

Expenses in Poland ☐☐			Expenses in Ukraine ☐☐		Total	
Item	Cost PLN	Cost USD	Item	Cost USD		
					Expenses in Poland (USD / year)	\$183,372
EMPLOYEES (salaries + non-wage labor costs)			EMPLOYEES (salaries + non-wage labor costs)		Expenses in Ukraine (USD / year)	\$53,060
					Total expenses (USD / year)	\$236,432
Broiler chicken campaign			Campaign manager (leadership)	\$6,480	Two years total (USD)	\$472,864
International corporate outreach manager (leadership)	74,943zł	\$19,466	Media manager (leadership)	\$6,480		
Broiler chicken campaign manager (leadership)	74,943zł	\$19,466	Social media (non-leadership)	\$6,000		
Broiler chicken campaign coordinator (non-leadership)	64,294zł	\$16,700	Campus coordinator 1 (non-leadership)	\$6,000		
Eastern Europe investigations coordinator (non-leadership)	64,294zł	\$16,700	Campus coordinator 2 (non-leadership)	\$6,000		
Video content creator (non-leadership)	64,294zł	\$16,700				
IT specialist (non-leadership, part time)	38,494zł	\$9,998				
Organization development						
Eastern Europe development manager (leadership)	74,943zł	\$19,466				
Eastern Europe fundraising manager (leadership)	74,943zł	\$19,466				
Volunteer coordinator (non-leadership)	64,294zł	\$16,700				
Current employee salary adjustment	73,240zł	\$19,023				
OTHER EXPENSES			OTHER EXPENSES			
IT equipment / hosting services	4,600zł	\$1,195	Animal advocacy conference	\$8,000		
Campaigning	7,700zł	\$2,000	Campaigning (targeted at Russian-speaking countries)	\$10,000		
Travel expenses	25,000zł	\$6,494	Travel expenses	\$500		
			Accounting	\$600		
Campaign total		\$107,523	Investigations	\$3,000		
Organizational total		\$75,849				
Subtotal	705,983zł	\$183,372	Subtotal	\$53,060		