,000 UAH	Solutions Manager
Duty Manager	353,000 UAH	Supervisor
Engagement Manager	448,000 UAH	Supply Chain Manager
Executive Director	601,000 UAH	Surveyor
Executive Manager	486,000 UAH	Technical Manager
Franchise Manager	534,000 UAH	Territory Manager
<a href="#">General Manager</a>	488,000 UAH	Validation Manager
Global Master Data Manager	445,000 UAH	<a href="#">Vice President</a>
		Zone Manager



A person working as a **Teacher** in **Ukraine** typically earns around **224,000 UAH** per year. Salaries range from **110,000 UAH** (lowest) to **349,000 UAH** (highest).

### Teacher average salary change by experience in Ukraine



### Teacher average salary difference by education level in Ukraine



A Master's degree program or any post-graduate program in **Ukraine** costs anywhere from **115,000 Hryvnia(s)** to **344,000 Hryvnia(s)** and lasts approximately two years. That is quite an investment.



### Hourly Wage = Annual Salary ÷ ( 52 x 5 x 8 )

The average hourly wage (pay per hour) in Ukraine is 110 UAH. This means that the average Teacher in Ukraine earns approximately 110 UAH for every worked hour.



http://www.salaryexplorer.com/salary-survey.php?loc=226&loctype=1&job=50&jobtype=1

<a href="#">Academic Advisor</a>	302,000 UAH	<a href="#">Geography Teacher</a>	224,000 UAH
Academic Coach	308,000 UAH	<a href="#">Head of Mathematics Department</a>	314,000 UAH
Academic Manager	343,000 UAH	<a href="#">Head of School</a>	396,000 UAH
<a href="#">Academic Specialist</a>	266,000 UAH	<a href="#">High School Teacher</a>	267,000 UAH
Academic Staff	213,000 UAH	<a href="#">History Teacher</a>	227,000 UAH
<a href="#">Accompanist</a>	239,000 UAH	Infant Teacher	173,000 UAH
Achievement Coach	288,000 UAH	Instructional Assistant	250,000 UAH
<a href="#">Admissions Specialist</a>	263,000 UAH	Instructor	264,000 UAH
Agricultural Sciences Teacher	228,000 UAH	<a href="#">Kindergarten Teacher</a>	189,000 UAH
Anthropology Teacher	236,000 UAH	Language Instructor For Expatriate	189,000 UAH
<a href="#">Arabic Language Teacher</a>	210,000 UAH	<a href="#">Law Teacher</a>	344,000 UAH
<a href="#">Archeology Teacher</a>	240,000 UAH	Learning Designer	291,000 UAH
<a href="#">Architecture Teacher</a>	268,000 UAH	<a href="#">Lecturer</a>	393,000 UAH
<a href="#">Archivist</a>	191,000 UAH	<a href="#">Librarian</a>	189,000 UAH
<a href="#">Art Teacher</a>	210,000 UAH	Library Assistant	160,000 UAH
<a href="#">Assistant School Principal</a>	311,000 UAH	Library Director	286,000 UAH
<a href="#">Assistant Teacher</a>	209,000 UAH	Library Specialist	211,000 UAH
<a href="#">Biochemistry Professor</a>	424,000 UAH	<a href="#">Life Sciences Teacher</a>	237,000 UAH
<a href="#">Biology Teacher</a>	249,000 UAH	<a href="#">Math Lecturer</a>	438,000 UAH
Bursary Scheme Manager	280,000 UAH	<a href="#">Mathematics Teacher</a>	259,000 UAH
Business Teacher	235,000 UAH	Mentor	258,000 UAH
<a href="#">Chemistry Teacher</a>	221,000 UAH	<a href="#">Middle School Teacher</a>	239,000 UAH
Child Care Coordinator	234,000 UAH	<a href="#">Music Teacher</a>	223,000 UAH
<a href="#">Child Care Worker</a>	194,000 UAH	<a href="#">Nursery Manager</a>	346,000 UAH
<a href="#">Clinical School Psychologist</a>	339,000 UAH	Nursery Worker	147,000 UAH
<a href="#">College Aide</a>	299,000 UAH	Paraprofessional	325,000 UAH
<a href="#">College and Career Readiness Specialist</a>	325,000 UAH	Physical Education Specialist	246,000 UAH
<a href="#">College President</a>	519,000 UAH	<a href="#">Physical Education Teacher</a>	216,000 UAH
Communications Teacher	243,000 UAH	Physics Teacher	234,000 UAH
Community Education Officer	209,000 UAH	Political Science Teacher	237,000 UAH
<a href="#">Computer Science Teacher</a>	214,000 UAH	Post Doctoral Researcher	381,000 UAH
<a href="#">Computer Teacher</a>	219,000 UAH	<a href="#">Preschool Education Administrator</a>	263,000 UAH
Creative Writing Trainer	266,000 UAH	<a href="#">Preschool Teacher</a>	191,000 UAH
Credit Counselor	281,000 UAH	<a href="#">Primary School Teacher</a>	207,000 UAH
<a href="#">Cultural Studies Teacher</a>	230,000 UAH	<a href="#">Principal</a>	335,000 UAH
<a href="#">Curriculum Developer</a>	299,000 UAH	<a href="#">Product Specialist</a>	263,000 UAH
Curriculum Specialist	312,000 UAH	<a href="#">Professor - Accounting</a>	423,000 UAH
Demonstrator	218,000 UAH	<a href="#">Professor - Architecture</a>	441,000 UAH
Deputy Controller of Examinations	293,000 UAH	<a href="#">Professor - Biology</a>	396,000 UAH
<a href="#">Director of Learning Technology</a>	312,000 UAH	<a href="#">Professor - Business Administration</a>	396,000 UAH
<a href="#">Distance Learning Coordinator</a>	263,000 UAH	<a href="#">Professor - Chemical Engineering</a>	445,000 UAH
<a href="#">Economics Lecturer</a>	385,000 UAH	<a href="#">Professor - Chemistry</a>	450,000 UAH
<a href="#">Education Administrator</a>	256,000 UAH	<a href="#">Professor - Civil Engineering</a>	387,000 UAH
<a href="#">Education Assistant Director</a>	303,000 UAH	<a href="#">Professor - Communication</a>	394,000 UAH
Education Assistant Principal	263,000 UAH	<a href="#">Professor - Computer Science</a>	426,000 UAH
Education Assistant Professor	329,000 UAH	<a href="#">Professor - Dentistry</a>	455,000 UAH
<a href="#">Education Consultant</a>	323,000 UAH	<a href="#">Professor - Drama</a>	389,000 UAH
Education Coordinator	257,000 UAH	<a href="#">Professor - Economics</a>	431,000 UAH
<a href="#">Education Counselor</a>	262,000 UAH	<a href="#">Professor - Education</a>	435,000 UAH
Education Director	407,000 UAH	<a href="#">Professor - Electrical Engineering</a>	464,000 UAH
Education Program Specialist	298,000 UAH	<a href="#">Professor - English</a>	390,000 UAH
Education Researcher	345,000 UAH	<a href="#">Professor - Environmental Engineering</a>	429,000 UAH
Education Resource Specialist	244,000 UAH	Professor - Foreign Languages	408,000 UAH
Education Services Facilitator	264,000 UAH	<a href="#">Professor - Geological Sciences</a>	433,000 UAH
Educational Psychologist	366,000 UAH	<a href="#">Professor - History</a>	406,000 UAH
<a href="#">EFL Teacher</a>	241,000 UAH	<a href="#">Professor - Industrial Engineering</a>	413,000 UAH
<a href="#">eLearning Trainer</a>	207,000 UAH	<a href="#">Professor - Law</a>	460,000 UAH
<a href="#">Elementary School Teacher</a>	185,000 UAH	<a href="#">Professor - Legal Support</a>	380,000 UAH
<a href="#">Engineering Lecturer</a>	389,000 UAH	<a href="#">Professor - Liberal Arts</a>	407,000 UAH
Engineering Teacher	329,000 UAH	<a href="#">Professor - Marketing</a>	403,000 UAH
<a href="#">English Teacher</a>	221,000 UAH	<a href="#">Professor - Mathematics</a>	457,000 UAH
<a href="#">ESL Teacher</a>	236,000 UAH	<a href="#">Professor - Mechanical Engineering</a>	458,000 UAH
Faculty Assistant	291,000 UAH	<a href="#">Professor - Medical Administration</a>	428,000 UAH
Foreign Language Teacher	210,000 UAH	<a href="#">Professor - Medicine</a>	495,000 UAH
<a href="#">GED Teacher</a>	211,000 UAH	<a href="#">Professor - Music</a>	388,000 UAH



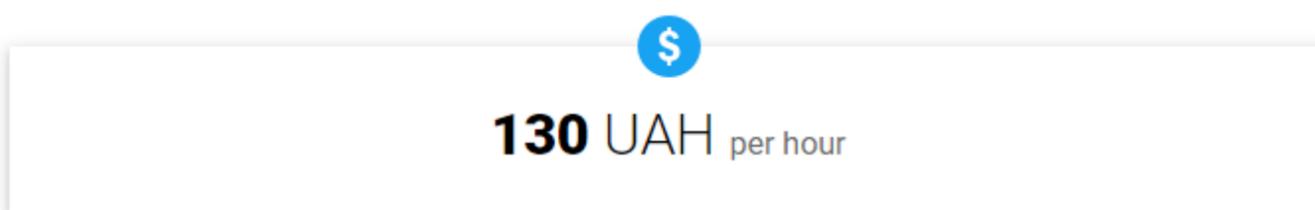
<http://www.salaryexplorer.com/salary-survey.php?loc=226&loctype=1&job=50&jobtype=1>

<a href="#">Professor - Nursing</a>	409,000 UAH
<a href="#">Professor - Pharmaceutical Sciences</a>	400,000 UAH
<a href="#">Professor - Philosophy</a>	414,000 UAH
<a href="#">Professor - Physical Therapy</a>	446,000 UAH
<a href="#">Professor - Physics</a>	472,000 UAH
<a href="#">Professor - Psychology</a>	398,000 UAH
<a href="#">Professor - Rehabilitation</a>	381,000 UAH
Professor - Social Work	384,000 UAH
<a href="#">Professor - Sociology</a>	430,000 UAH
Professor - Special Education	407,000 UAH
Psychology Teacher	361,000 UAH
Public Management Assistant Professor	353,000 UAH
<a href="#">School Counselor</a>	318,000 UAH
Science Educator	233,000 UAH
<a href="#">Science Laboratory Assistant</a>	205,000 UAH
<a href="#">Science Teacher</a>	235,000 UAH
Secondary Mathematics Teacher	237,000 UAH
<a href="#">Secondary School Teacher</a>	220,000 UAH
<a href="#">Special Education Teacher</a>	235,000 UAH
Special Needs Assistant	196,000 UAH
<a href="#">Statistics Lecturer</a>	410,000 UAH
<a href="#">Student Accounts Coordinator</a>	226,000 UAH
<a href="#">Student Development Specialist</a>	276,000 UAH
Student Employment Specialist	269,000 UAH
Student Services	218,000 UAH
Student Support Manager	269,000 UAH
Substitute Teacher	190,000 UAH
<a href="#">Teacher</a>	210,000 UAH
Teacher Aide	190,000 UAH
Teacher Trainer	281,000 UAH
Training and Development Specialist	314,000 UAH
Training Coordinator	203,000 UAH
<a href="#">Tutor</a>	229,000 UAH
<a href="#">University Teacher</a>	394,000 UAH
Vocational Education Teacher	221,000 UAH

**UKRAINE Doctors Nurses Teachers Ratios**

	DOCTORS		NURSES & MIDWIVES		TEACHER / STUDENT	
	per 1,000 people		per 1,000 people		ratio	
Ukraine	2018	3	2018	6.6	2018	13
Germany	2018	4.3	2018	13.5	2017	12
Australia	2018	3.8	2019	13.2	1999	18

**Average Hourly Wage in Ukraine**



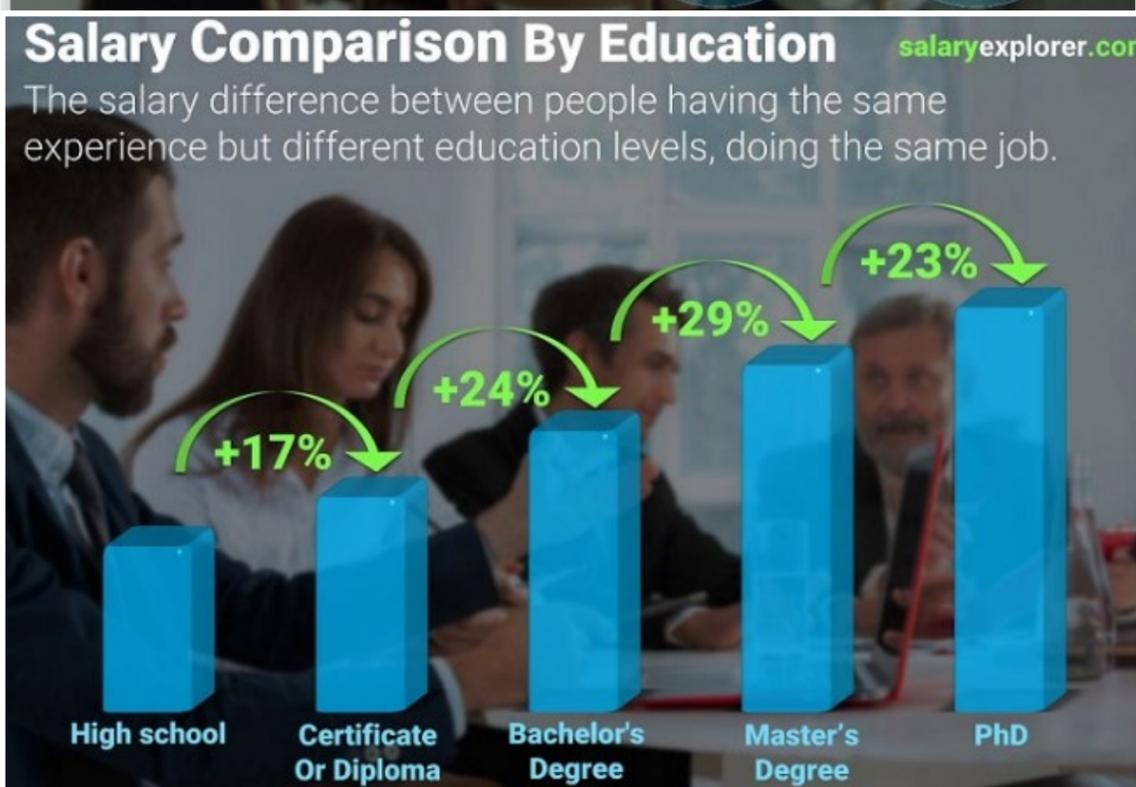
The average hourly wage (pay per hour) in **Ukraine** is **130 UAH**. This means that the average person in Ukraine earns approximately 130 UAH for every worked hour.

**Hourly Wage = Annual Salary ÷ ( 52 x 5 x 8 )**



## Teaching / Education Bonus and Incentive Rates in Ukraine

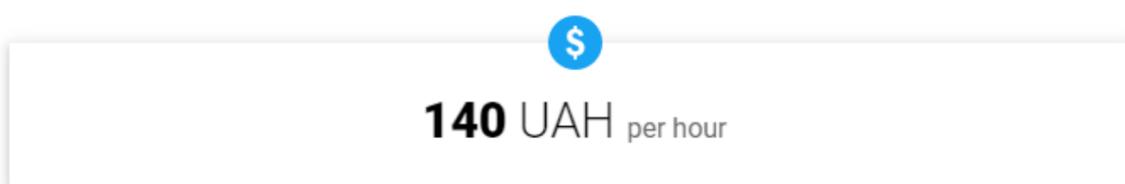
How much and how often are bonuses being awarded?



Is a Master's degree or an MBA worth it? Should you pursue higher education?

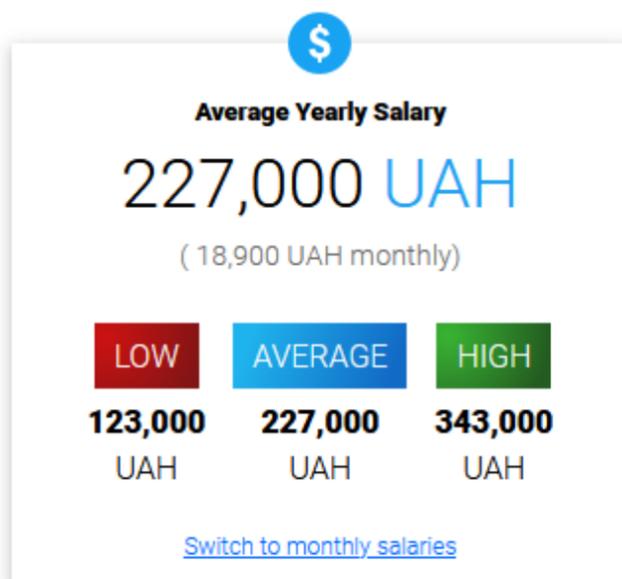
A Master's degree program or any post-graduate program in **Solomon Islands** costs anywhere from **31,700** Solomon Islands Dollar(s) to **95,200** Solomon Islands Dollar(s) and lasts approximately two years. That is quite an investment.

## Teaching / Education Hourly Average Wage in Ukraine



The average hourly wage (pay per hour) in **Ukraine** is **140 UAH**. This means that the average person in Ukraine earns approximately 140 UAH for every worked hour.

$$\text{Hourly Wage} = \text{Annual Salary} \div (52 \times 5 \times 8)$$



A person working as a Nurse in Ukraine typically earns around **227,000 UAH** per year. Salaries range from **123,000 UAH** (lowest) to **343,000 UAH** (highest).

### Nurse average salary change by experience in Ukraine



### Nurse average salary difference by education level in Ukraine



A Master's degree program or any post-graduate program in **Ukraine** costs anywhere from **115,000 Hryvnia(s)** to **344,000 Hryvnia(s)** and lasts approximately two years. That is quite an investment.

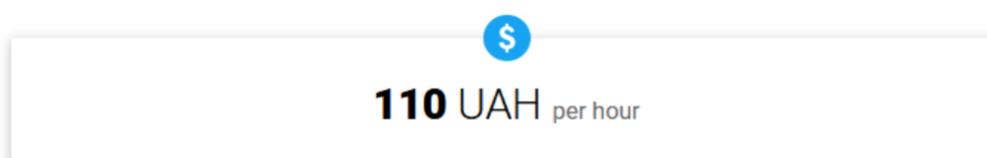


**A Nurse** is considered to be a **low** bonus-based job due to the generally limited involvement in direct revenue generation, with exceptions of course. The people who get the highest bonuses are usually somehow involved in the revenue generation cycle.

**77%** of surveyed staff reported that they haven't received any bonuses or incentives in the previous year while **23%** said that they received at least one form of monetary bonus.

Those who got bonuses reported rates ranging from **1%** to **2%** of their annual salary.

### Nurse Average Hourly Wage in Ukraine



The average hourly wage (pay per hour) in **Ukraine** is **110 UAH**. This means that the average Nurse in Ukraine earns approximately 110 UAH for every worked hour.

**Hourly Wage = Annual Salary ÷ ( 52 x 5 x 8 )**

**UKRAINE Nurses Wages 2**

AU\$1.00 = USD 0.70 UAH 21.00 USD1.00 = UAH 30.00

**Registered Nurse Average Salary in Ukraine 2022**

<http://www.salaryexplorer.com/salary-survey.php?loc=226&loctype=1&job=865&jobtype=3#disabled>

Acute Care Nurse	247,000 UAH	▲	9%
Assistant Director of Nursing	413,000 UAH	▲	82%
Case Manager	302,000 UAH	▲	33%
Company Nurse	178,000 UAH	▼	-22%
Critical Care Nurse	256,000 UAH	▲	13%
District Nurse	213,000 UAH	▼	-6%
Head Nurse	251,000 UAH	▲	11%
Home Nurse	207,000 UAH	▼	-9%
ICU Registered Nurse	228,000 UAH	▲	0%
Informatics Nurse Specialist	245,000 UAH	▲	8%
Licensed Practical Nurse (LPN)	211,000 UAH	▼	-7%
MDS Coordinator	236,000 UAH	▲	4%
Mental Health Nurse	236,000 UAH	▲	4%
Neonatal Nurse Practitioner	315,000 UAH	▲	39%
<b>Nurse</b>	<b>227,000 UAH</b>	▼	<b>0%</b>
Nurse Midwife	254,000 UAH	▲	12%
Nurse Practitioner	271,000 UAH	▲	19%
Nursing Assistant	203,000 UAH	▼	-11%
Nursing Coordinator	272,000 UAH	▲	20%
Nursing Director	509,000 UAH	▲	120%
Nursing Services Instructor	251,000 UAH	▲	11%
Nursing Supervisor	343,000 UAH	▲	51%
Occupational Health Advisor	407,000 UAH	▲	79%
Occupational Therapist	361,000 UAH	▲	59%
Personal Support Worker	177,000 UAH	▼	-22%
Psychiatric Nurse	219,000 UAH	▼	-4%
Registered Nurse	228,000 UAH	▲	0%
Respiratory Manager	436,000 UAH	▲	92%
School Nurse	211,000 UAH	▼	-7%
Staff Nurse	213,000 UAH	▼	-6%
Theatre Manager	364,000 UAH	▲	60%
Utilization Review Nurse	232,000 UAH	▲	2%

## Salary Comparison By City

City	Average Salary
Kyiv	246,000 UAH
Lviv	231,000 UAH

## Government vs Private Sector Salary Comparison

Where can you get paid more, working for a private company or for the government? Public sector employees in Ukraine earn 7% more than their private sector counterparts on average across all sectors.

Private Sector	264,000 UAH
Public Sector	7% 284,000 UAH

Doctor / Physician Average Salaries in Ukraine 2022

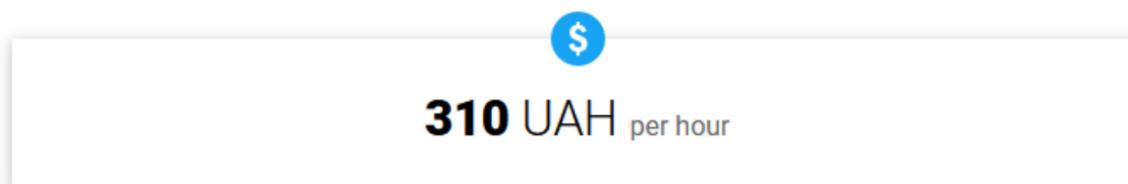
<http://www.salaryexplorer.com/salary-survey.php?loc=226&loctype=1&job=13&jobtype=2>



A person working in **Doctor / Physician** in **Ukraine** typically earns around **648,000 UAH** per year. Salaries range from **238,000 UAH** (lowest average) to **1,090,000 UAH** (highest average, actual maximum salary is higher).



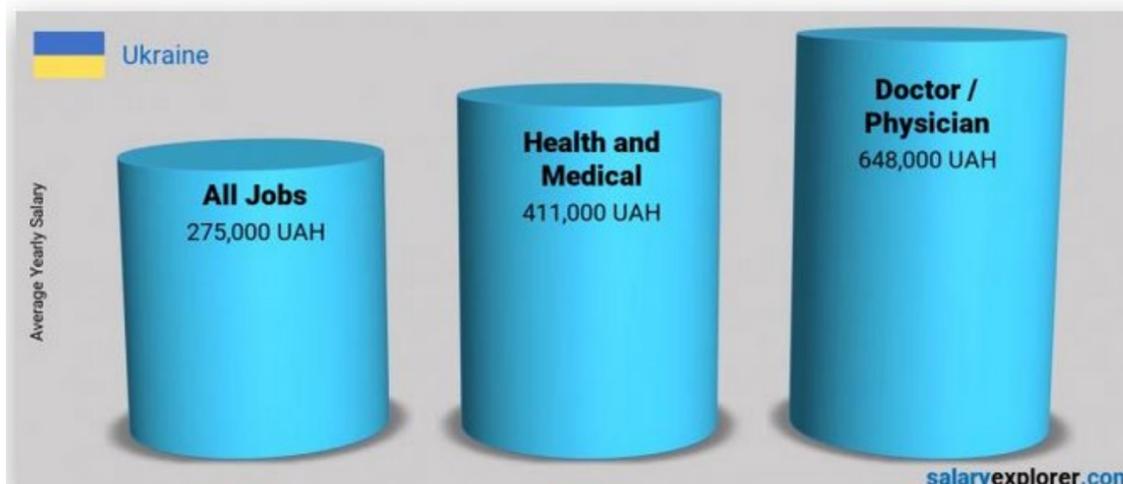
Doctor / Physician Hourly Average Wage in Ukraine



The average hourly wage (pay per hour) in **Ukraine** is **310 UAH**. This means that the average person in Ukraine earns approximately 310 UAH for every worked hour.

$$\text{Hourly Wage} = \text{Annual Salary} \div (52 \times 5 \times 8)$$

Doctor / Physician VS Other Jobs



UKRAINE Doctors Wages 2

Doctor / Physician Average Salaries in Ukraine 2022

http://www.salaryexplorer.com/salary-survey.php?loc=226&loctype=1&job=13&jobtype=2

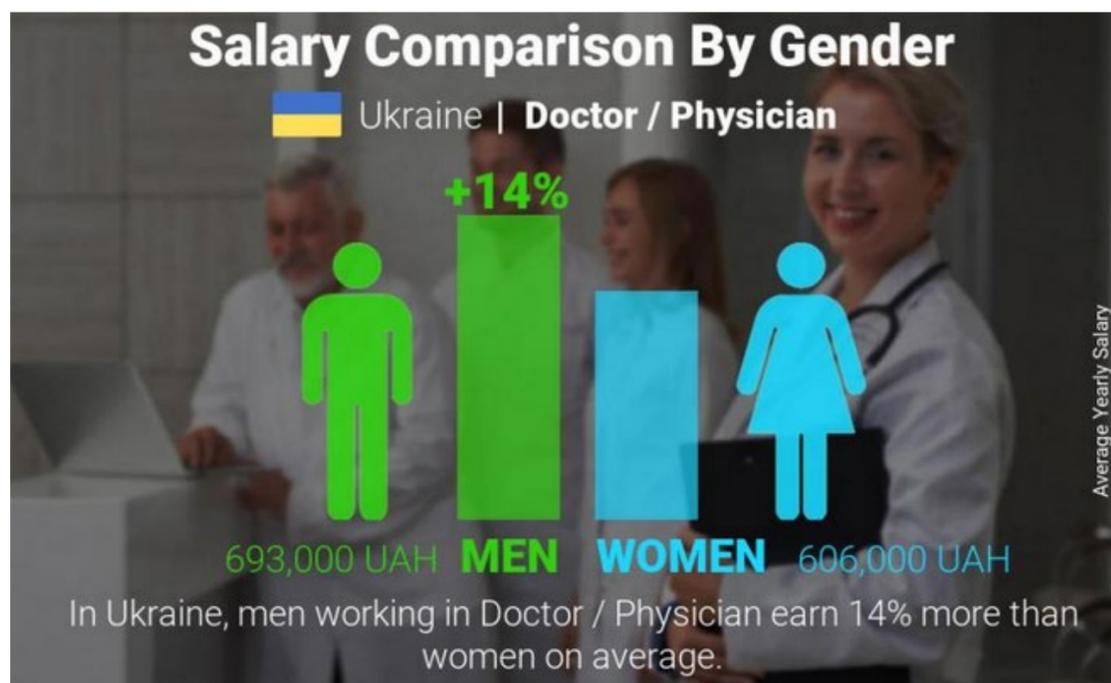
AU\$1.00 = USD 0.70

AU\$1.00 = UAH 21.00

USD1.00 = UAH 30.00

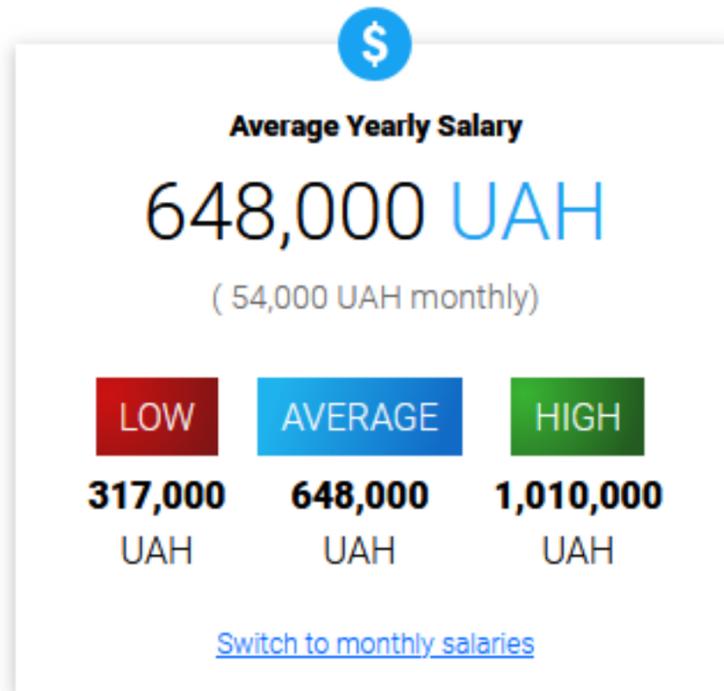
Salaries for specific jobs

Advanced Nutrition Aide	407,000 UAH	<a href="#">Physician - Generalist</a>	616,000 UAH
Advanced Practice Provider	395,000 UAH	<a href="#">Physician - Geriatrics</a>	545,000 UAH
<a href="#">Allergist</a>	537,000 UAH	<a href="#">Physician - Hematology / Oncology</a>	709,000 UAH
Behavioral Health Specialist	309,000 UAH	<a href="#">Physician - Immunology / Allergy</a>	853,000 UAH
<a href="#">Chiropractor</a>	321,000 UAH	<a href="#">Physician - Infectious Disease</a>	748,000 UAH
<a href="#">Clinical Psychologist</a>	885,000 UAH	<a href="#">Physician - Internal Medicine</a>	847,000 UAH
<a href="#">Correctional Treatment Specialist</a>	508,000 UAH	<a href="#">Physician - Maternal / Fetal Medicine</a>	696,000 UAH
<a href="#">Counseling Psychologist</a>	696,000 UAH	<a href="#">Physician - Nephrology</a>	875,000 UAH
<a href="#">Dermatologist</a>	822,000 UAH	<a href="#">Physician - Neurology</a>	897,000 UAH
<a href="#">Dietitian</a>	556,000 UAH	<a href="#">Physician - Nuclear Medicine</a>	708,000 UAH
Doctor	676,000 UAH	<a href="#">Physician - Obstetrics / Gynecology</a>	768,000 UAH
<a href="#">Emergency Department Physician</a>	630,000 UAH	<a href="#">Physician - Occupational Medicine</a>	609,000 UAH
<a href="#">Exercise Physiologist</a>	682,000 UAH	<a href="#">Physician - Ophthalmology</a>	532,000 UAH
Forensic Pathologist	722,000 UAH	<a href="#">Physician - Otolaryngology</a>	512,000 UAH
<a href="#">General Medical Practitioner</a>	570,000 UAH	<a href="#">Physician - Pain Medicine</a>	491,000 UAH
Genetic Counselor	435,000 UAH	<a href="#">Physician - Pathology</a>	640,000 UAH
<a href="#">Internist</a>	861,000 UAH	Physician - Pediatric Cardiology	735,000 UAH
<a href="#">Interventionist</a>	848,000 UAH	<a href="#">Physician - Pediatric Neonatology</a>	720,000 UAH
<a href="#">Invasive Cardiologist</a>	1,160,000 UAH	<a href="#">Physician - Pediatrics</a>	669,000 UAH
<a href="#">Mental Health Therapist</a>	488,000 UAH	Physician - Physiatry	748,000 UAH
<a href="#">Naturopathic Physician</a>	806,000 UAH	<a href="#">Physician - Podiatry</a>	637,000 UAH
<a href="#">Neurologist</a>	849,000 UAH	Physician - Pulmonary Medicine	517,000 UAH
Neurophysiology Technologist	247,000 UAH	Physician - Radiation Therapy	870,000 UAH
<a href="#">Nuclear Medicine Physician</a>	724,000 UAH	<a href="#">Physician - Radiology</a>	892,000 UAH
<a href="#">Obstetrician / Gynecologist</a>	735,000 UAH	<a href="#">Physician - Rheumatology</a>	731,000 UAH
<a href="#">Occupational Health Safety Specialist</a>	393,000 UAH	<a href="#">Physician - Sports Medicine</a>	743,000 UAH
<a href="#">Ophthalmologist</a>	569,000 UAH	<a href="#">Physician - Urology</a>	988,000 UAH
<a href="#">Optometrist</a>	615,000 UAH	<a href="#">Physician Assistant</a>	473,000 UAH
<a href="#">Pediatrician</a>	660,000 UAH	<a href="#">Physiotherapist</a>	490,000 UAH
<a href="#">Physical Therapist</a>	433,000 UAH	Podiatrist	547,000 UAH
<a href="#">Physical Therapy Director</a>	513,000 UAH	<a href="#">Preventive Medicine Physician</a>	634,000 UAH
<a href="#">Physician - Anesthesiology</a>	984,000 UAH	<a href="#">Psychiatrist</a>	728,000 UAH
<a href="#">Physician - Cardiology</a>	1,080,000 UAH	<a href="#">Psychologist</a>	716,000 UAH
<a href="#">Physician - CCU</a>	569,000 UAH	<a href="#">Psychometrician</a>	630,000 UAH
<a href="#">Physician - Dermatology</a>	825,000 UAH	<a href="#">Radiologist</a>	782,000 UAH
<a href="#">Physician - Emergency Room</a>	635,000 UAH	<a href="#">Registered Respiratory Therapist</a>	438,000 UAH
<a href="#">Physician - Endocrinology</a>	832,000 UAH	<a href="#">Skin Care Specialist</a>	407,000 UAH
<a href="#">Physician - Family Practice</a>	538,000 UAH	<a href="#">Urologist</a>	980,000 UAH
<a href="#">Physician - Gastroenterology</a>	749,000 UAH	<a href="#">Vision Rehabilitation Therapist</a>	451,000 UAH



<http://www.salaryexplorer.com/salary-survey.php?loc=226&loctype=1&job=924&jobtype=3>

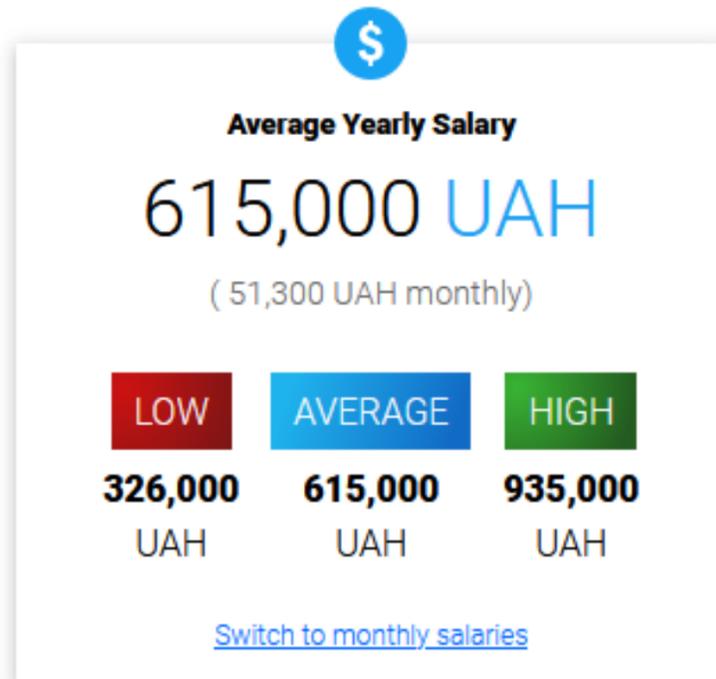
## Dentist



A person working as a **Dentist** in **Ukraine** typically earns around **648,000 UAH** per year. Salaries range from **317,000 UAH** (lowest) to **1,010,000 UAH** (highest).

Though gender should not have an effect on pay, in reality, it does. So who gets paid more: men or women? Male Dentist employees in Ukraine earn 10% more than their female counterparts on average.

## Optometrist Ophthalmologist



A person working as an **Optometrist** in **Ukraine** typically earns around **615,000 UAH** per year. Salaries range from **326,000 UAH** (lowest) to **935,000 UAH** (highest).

Though gender should not have an effect on pay, in reality, it does. So who gets paid more: men or women? Male Optometrist employees in Ukraine earn 12% more than their female counterparts on average.

## PROTECTING UKRAINE'S TEACHERS

When this was introduced, teachers had no pathway available for re-accreditation.

There are **approximately 20** languages spoken in Ukraine. According to the 2001 census, 67% of the population speak Ukrainian and 30% speak Russian as their first language. Ukrainian, the official language, belongs with Russian and Belarusian to the East Slavic branch of the Slavic language family.

A 'one-size-fits-all' approach is not always best in Ukraine, particularly for education. All schools and universities are required to teach in Ukrainian, although special exemptions apply to certain ethnic minority languages, to English and to other official languages of the European Union.

**People of age 20-35 – approximately 50% of them can speak english, but it depends of profession and place of living.** For example, in countryside this percent is extremely low. Teenagers – all pupils in Ukraine have english calsses at school, but of course it doesn't mean they can speak good.

# DD-CODE

The Digital Dictionary Code (DD-CODE™) is a program to teach reading and speaking skills to students of all ages and ability levels and regardless of mother tongue. DD-CODE™ translates the international phonetic symbols into a coloured letter and number code format which is universal for the visualisation of syllables and the sound to letter associations required for written English. The DD-Code can be applied to ANY language.

The product imparts adult-learned reading ability, which is normally learned over many years, to very young children.

**The DD-CODE is the only discovery, which can and is eliminating illiteracy all over the world, virtually overnight.**

**The DD-CODE (Digital Dictionary)** is a 1 to 1, sound to letter correspondence without any exception to the rule.

1. Training of educators to enable them to teach the reading writing of English takes ONE WEEK.
2. To enable ANYONE to read and write English fluently takes TWO weeks of full time education (5 hours a day for two weeks).

**UNIVERSAL SOUND TO LETTER CODE**  
The Digital Dictionary Sound to Letter Code is UNINERSAL  
for the 2 Millon Words of Written and Spoken ENGLISH.

---

1. **VOWELS COLOURED RED** & CODED 1- 22 for SOUND.
2. **BLACK CONSONANTS SOUNDED PHONETICALLY.**  
(DIGRAPHS: ch/tʃ, sh/ʃ, thin/θ, that/ð & trea**S**ure: 3)
3. **CONSONANTS COLOURED BLUE** 'SOUND-SWITCH'  
to PHONETIC LETTER ABOVE.
4. **YELLOW LETTERS** and LETTER-**e** ENDINGS are not  
SOUNDED at all.



# PASCAS UNIVERSITY



## TAFE



### Technical And Further Education Craft Creations Family Shed

$x^2$ Year 10	$\Delta$ Year 11	$\sqrt{y}$ Year 12
$\leq$ Year 7	$\text{\textdollar}$ Year 8	$\approx$ Year 9
$\infty$ Year 4	% Year 5	$\text{\textcircled{a}}$ Year 6
$\text{\textcircled{.}}$ Year 1	$\text{\textdagger}$ Year 2	$\pm$ Year 3



## KINDERGARTEN PRESCHOOL





Benchmark Land Area required:  
University of Queensland (Brisbane)

114 hectares

Incorporating sporting fields

say

10 hectares

Main Building area

4 hectares

to

20 hectares

1 mile<sup>2</sup> is

259 hectares

1 kilometre<sup>2</sup>

100 hectares

Urban university may be

3 hectares

to

5 hectares

Rural university

10 hectares

to

150 hectares

Agricultural university

1,000 hectares

to

3,000 hectares

PASCAS UNIVERSITY  
consider individual campuses of

CAMPUS

15,000 to

20,000 students

**5,000 students each**

feed in schools:

HIGH SCHOOLS

Yrs 7 - 12

campus

3,000 to

5,000

consider individual campuses of

**600 students each**



PRIMARY SCHOOLS Yrs K - 6  
consider individual campuses of

campus

2,000 to

4,000

**600 students each**



**KINDERGARTEN**

PRE-SCHOOL

**100 children each**

**PRESCHOOL**

# PASCAS UNIVERSITY

## HIGHER EDUCATION SUBJECT GROUPINGS:



**ANIMALS AND  
LAND**



**ARCHITECTURE,  
BUILDING AND  
CONSTRUCTION**



**ARTS,  
HUMANITIES  
AND LANGUAGES**



**CREATIVE ARTS,  
DESIGN AND  
MEDIA**



**ECONOMICS,  
COMMERCE,  
BUSINESS AND  
MANAGEMENT**



**EDUCATION AND  
TEACHING**



**ENGINEERING**



**HEALTH  
SCIENCES  
(ACADEMIC)**



**HEALTH  
SCIENCES  
(PROFESSIONAL)**



**HOSPITALITY,  
TOURISM AND  
EVENT  
MANAGEMENT**



**INFORMATION  
TECHNOLOGY  
AND COMPUTER  
SCIENCE**



**INTERNATIONAL  
RELATIONS AND  
DEVELOPMENT  
STUDIES**



**LAW AND  
CRIMINOLOGY**



**MARINE,  
ENVIRONMENT  
AND RENEWABLE  
ENERGY**



**MEDICINE**



**MULTIMEDIA  
MOVIES AND  
MUSIC**



**NURSING,  
MIDWIFERY AND  
PARAMEDICINE**



**PSYCHOLOGY**



**SCIENCE**



**SOCIAL WORK  
AND  
COUNSELLING**



**SPORTS AND  
EXERCISE  
SCIENCE**

# CHALDI TAFE COLLEGE

## Technical and Further Education



Building and construction



Child care



Sports and fitness



Technology, information and networking



Nursing and health



Creative



Agriculture and horticulture



Automotive



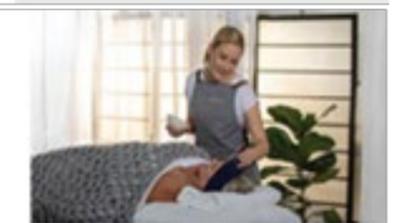
Business, justice and management



Community services



Hospitality and cookery



Beauty and hairdressing



By location



Online courses



Apprenticeships



TAFE at School

# Craft Creations



Fiber art

Oil painting



Magic



Papermaking



Patchwork



Taxidermy



Creative writing



Metalworking



Web design



Cardmaking



Needlework



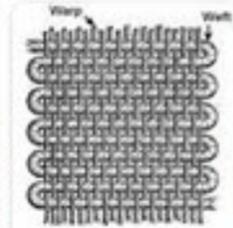
Quilting



Wood carving



Pyrography



Weaving



Upcycling



Photography



Calligraphy



Woodworking



Gardening



Watercolor painting



Toy



Quilling



Sewing



Knitting



Painting



Embroidery



Crochet



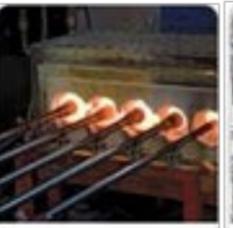
Handicraft



Drawing



Book Binding



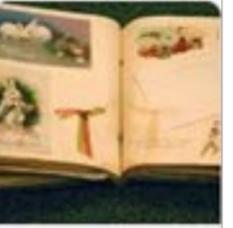
Glassblowing



Brewing



Pottery



Scrapbooking



Origami



Cross-stitch



Floral design



Macramé



Pressed flower craft



Decoupage



Whittling



Leather crafting



Digital art



Needlepoint



Knife making



Tatting



Carpenter



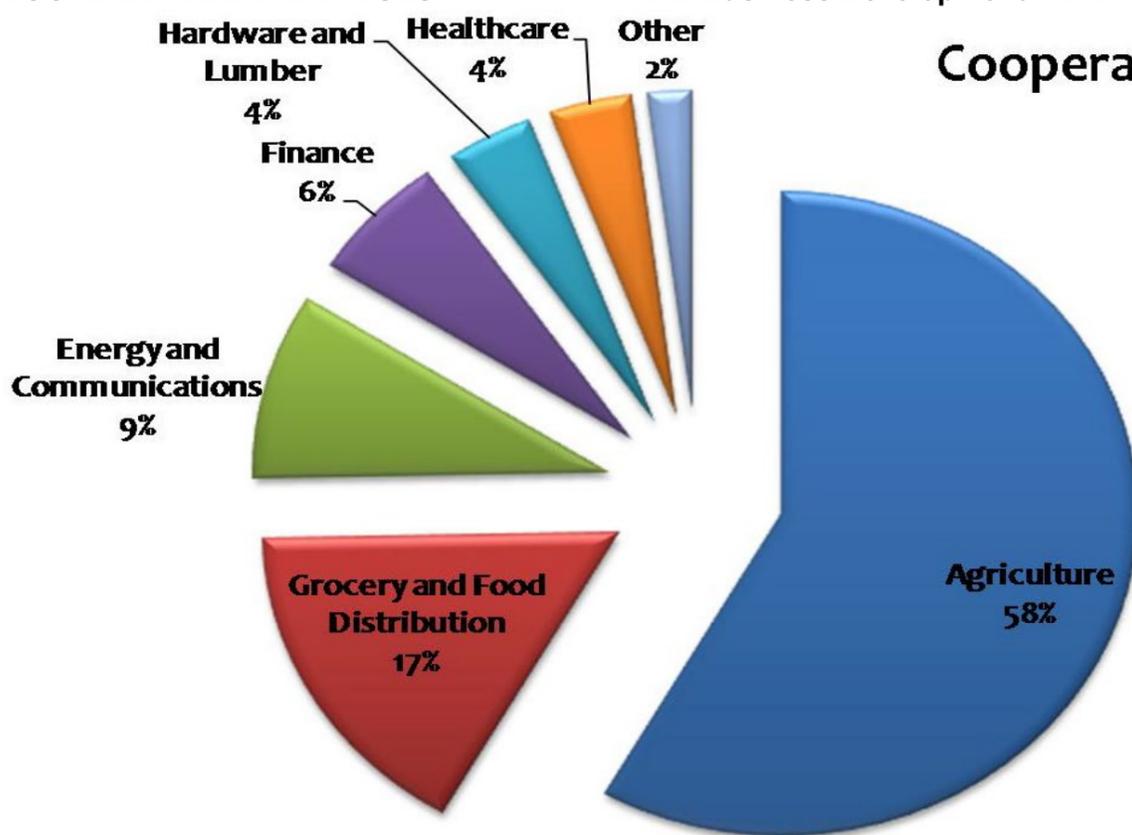
Doodle



Digital photography



Beadwork



Cooperative Activity  
by Sector

# TYPES OF #COOPS

Co-operatives are a unique species inside the contemporary economic environment and are present in almost all its sectors

## 1 CONSUMER CO-OPERATIVES

Are owned and controlled by consumers. Have a strong focus on satisfying their members needs and provide a sale service focus on product quality and consumer protection.



## 2 HOUSING CO-OPERATIVES

Derive from consumer #coops, are owned by their residents and want to make sure that their members get good value for money and live together peacefully.



## 3 SOCIAL CO-OPERATIVES

Manage health and education services or are focus on the reintegration through work of disabled, long-term unemployed, former addicts...



## 4 PRODUCERS CO-OPERATIVES

Widespread #coops whose activities belong to the primary sector, including farming, fishing, forestry. Their members also process and sell their agricultural products.



## 5 FINANCIAL CO-OPERATIVES

Their members are often the account holders and they provide investment and funds for socially sustainable initiatives to support families and small enterprises



## 6 MULTI-STAKEHOLDERS CO-OPERATIVES

'Hybrid' kind of co-operative whose members represent more than one typical co-op ownership group, such as producers, consumers or workers. EROSKI (MONDRAGON GROUP) | Spain



## 7 EUROPEAN COOPERATIVE SOCIETY

Is an optional legal form and aims to facilitate co-operatives' cross-border and trans-national activities. Their members can't be based in one country and is required to unite residents from more than one country.



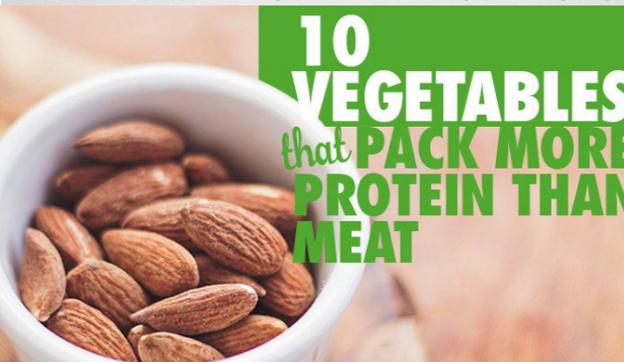
## ★ CO-OPERATIVE ENTREPRENEURSHIP

manage the venture, take risk and make decisions to create a business in a participatory way to obtain mutual benefit that is distribute with equity among them.



## PLANT BASED MEAT

### top meatless protein sources



**10 VEGETABLES**  
that **PACK MORE PROTEIN THAN MEAT**



Cooperative arrangements within communities may be focused upon small area enterprises through to whole of nation endeavours to bring to the global markets high volumes of quality goods derived through value adding processes applied to natural resources and regional produce from the land, river and sea, encapsulating all elements of farming and animal produce.

Microfinance typically engages a cooperative of around five women when financing home enterprises. A cooperative is particularly useful when local fishermen bring their catches together at canneries for preparation to market their fish to foreign markets.

The introduction of 'Craft Creations' is to enliven the community's recognition of their high quality traditional skills and then enable their customary craftware to be globally marketed through a cooperative of their own making.

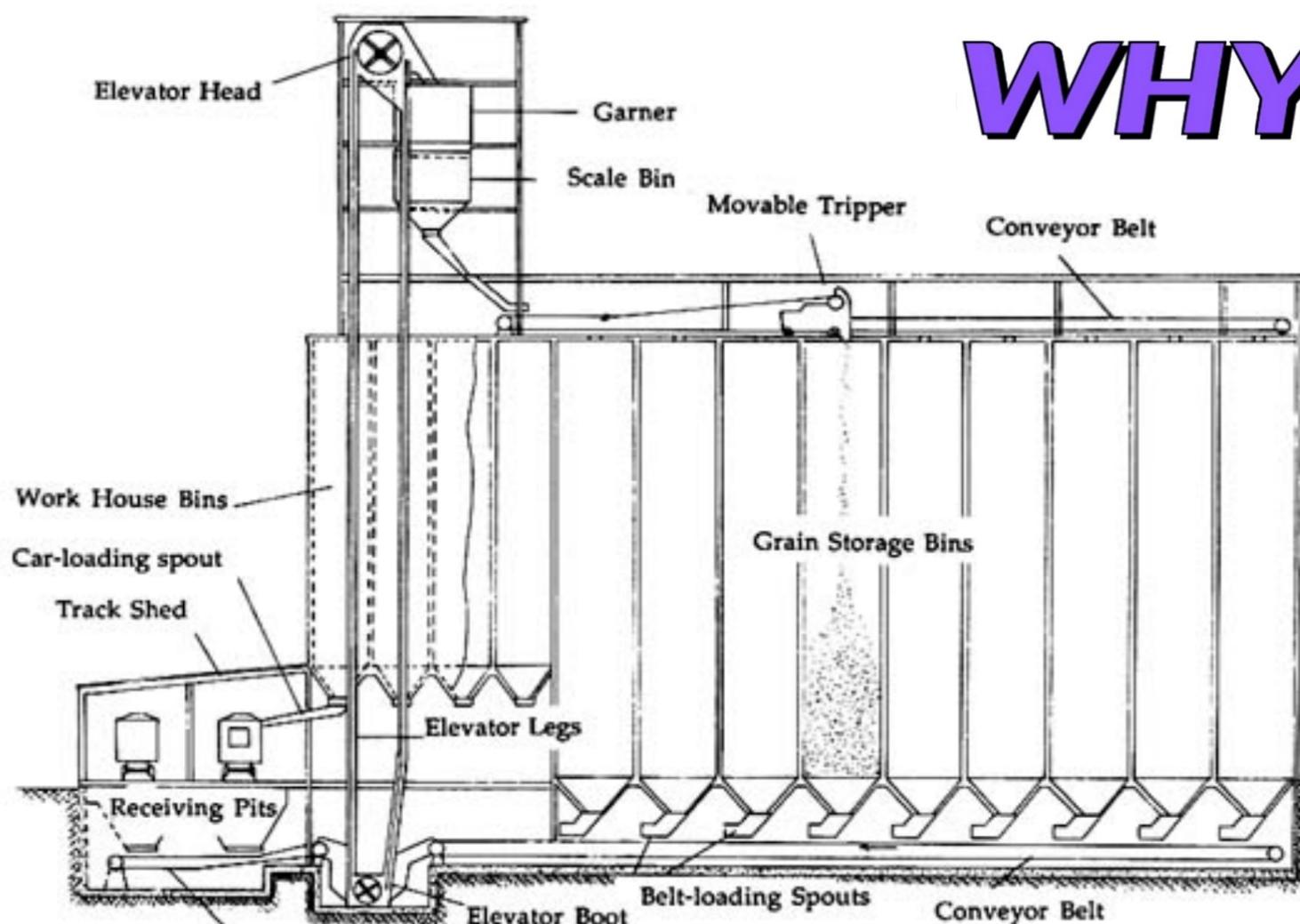
This is all about cooperatives to bring to the fore traditional and innate skills that fulfil needs for people around the globe, not just the local village. A cooperative may embrace several nations.

Natural resources that may be used in producing high quality goods in large volumes include:

- Forrest logs processed into high quality furniture in volume for large distribution chains.
- Timber offcuts for high strength laminated beams and reconstituted timber products.
- Local building systems utilising local resources for durable housing – local market solutions.
- Hydroponics particularly for produce that is not native to the area and its climate.
- Aquaculture in rivers, estuaries and sea to mitigate depletion of ocean resources.
- Traditional home produce being increased in volume to provide famine relief worldwide.
- Hemp production to be on scale to enable volumes sufficient for manufacturing processing.
- Cocoa, coffee, moringa, sandalwood, tea, vanilla, plus others, cropping to be of commercial scale, cooperatively run.
- All farming and animal produce come into the equation for cooperatives.

Funding availability per quarter AU \$20,000,000

**Value adding Natural Resources!**



**WHY!?**

The QUESTION is: WHO OWNS the ELEVATORS, the GRAIN SILOS throughout UKRAINE?  
WHY is a monopoly allowed to control a major sector of the FOOD CHAIN throughout UKRAINE?  
WHY can't producer Co-operatives process the grain and value add for themselves and UKRAINE?

**Unmasking the Global Food Cartel:**

**Is Massive Starvation and Population Reduction Their Next Move?**

**WHY!?**

<https://healthimpactnews.com/2021/unmasking-the-global-food-cartel-is-massive-starvation-and-population-reduction-their-next-move/>

Ten to 12 pivotal companies, assisted by another 3 dozen, run the world's food supply. They are the key components of the Anglo-Dutch-Swiss-American cartel, which is grouped around the 2 families (Rothschilds and Rockefellers).

Led by the six leading grain companies – this food and raw materials cartel has complete domination over the world's cereals and grains supplies, from wheat to oats and corn, from barley to sorghum and rye. But it also controls meat, dairy, edible oils and fats, fruits and vegetables, sugar, and all forms of spices.

Each year tens of millions die from the most elementary lack of their daily bread. This is the result of the work of the BAC cartel ("British-American Cartel"). And, as the ongoing financial collapse wipes out bloated speculative financial paper, the oligarchy has moved into hoarding, increasing its food and raw materials holdings. It is prepared to apply a tourniquet to food production and export supplies, not only to poor nations, but to advanced sector nations as well.

The firms within each cartel group are listed. While they maintain the fiction of being different corporate organisations, in reality this is one interlocking syndicate, with a common purpose and multiple overlapping boards of directors. It is proper for countries with grain, meat, dairy, and other surpluses to export them. But the cartel's four exporting regions were given pre-eminence in a brutal manner, while much of the rest of the world was thrust into enforced backwardness.

The 2 families (Rothschilds and Rockefellers) denied these nations seed, fertiliser, water management, electricity, rail transportation, that is, all the infrastructure and capital goods inputs needed to turn them into self-sufficient food producers.

The combined Cargill-Continental nexus accounts for some 50-60% of the world's export share of grain traded. Continental processes and markets beef, pork, poultry, seafood, along with animal feeds and wheat flour.

The company transports nearly 95 million tons of grains, oilseeds, rice, cotton, and energy products annually, an amount that exceeds the annual production of almost every country in the world. Continental owns a fleet of towboats and 500 river barges. It has offices and plants in 50 countries, on 6 continents.

**It is time to drill down for the true ownership of grain elevators throughout Ukraine - and remedy the entrapment!**

Kiev, Ukraine experiences all four seasons. It generally has very cold winters and its summer temperatures can sometimes get very hot, especially during July and August. The average winter time temperature in Kiev is in the 20's °F (-7 to -2°C), while in the summer months the city's temperatures average in the 80's °F (27 to 32°C).

Ukraine has a mostly temperate climate, with the exception of the Southern Coast of Crimea which has a subtropical Mediterranean climate. The country enjoys sufficient amount of sunshine and year-round rainfall, highly concentrated during the summer months (May to August). Rainfall is highly varied depending upon area of the country and seasonal variation patterns.

Ukraine has an annual mean temperature of 7-9°C. Mean summer temperatures (May to August) range from less than 18°C to 22°C. Mean winter (December to March) temperatures range from -4.8°C to 2°C. Precipitation falls predominately in summer to fall months, with June and July typically having the highest rainfall (67 mm).

**Observed Average Seasonal Mean Temperature**

**Observed Seasonal Precipitation**

	1991-2020					1991-2020			
Units: °C	<i>i</i> DJF	MAM	JJA	SON	Units: mm	<i>i</i> DJF	MAM	JJA	SON
Country: Ukraine	-2.36	9.44	20.67	9.33	Country: Ukraine	117.80	129.12	179.60	129.94
Highest: Krym	1.52	10.63	22.60	12.40	Highest: Zakarpats'ka	160.54	204.01	289.43	194.35
Lowest: Ivano-frankivs'ka	-3.45	7.47	17.45	7.73	Lowest: Khersons'ka	97.25	103.74	137.68	105.80

The timing of Russia's 2022 invasion, which began on 24 February, coincided with what is known locally as the "muddy road season," or "Rasputitsa" in Russian. Mud can make Ukraine's terrain and unpaved roads virtually unpassable.

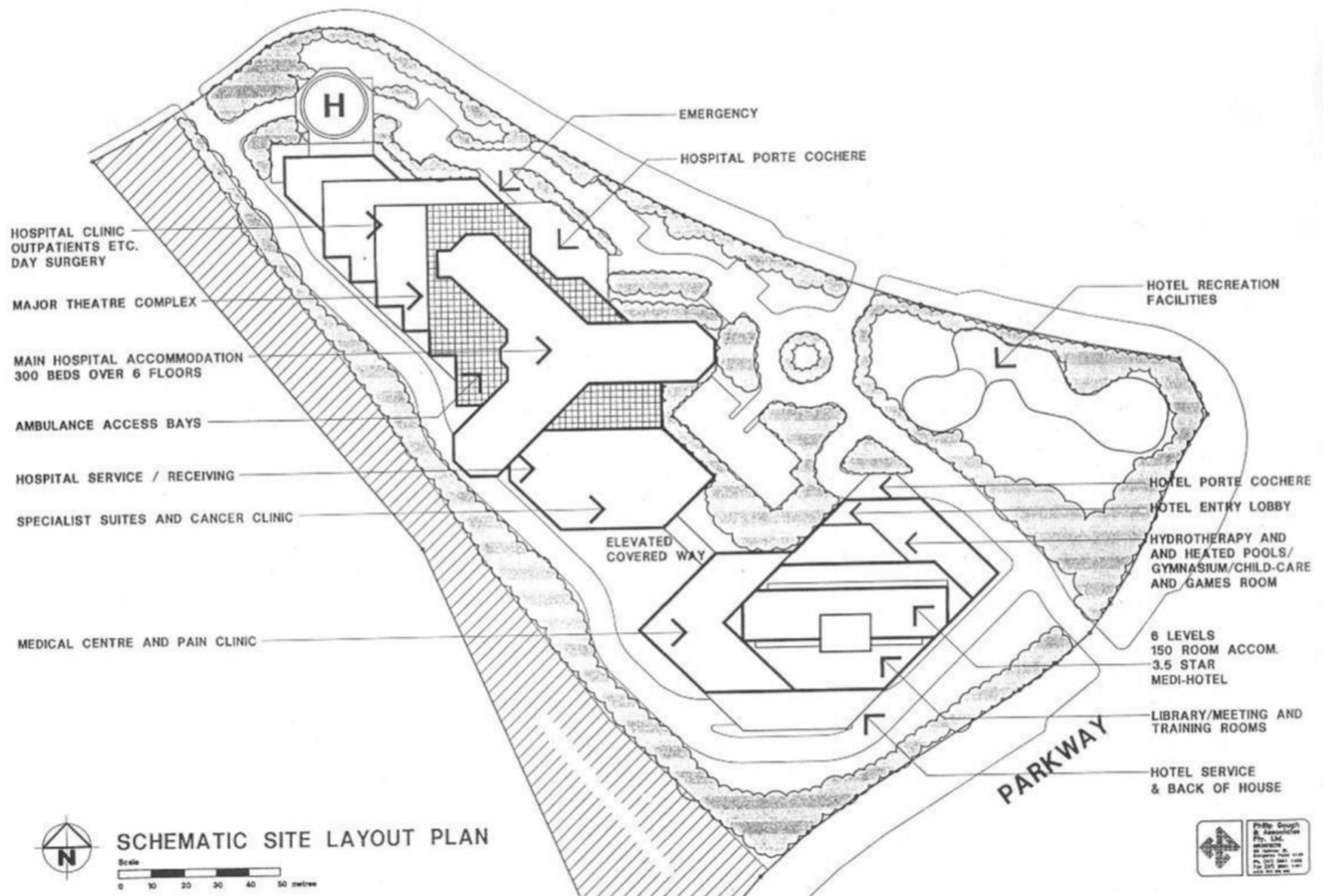
It's a phenomenon that takes place twice a year, first in spring – August – when the winter freeze subsides and the country's terrain and unpaved roads become virtually unpassable as they turn to mud – and then in the fall – February, when there can be heavy rain. It's a phenomenon familiar in the history books: Napoleon Bonaparte's invasion of Russia in 1812 was famously slowed by the mud, as were Hitler's armies, which invaded the then-Soviet Union in 1941 and encountered the same logistical problems posed by the mud and inhospitable terrain that Russian troops faced in February 2022 and may again in August.

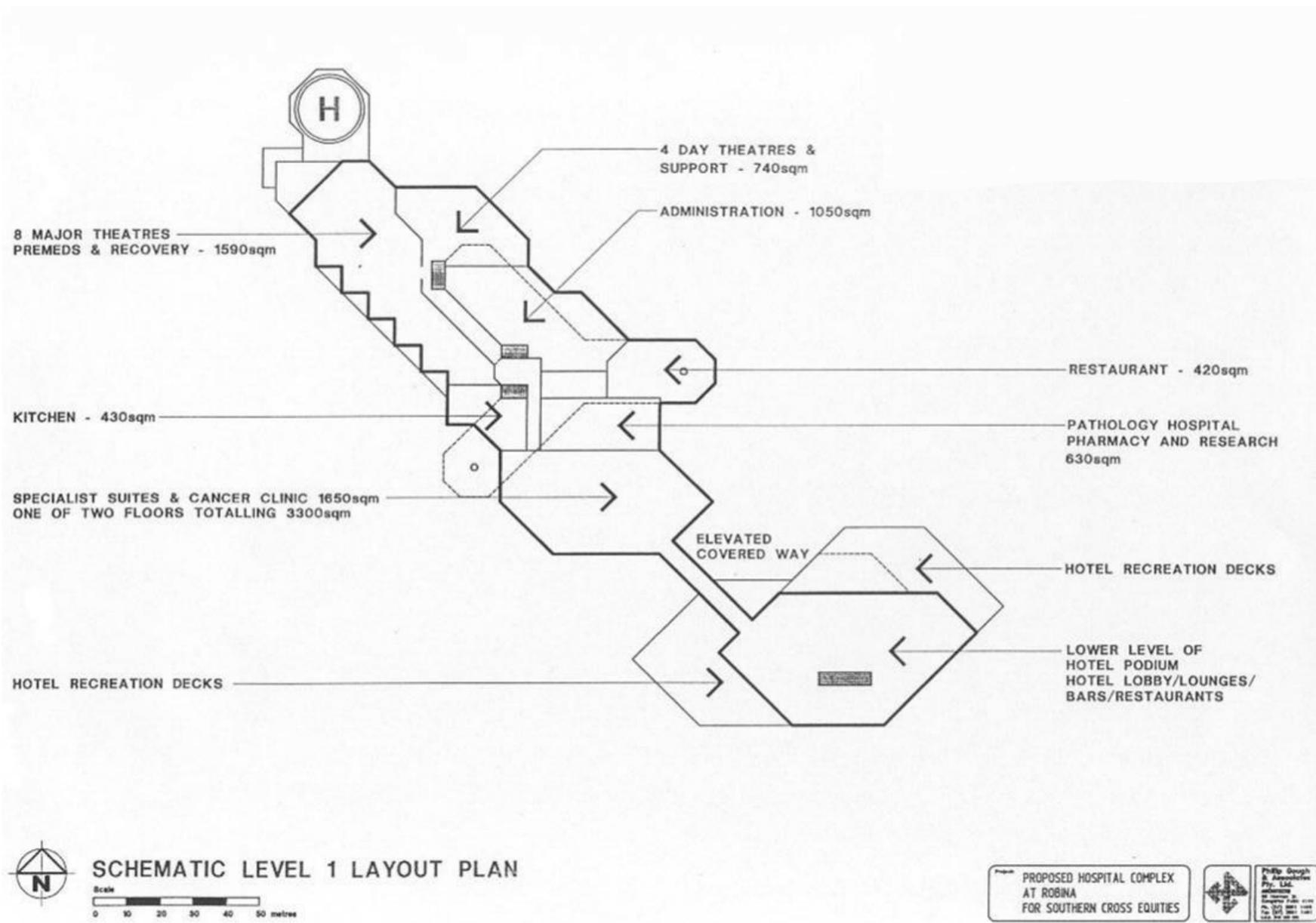
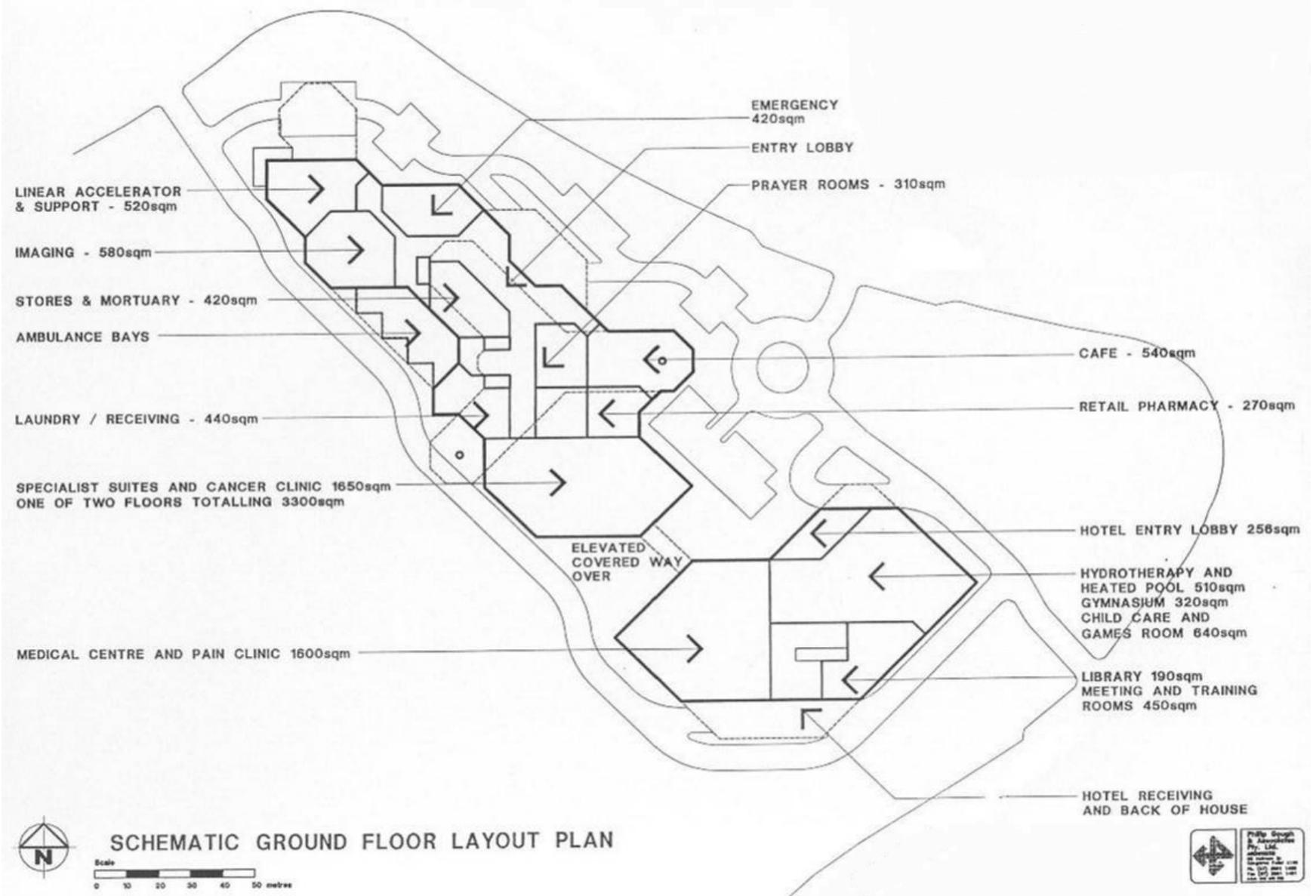
Master plan of Sunshine Coast, Queensland, University:

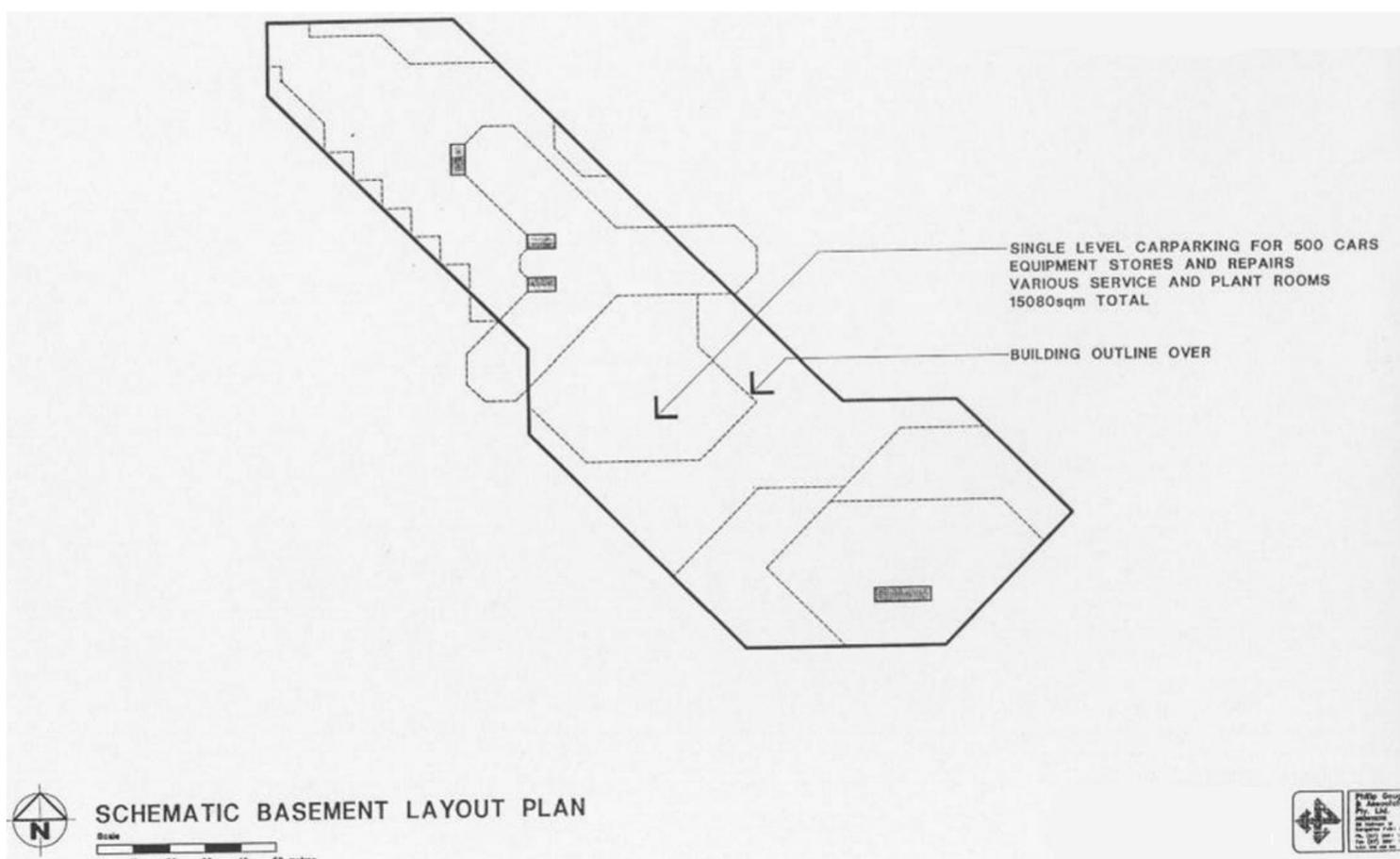
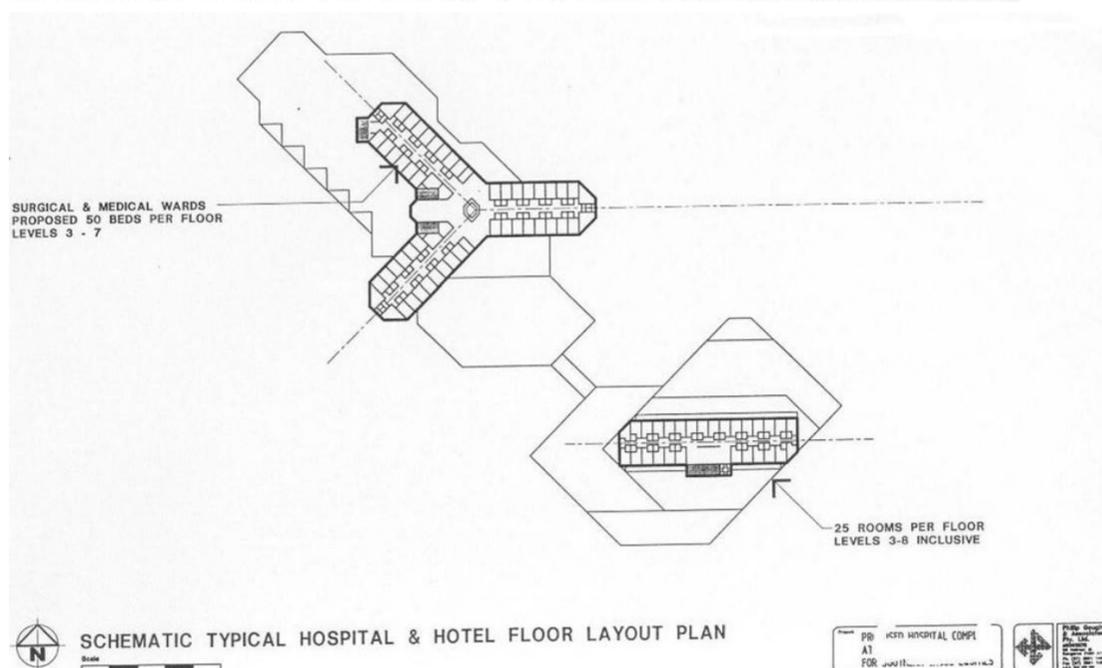
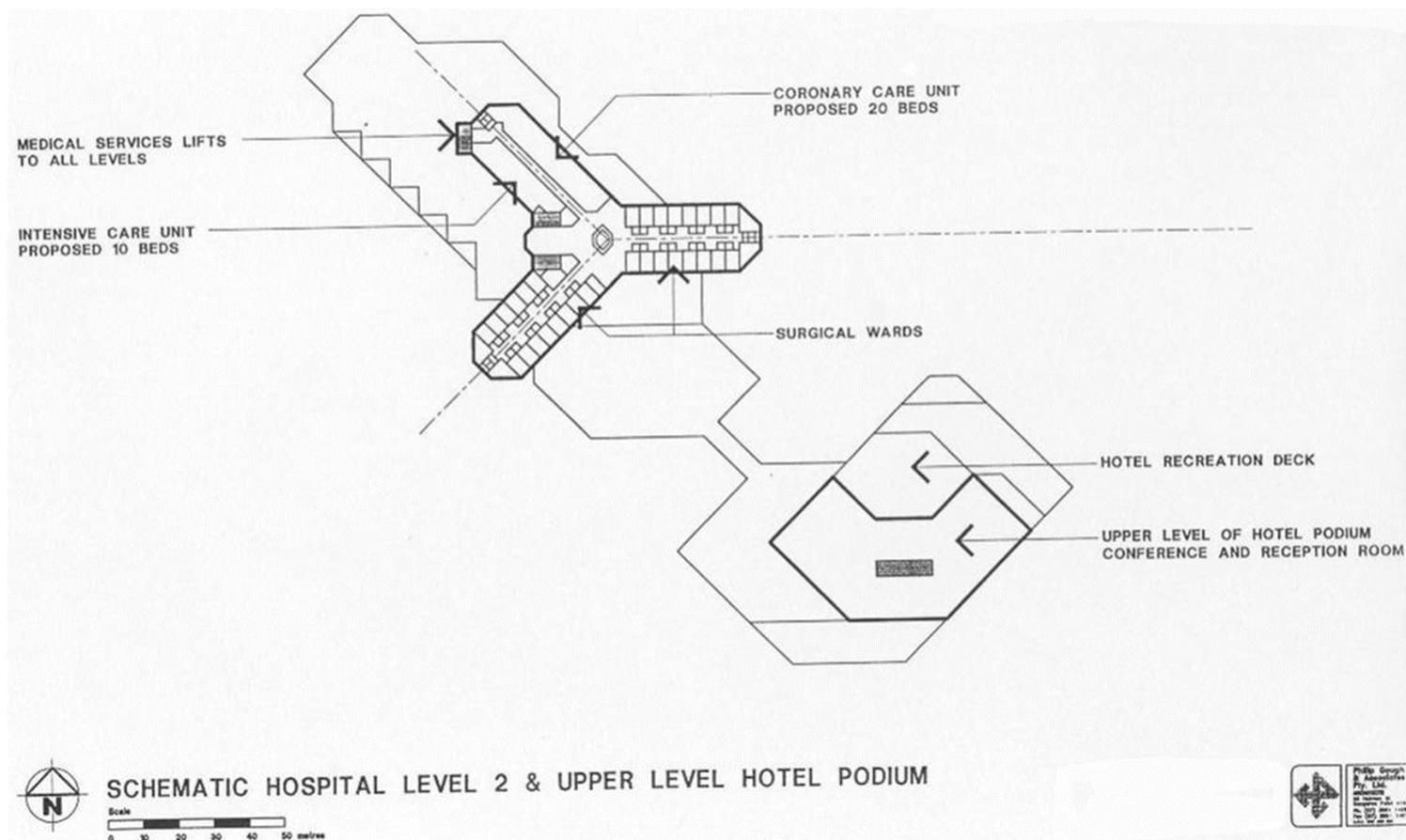




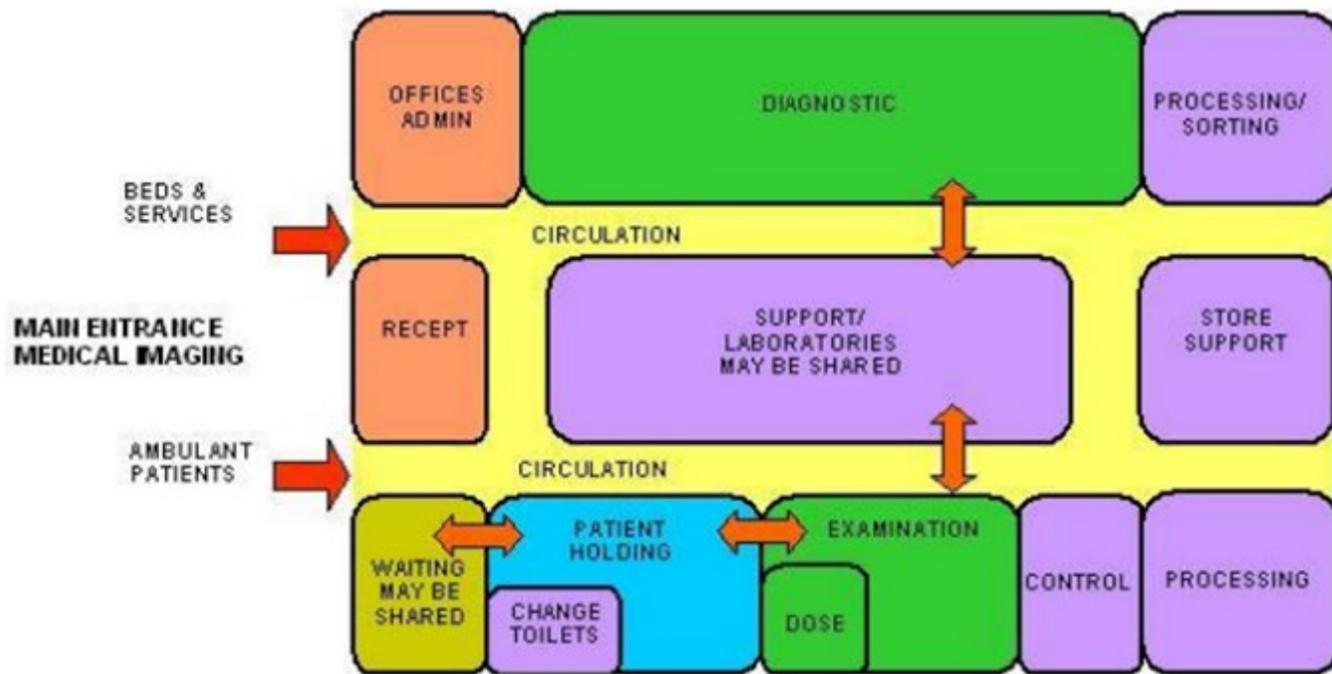
	Acres with surrounds	hectares			hectares
Cricket field	3.30	1.50			
Football field	1.32	1.00			
Soccer	2.00	1.00			
Athletics		2.00			
Tennis / Netball / Basket Ball		1.00			
Olympic Swimming Pool		1.00			
Park and grounds		2.00			
Budget per hectare	develop	\$1,500,000	Total	9.50	Allow
				Developmental Costs	\$15,000,000







**Functional Relationship Diagram – Medical Imaging Unit – Nuclear Medicine**



**Modality:**

- Angiography
- Computed Tomography (CT)
- Echocardiography
- Fluoroscopy
- Magnetic Resonance Imaging (MRI)
- Mammography
- Nuclear Medicine
- Orthopantomogram (OPG)
- Positron emission tomography (PET)
- Radiography (X-ray)
- Ultrasound





DIAGNOSTIC UNIT



# Pascas Care Hospital



## Pascas Care Medical Clinic

### Medical Specialties

Geriatrics	Obstetrics	Postnatal Care	pregnancy	Cardiology	Fetus
Rhinology	Pulmonology	Dental Care	Facial Plastic Surgery	Gynecology	Dermatology
Otology	Gastroenterology	Hepatology	Psychiatry	Plastic Surgery	Symptom Checker
Human Brain	Pelvic Bone	Neurosurgery	Chiropractic	Hematology	Osteology
Breast Augmentation	Breast Reduction	Optometry	Naturopathy	Newborn	Herbal Medicine
Ear examination	Eye Specialties	Dermatology	Neurology	Orthopedics	Pulmonology

## Pascas Care MEDICAL CENTRE



**PASCAS HOSPITAL SHIP**

AU\$1.00 = USD 0.70 UAH 21.00 USD1.00 = UAH 30.00

US \$29,480,000 Available to order (AU\$42 million – add helicopter, etc., budget AU\$50 million) 2022

These Hospital Cats are all fully self-contained with live on-board accommodation for the medical staff as well as the crew. Vessels come with standard fit out as below and can be fitted with state of the art medical equipment (at additional cost). These vessels are both modern in the Naval design as well as being a fully functional Hospital on the water. The 60-metre vessel has been designed for coastal use as well as being able to travel up rivers to isolated communities. Construction time for this vessel is approximately 9 months.

Uses: As a fully functional modern Mobile Hospital. Disaster relief such as for Flooding, Cyclone, Tsunami, Volcano and Earthquakes. As a training centre, working together with local land-based Hospitals. Assisting the Navy as emergency and rescue vessels. Assisting search and rescues operations on or near the water.

Standard 60-metre Hospital Cat Fit-out

- Operating Theatre x 4
- Scrub Rooms x 2
- Sterilization Room x 1
- X-Ray Department x 1
- Laboratory x 1
- Dental Clinic x 1
- Gynaecology x1
- Ophthalmology x 1
- Phlebotomy Station
- General Medicine x 4
- Pre-op and Post-op 4 + 4
- Overnight Ward x 8 patients
- ICU x 6
- Patient Waiting Room
- Medical + Crew Dining Area
- Medical + Crew Galley
- Administration Office
- Helipad (Helicopter is additional)
- Elevator Twin



Vessel Particulars

LOA: 60.00 metres WOA: 22.C Height: 18. Draft: 2.60 metres

Patient Beds: 80 (wards)

Medical Staff Accommodation: 42 Berths

Ship's Crew Accommodation: 24 Berths

Vessels Levels

Below Deck: Engine room, Tank room and Ships crew accommodation.

Main Deck: Patient Waiting Room, X-Ray Department, Laboratory, Dental Clinic, Gynaecology, Ophthalmology, General Medicine, Overnight Ward, Pharmacy, Phlebotomy Station, ICU stations.

1st Level: Patient ward.

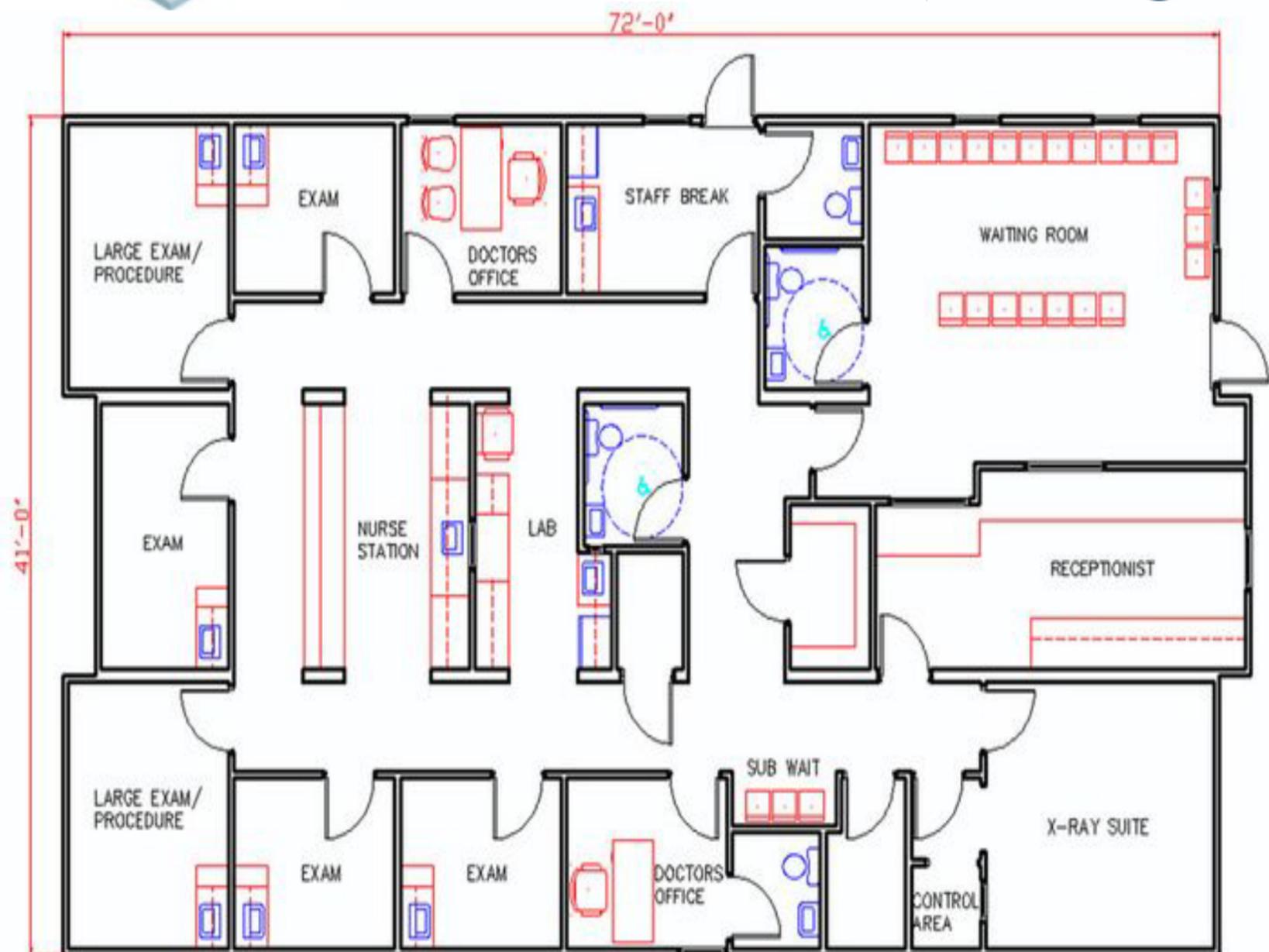
2nd Level: Operating theatres, Overnight beds, Equipment storage, PPE storage.

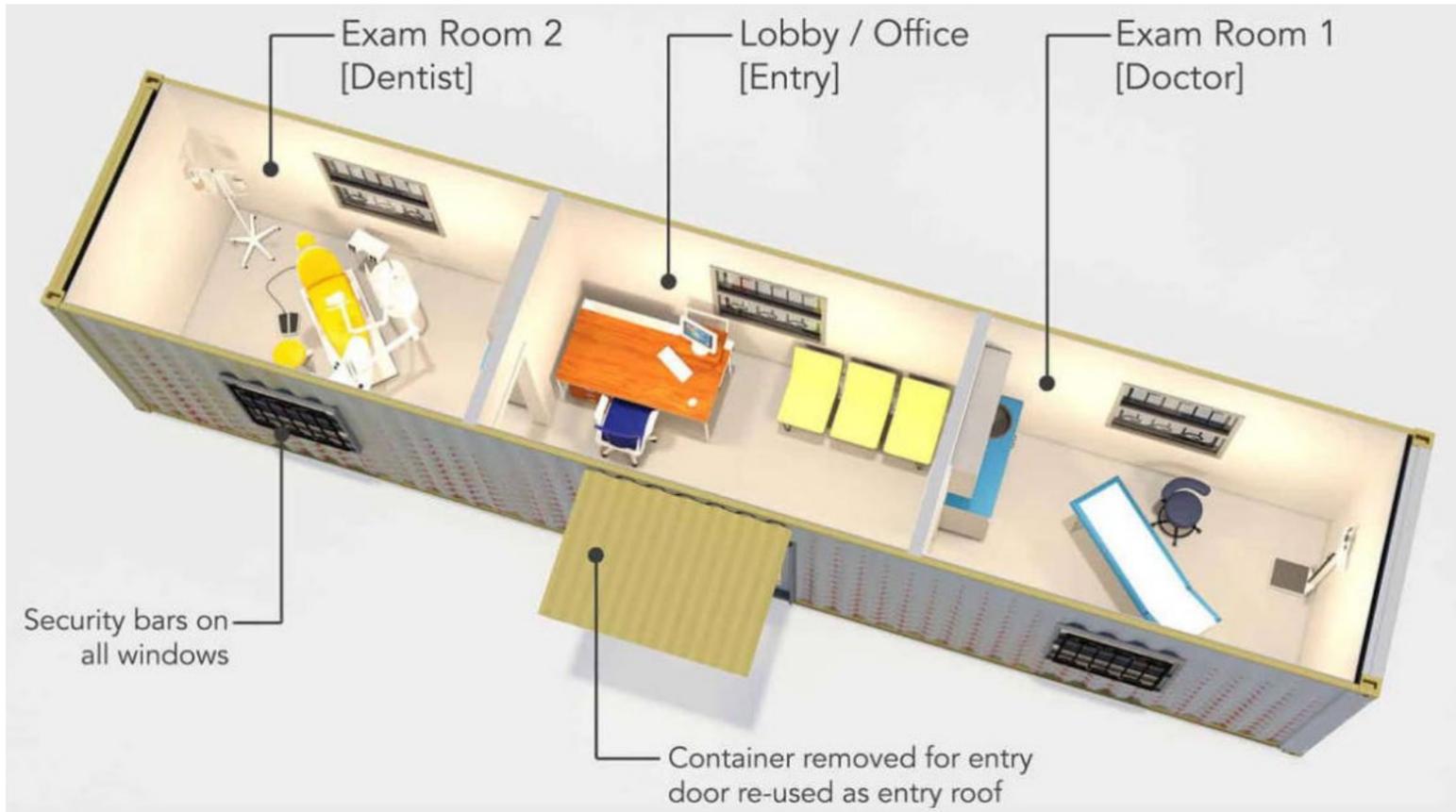
3rd Level: Medical staff accommodation, Galley + Dining area, Medical staff accommodation.

Top Deck: Bridge, Ventilation system, Helipad

**Budget AU \$50,000,000**

### 24x50 Medical office





## RECOMMENDED READING

[www.pascashealth.com](http://www.pascashealth.com) go to **Library Download** page

<https://www.pascashealth.com/index.php/library.html>

then scroll down to click on the link to open the PDF:

## PASCAS INTRODUCTION NOTES

Kindly consider any of the topics that takes your fancy elsewhere throughout the Pascas Care Library:

 [Pascas Foundation Overview.pdf](#)

## PASCAS CARE LETTERS

 [Pascas Care Letters One Pathway.pdf](#)

## MEDICAL - SPIRITUAL REFERENCES

 [Soul Light book 1 via James Moncrief.pdf](#)

 [Soul Light book 2 via James Moncrief.pdf](#)

## MEDICAL - EMOTIONS

 [Pascas Care Living Feelings First - Adults.pdf](#)

 [Pascas Care Living Feelings First - Children - Annexures.pdf](#)

 [Pascas Care Living Feelings First - Children - Discussions.pdf](#)

 [Pascas Care Living Feelings First - Children - Graphics.pdf](#)

 [Pascas Care Living Feelings First - Children.pdf](#)

 [Pascas Care Living Feelings First - Drilling Deeper - Structures.pdf](#)

 [Pascas Care Living Feelings First - Drilling Deeper.pdf](#)

 [Pascas Care Living Feelings First - Reference Centre.pdf](#)

## CORPORATE ALLIANCE

 [Chaldi Child Care Centre - Safe Space.pdf](#)

 [Chaldi College Free to Learn Instinctively.pdf](#)

 [Chaldi College Free to Learn Pathway.pdf](#)

 [Chaldi College Primary thru to High Feelings First.pdf](#)

 [Chaldi College Women & Girls' Education.pdf](#)

 [Chaldi College WW Education through Feelings.pdf](#)

 [Chaldi College WW Massive Open Online Courses.pdf](#)

 [Chaldi College WW technology & product information.pdf](#)

 [Chaldi University Postgraduate Feelings Degree.pdf](#)

 [Education Dynamics Technology & Product Information.pdf](#)

 [Pascas University and Global View.pdf](#)

 [Pascas University and the Meeting House.pdf](#)

 [Pascas University Education with Zelmar.pdf](#)

 [Pascas University Papua New Guinea Education Leadership.pdf](#)

 [Pascas University Postgraduate Feelings Degree.pdf](#)

 [Pascas University Universally Free Education.pdf](#)

## MEDICAL

 [Pascas Care Kinesiology Testing.pdf](#)

## PASCAS CARE PARENTING

 [Pascas Care Parenting Awareness.pdf](#)

 [Pascas Care Parenting Eureka Moment.pdf](#)

 [Pascas Care Parenting Feelings Supreme Guides.pdf](#)

 [Pascas Care Parenting Health Generation.pdf](#)

 [Pascas Care Parenting into the Abyss.pdf](#)

 [Pascas Care Parenting Rebellion.pdf](#)

 [Pascas Care Parenting Vaccinations.pdf](#)

 [Sam's Book Parenting and Feeling Healing Book I.pdf](#)

 [Sam's Book Parenting and Feeling Healing Book II.pdf](#)

 [Sam's Book Parenting and Feeling Healing Book III.pdf](#)

 [Sam's Book Parenting and Feeling Healing Book IV.pdf](#)

 [Sam's Book Parenting and Feeling Healing Book V.pdf](#)

 [Sam's Book Parenting and Feeling Healing Book VI.pdf](#)

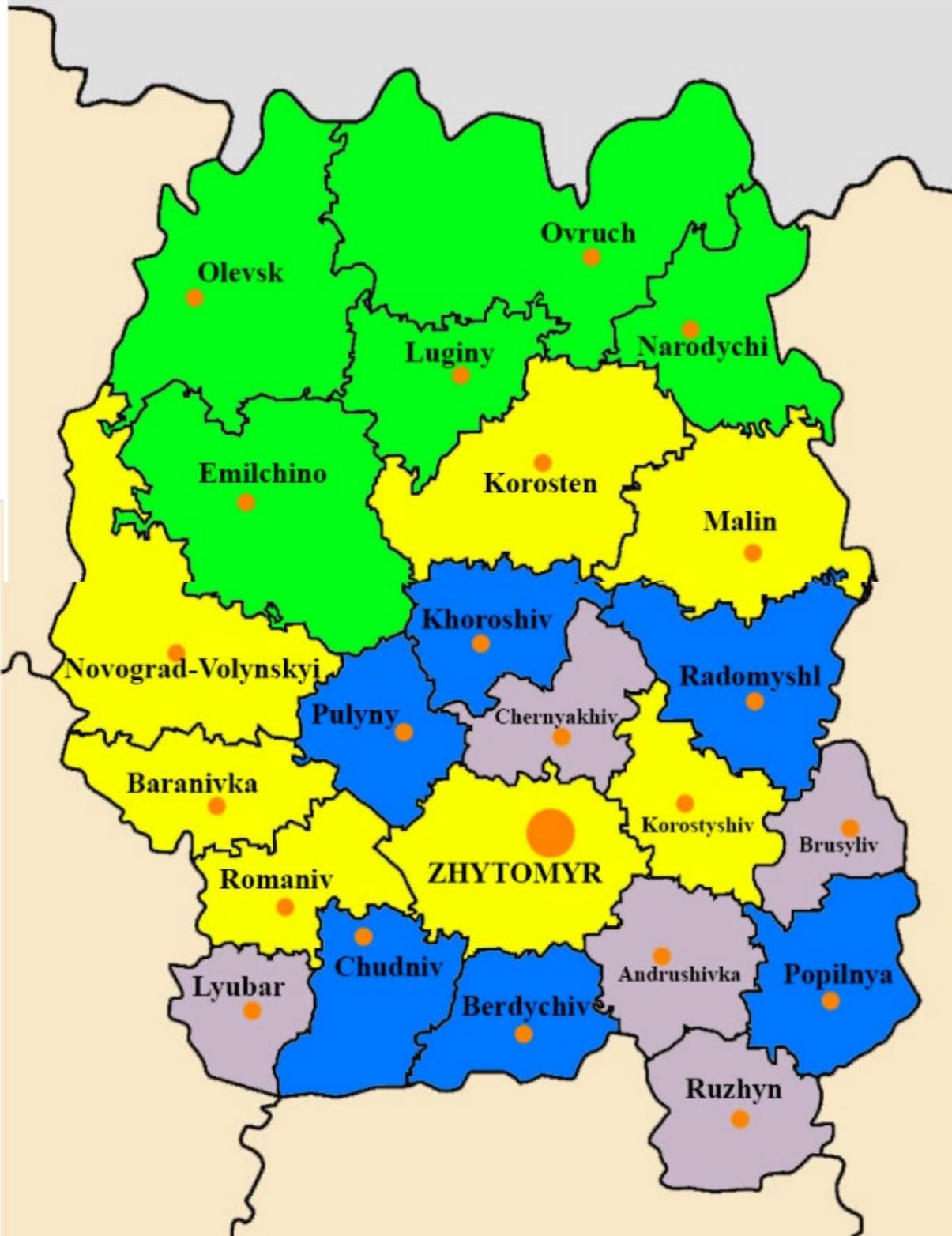
 [Sam's Book Parenting and Feeling Healing Book VII.pdf](#)

 [Sam's Book Parenting and Feeling Healing Book VIII.pdf](#)

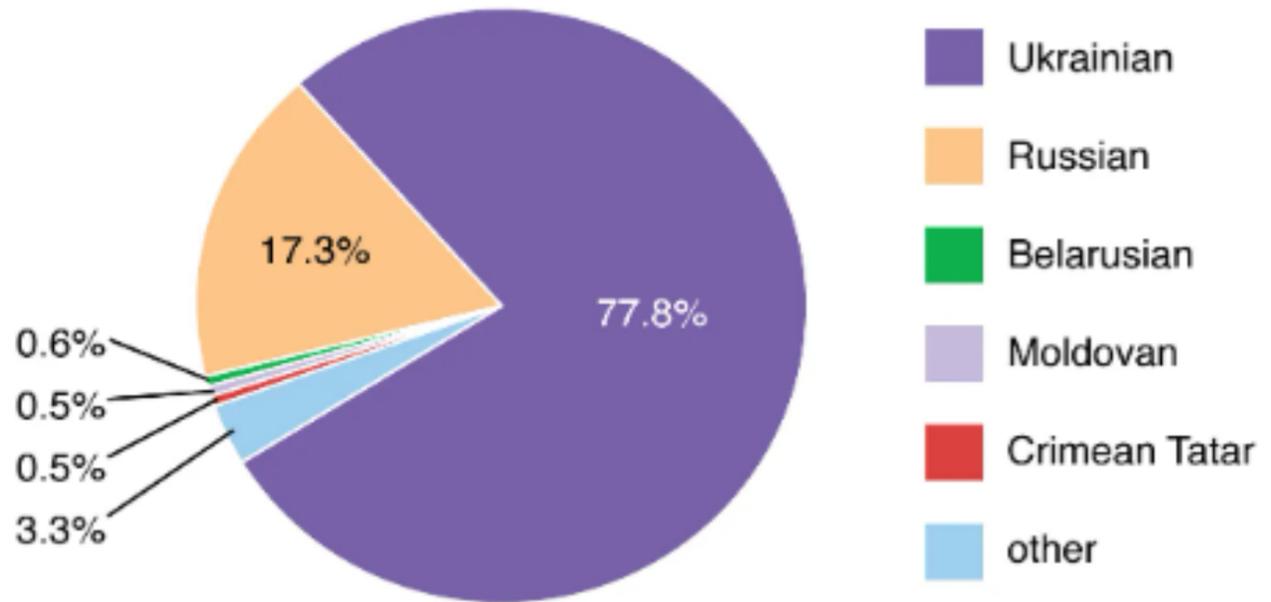
 [Sam's Book Parenting and Feeling Healing Book IX.pdf](#)

 [Sam's Essay I am allowed not to love my parents.pdf](#)

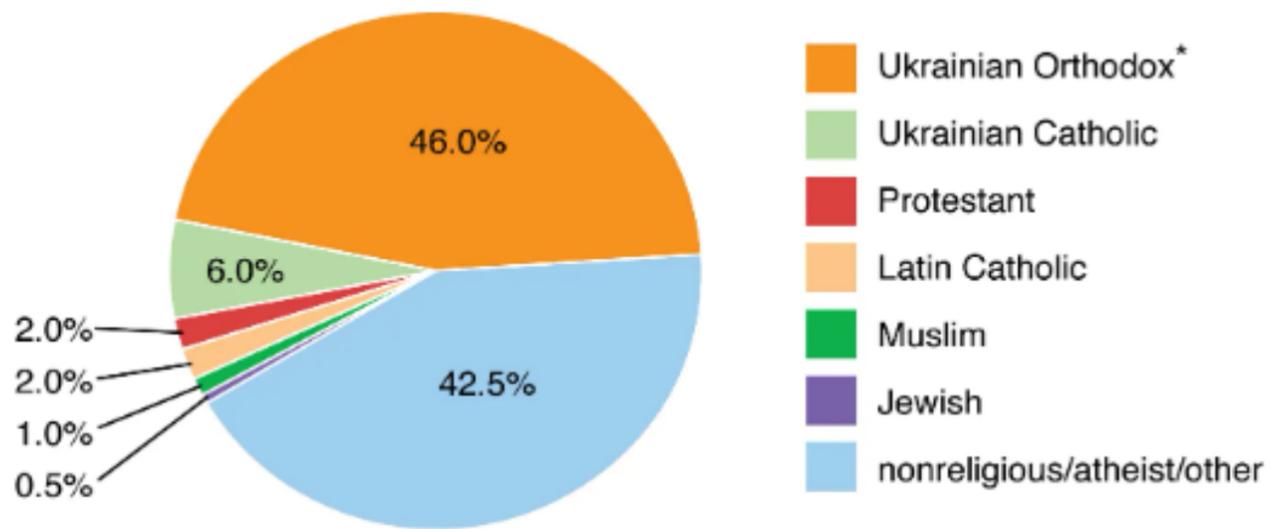




**Ethnic composition (2001)**



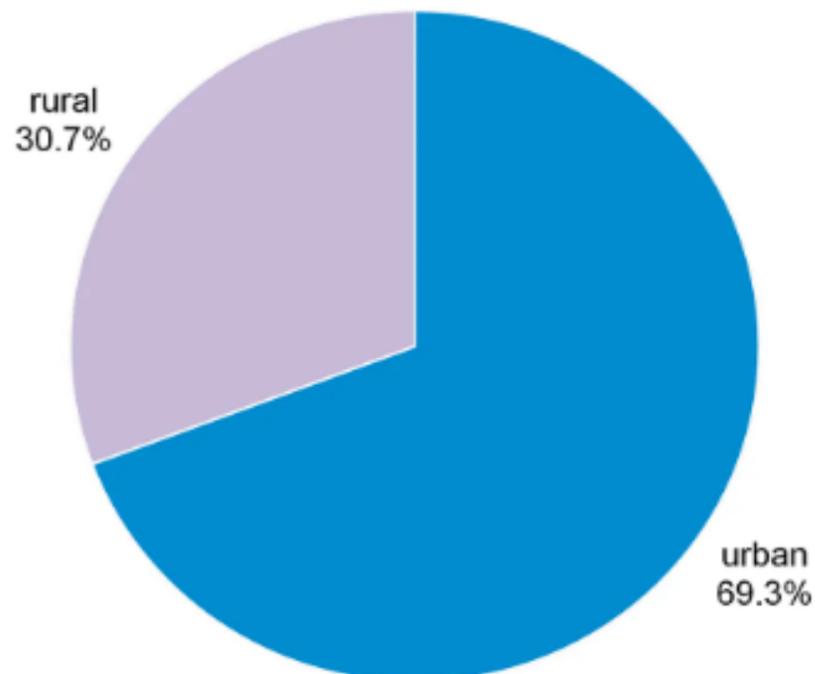
**Religious affiliation (2004)**



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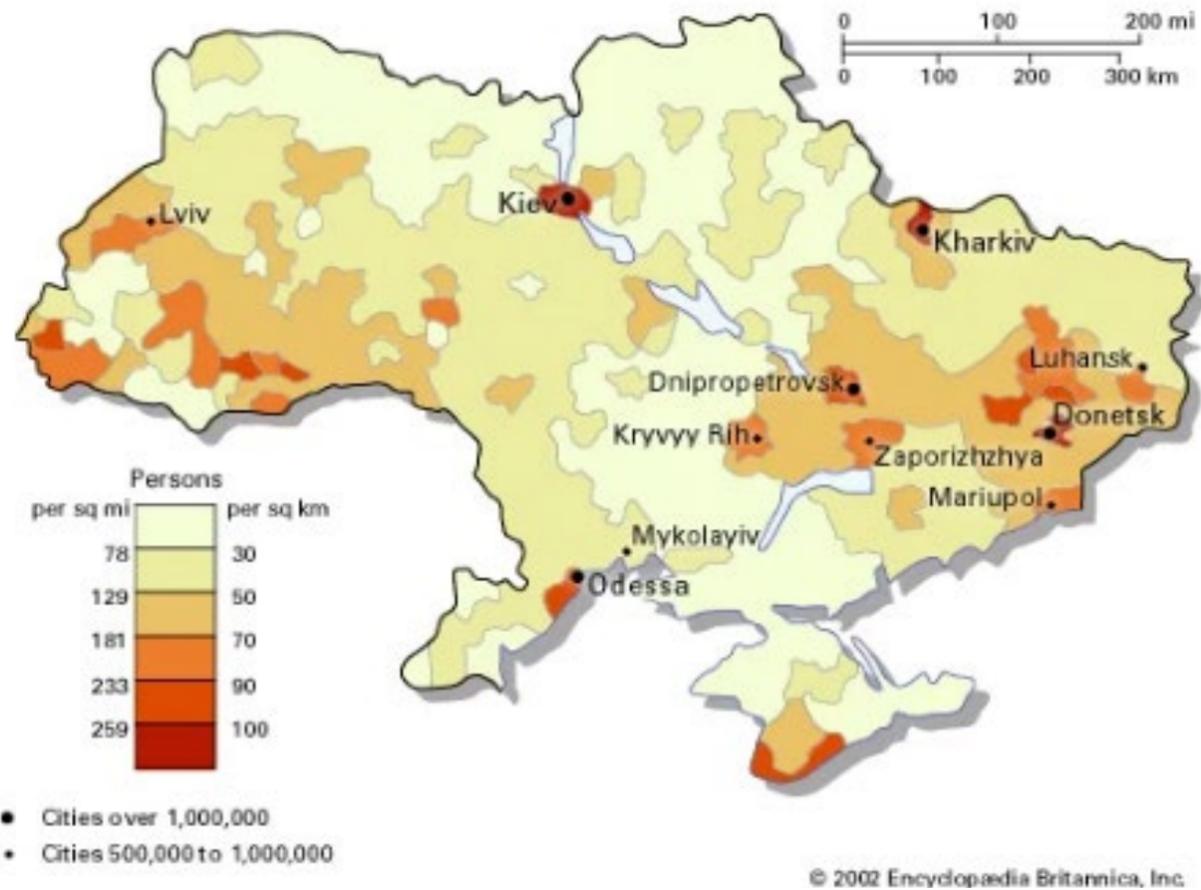
\*Includes "Kiev patriarchy," "Moscow patriarchy," "no particular patriarchy," and Ukrainian Autocephalous Orthodox.

**Ukraine urban-rural (2021\*)**

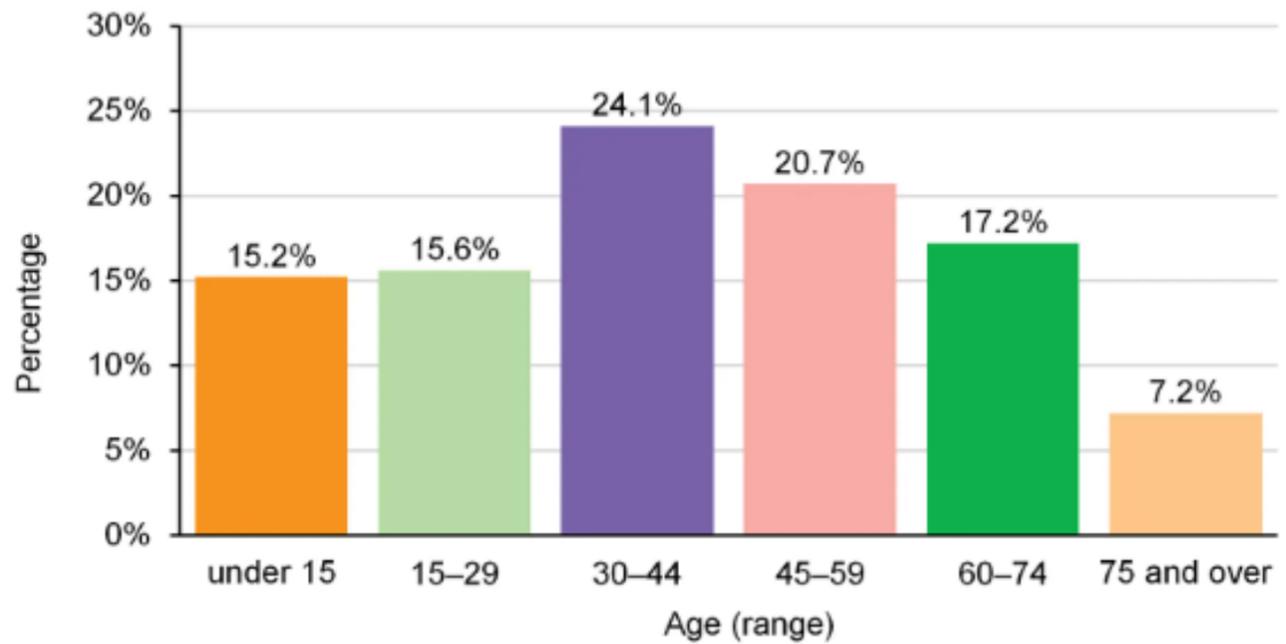


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\*January 1.

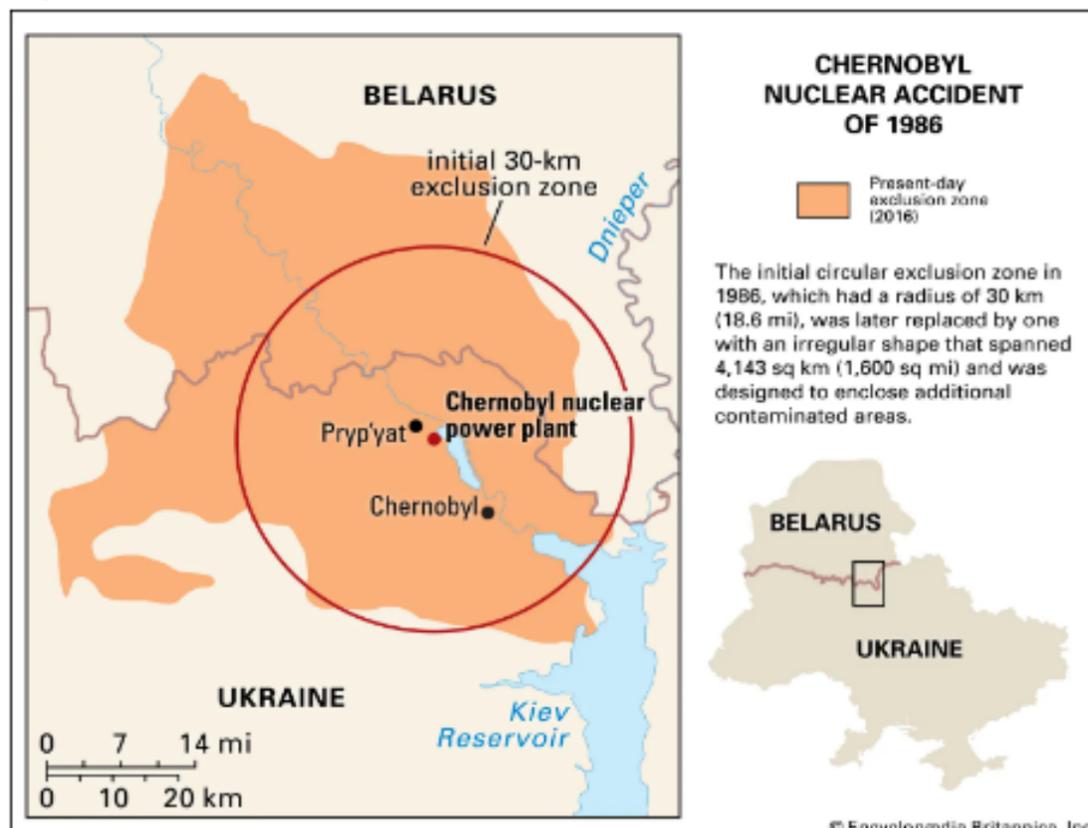


**Ukraine age breakdown (2021\*)**

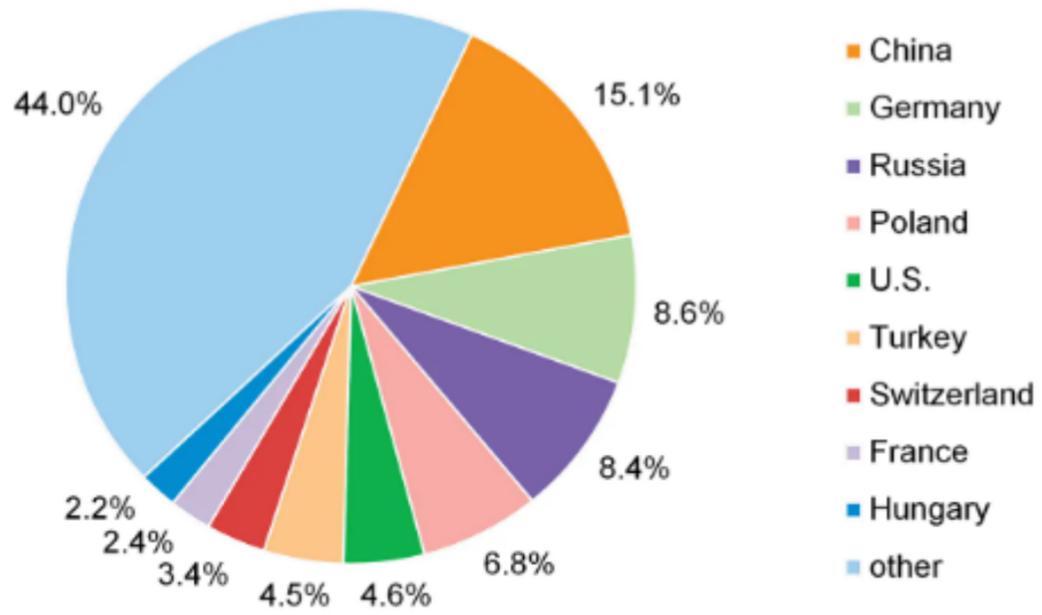


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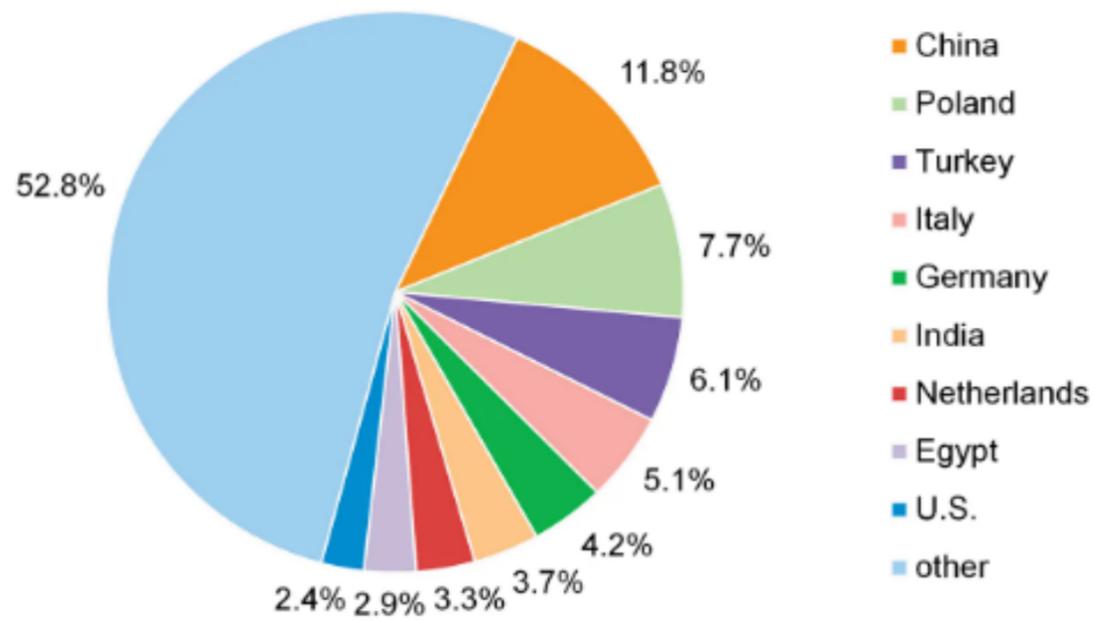
\*January 1.



**Ukraine major import sources (2021)\***



**Ukraine major export destinations (2021)\***



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\*Excl. occupied Crimea, Sevastopol, Donetsk, and Luhansk.

