



**GENERAL SECRETARIAT OF THE ORGANIZATION OF AMERICAN STATES
PERFORMANCE CONTRACT**

Source of Financing: [] Regular Fund [X] Other Funds

Funds Reserved on: 10 / 2 / 2015

CPR Requisition No.: 270564

The Parties, the General Secretariat of the Organization of American States ("GS/OAS") and the Independent Contractor ("the Contractor"), identified as:

a. Name: UNIVERSIDAD DE LA REPUBLICA

b. Address: FACULTAD DE CIENCIAS IGUA 4225 ESQUINA MATAOJO MONTEVIDEO, 11400

c. If Legal person (Corporation, Partnership, or Limited Liability Company), name and address of agent appointed to receive legal process:

i. Name: Cristina Juan (DECANO) ii. Address: FACULTAD DE CIENCIAS IGUA 4225 ESQUINA MATAOJO MONTEVIDEO, 1140

HEREBY AGREE AS FOLLOWS:

1. **Product or Service:** The Contractor shall furnish GS/OAS with the product or service ("the Work") described in the Terms of Reference attached as Annex I, which is an integral part of this Contract.

a. The Project for which the Work is provided is The Department of Sustainable Development-18010

b. The Place for delivery and/or performance of the Work is: Uruguay

c. The Dates for delivery and/or performance of the Work are: From: February 16 2015 To: October 16 2015

2. **Gross Compensation and Payments:** GS/OAS shall pay the Contractor the total sum of 40,000.00

as the entire compensation ("Gross Compensation") for the Work, payable in (type of currency) USD

a. The Gross Compensation paid to a Natural Person who provides services to GS/OAS for more than one month in any calendar year under a Performance Contract or series of such Contracts shall be itemized into two categories, "net compensation" and "overhead," as set out in Annex III. (Annex III is inapplicable to and unnecessary for all other types of Performance Contracts.)

b. Payment of Gross Compensation shall be made in amounts, upon the approximate dates, and upon completion of the following benchmarks, unless otherwise stated in the Terms of Reference.

	<u>Benchmark</u>	<u>Estimated Date</u>	<u>Amount</u>
- First	30% a la firma del contrato	February 16 2015	12,000.00
- Second	30% contra entrega y aprob.prod.1,2 y 3	June 16 2015	12,000.00
- Third	40% contra entrega prod.1,2 y 3 versión final	October 16 2015	16,000.00

c. All payments are subject to Contractor's presentation of evidence of completion of the Work and to certification by GS/OAS's certifying officer that the Work is satisfactory. For purposes of this Contract, GS/OAS's certifying officer is:

Name: Campos, Maximiliano ; Title: Sr. Officer

GS/OAS may unilaterally change the certifying officer and shall notify Contractor of any such change.

3. **General Terms and Conditions:** The Parties are bound by the General Terms and Conditions set out in Annex II, which is an integral part of this Contract.

4. **Contract Modification:** This Contract may be modified only by a writing signed by the duly authorized representatives of the Parties, dated, and annexed hereto. Those representatives are:

For GS/OAS: Name: Springer, Clotilde Title: Director

For the Contractor: Name: UNIVERSIDAD DE LA REPUBLICA Title: Independent Contractor

Each Party may change its duly authorized representative by advising the other by way of prior written notice.

Signed by the Parties, or their duly authorized representatives, as the case may be, on the date and in the place indicated below:

Signature: [Signature] FOR GS/OAS
 Name: Tross, Vaughna S
 Title: Acting Executive Secretary Date: 2015-02-20
 Place: _____

Signature: [Signature] FOR THE CONTRACTOR
 Name: CRISTINA
 Title: _____ Date: _____
 Place: _____

ANNEX I
TERMS OF REFERENCE *

TÉRMINOS DE REFERENCIA

ESTUDIO DE ECOSISTEMAS ACUÁTICOS Y ASOCIADOS DE LA CUENCA DEL RÍO
CUAREIM/QUARAI (URUGUAY - BRASIL)

SUBCOMPONENTE II.7.3: Proyecto Piloto Demostrativo Cuareim - Quaraí

El Comité Intergubernamental Coordinador de los Países de la Cuenca del Plata (CIC) y el Departamento de Desarrollo Sostenible (DDS) de la Secretaría General de la Organización de los Estados Americanos (SG/OEA) requiere la contratación de una consultoría que tendrá por objeto la realización de un diagnóstico de la situación actual de los ecosistemas acuáticos, considerando particularmente el estado de la biota y el régimen hidrológico de Río Cuareim. Las actividades a desarrollar forman parte del plan de trabajo del Proyecto Piloto Cuareim Quaraí, Subcomponente II.7 del Programa Marco para la Gestión Sostenible de los Recursos Hídricos de la Cuenca del Plata, cuyo plan de trabajo para el año 2014 fue aprobado por el Consejo Director en noviembre de 2013.

1. Antecedentes


En el marco del CIC, los Gobiernos de Argentina, Bolivia, Brasil, Paraguay y Uruguay han convenido en preparar un programa de acciones estratégicas para la gestión integral de los recursos hídricos de la Cuenca del Plata orientado a fortalecer e implementar su visión común para el desarrollo económico, social y ambientalmente sostenible de la Cuenca. El CIC y el PNUMA han acordado que para los fondos provenientes del FMAM, la SG/OEA actúe como agencia ejecutora internacional del Programa encargada de administrar los fondos correspondientes, en apoyo al CIC y su Secretaría General (SG/CIC). Corresponde así a la SG/OEA realizar los contratos previstos para este programa en acuerdo con la SG/CIC.

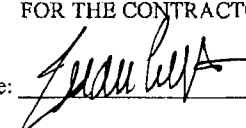
En este contexto, se están desarrollando cuatro Proyectos Piloto Demostrativos, uno de los cuales se localiza en la cuenca transfronteriza del río Cuareim-Quaraí (Brasil-Uruguay), cuyos objetivos se alinean con los del Programa Marco desarrollando una experiencia de gestión compartida a escala de mayor detalle.

Los resultados esperados como producto de la contratación han sido consensuados con el grupo temático (GT) Ecosistemas Acuáticos y aportarán al objetivo general del Proyecto Piloto suministrando un diagnóstico de la situación actual de los ecosistemas acuáticos y el estado de la biota a través de bioindicadores, lo que permitirá avanzar en la determinación de los caudales ambientales y en la identificación de sitios prioritarios para la conservación. Todo el conocimiento generado por la consultoría a contratar será integrado con los demás estudios que se están realizando en el Proyecto Piloto, tendientes a avanzar en la gestión integrada de los recursos hídricos de la Cuenca del Río Cuareim/Quaraí

2. Objetivos

* The same representatives of the Parties that sign the first page of the Form must sign and date at the end of each Annex.

FOR GS/OAS
Signature: 
Date: 2015-02-24

FOR THE CONTRACTOR
Signature: 
Date: _____

TERMS OF REFERENCE *
(Continuation)

Los objetivos del trabajo a contratar son:

- Objetivo 1: Diagnosticar la condición actual de los ecosistemas acuáticos del Río Cuareim/Quarai y determinar caudales ecológicos de los distintos tramos establecidos.
- Objetivo 2: Determinar Áreas de Protección Ecológica y pautas para su protección y manejo sustentable.
- Objetivo 3: Aportar para la gestión integrada de los recursos hídricos de la cuenca, que resultará de la integración de los Objetivos 1 y 2

Específicamente se espera determinar los lugares más adecuados de extracción de agua superficial y los volúmenes máximos a otorgar.

3. Actividades

La consultoría desarrollará las siguientes actividades:

Actividades a desarrollar para alcanzar el Objetivo 1


.1. Caracterización limnológica del Río Cuareim/Quarai

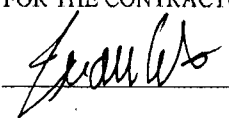
- Evaluar las condiciones limnológicas (geomorfológicas, hidrodinámicas, características físico químicas de agua y sedimento).
- Evaluar las comunidades fitoplanctónicas, zooplanctónicas, macroinvertebrados bentónicos, ícticas a los efectos de seleccionar bio-indicadores del estado de conservación del ambiente.
- Evaluar el estado general de las comunidades vegetales de los bosques ribereños.

.2. Evaluación de la calidad y salud de la biota

- Determinar el contenido de residuos de compuestos orgánicos persistentes, plaguicidas y metales en ictiofauna (y en lo posible de moluscos) en los mismos tramos del río a lo largo de su extensión. Analizar los resultados en el contexto de los niveles permitidos internacionalmente para consumo humano.
- Evaluar existencia de contaminación usando bioensayos (tests de toxicidad en el agua y sedimento).
 - (a) Revisión de antecedentes sobre diversidad de biota acuática con especial énfasis en los recursos ícticos, de la cuenca del río Cuareim-Quarai.
 - (b) Análisis del uso del suelo en la cuenca, haciendo énfasis en el tipo de cultivos existentes y el uso de agroquímicos que aplican.
 - (c) Análisis de la información existente en el país sobre el uso de agroquímicos para esta matriz de

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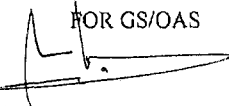
cultivos en especial y los efectos ya conocidos en el ambiente en general y en los organismos acuáticos en particular.


- (d) La selección de sitios de muestreo, tipo y número de muestras a coleccionar. Análisis de laboratorios.
- (e) Análisis y evaluación de la acción de lluvias, inundaciones y el efecto en la persistencia en el suelo o el traslado a los cursos de agua de los principales herbicidas y pesticidas usados en la cuenca.
- (f) Identificación y detalle explícito de los vacíos de información requerida.
- (g) Propuesta de monitoreo y estudios futuros.

3. Determinación de los caudales ecológicos

- Determinar los requerimientos ambientales del Río Cuareim-Quarai.
- Determinación de los caudales ecológicos de los distintos tramos estudiados, a través de la aplicación de modelos eco-hidráulicos e integrando los requerimientos de las especies clave.
 - (a) Revisión y análisis de la información hidro-climática existente de la cuenca del río Cuareim.
 - (b) Análisis de los antecedentes de modelación hidrológica en la cuenca del río Cuareim, especialmente aquellos que incorporan modelación de paso diario.
 - (c) En base a la aplicación de los modelos hidrológicos disponibles y calibrados en la cuenca, determinación de zonas ecológicamente prioritarias las series históricas de nivel, caudal, velocidad y sus curvas de permanencia.
 - (d) A partir de los requerimientos ambientales de las especies indicadoras, determinar el caudal ecológico en base a metodologías de tipo eco-hidráulica.
 - (e) Determinación de los niveles estadísticos de cumplimiento de dicho caudal ambiental requerido a partir de las series históricas de caudales en el sitio prioritario.
 - (f) Establecimiento de recomendaciones para la incorporación de estos resultados en la gestión sustentable de la cuenca, identificando los vacíos de información requerida, propuesta de monitoreo y estudios futuros.
- **Actividades a desarrollar para alcanzar el Objetivo 2**
 - (a) Revisión de información ecológica disponible, útil en función de la calidad y resolución espacial, para realizar un estudio de priorización espacial de la Cuenca del Cuareim-Quarai. Ejemplo de información a compilar: mapas de ambientes, topografía, geomorfología, vegetación, diversidad de fauna y flora, especies amenazadas/prioritarias, áreas protegidas, áreas de importancia para la aves (IBAS), etc.

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(Continuation)

- (b) Incorporación de la información generada en el desarrollo del Objetivo 1
- (c) Definición de la información, indicadores y metodología de priorización a utilizar, para realizar una priorización espacial de sitios clave a proteger dentro de la cuenca del río Cuareim-Quarai, tanto por su valor en biodiversidad como por la provisión de servicios ecosistémicos ligados al recurso agua.
- (d) Evaluación del estado de conservación, presiones y amenazas, de los sitios prioritarios identificados.
- (e) Generación de pautas y lineamientos generales de manejo para la conservación y usos sustentable de las áreas prioritarias, incluyendo acciones prioritarias, bases para un plan de investigación y aportes para el plan de monitoreo.

• **Actividades a desarrollar para alcanzar el Objetivo 3**

- (a) Generar aportes o elementos a considerar para la gestión integrada de los recursos hídricos, en base a la integración de la información generada en la ejecución de los Objetivos 1 y 2.
- (b) Realizar actividad en la cuenca de presentación de resultados e incorporar los resultados del taller en el Informe final

4. Productos

Los productos a entregar como resultado de la consultoría serán los siguientes:

Producto 1: Informe incluyendo la metodología y plan de trabajo ajustado, así como recopilación de antecedentes.

Producto 2: Informe que contenga los resultados de las actividades 1 a 3.

Si entre los productos hay archivos de tipo SIG, estos deberán estar en sistema de coordenadas geográficas WGS84, latitud-longitud.


La última entrega deberá contener la versión final de todos los productos establecidos en los TDRs y deberá seguir el formato de informe incluido en la página web el proyecto (enlace directo: <http://goo.gl/eT98fM>).

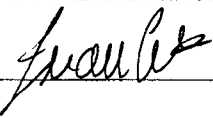
5. Ámbito de trabajo y responsables del seguimiento/aprobación

La consultoría trabajará en coordinación con los representantes de los cinco países de la Cuenca del Plata (Argentina, Bolivia, Brasil, Paraguay y Uruguay) para el GT "PPD Cuareim - Quarai", en apoyo a la Unidad de Coordinación Proyecto (UCP) y los Coordinadores Nacionales (CNs) de los respectivos países.

Los productos serán remitidos por la consultoría a la UCP, quien realizará la revisión final en coordinación con el nivel correspondiente y los remitirá a través del Director del Proyecto a OEA para gestionar el pago.

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(Continuation)

En caso de que sea requerido, la consultoría deberá movilizarse a cualquiera de los países de la región o a la sede del CIC. Para estos fines se proveerá pasajes y viáticos de acuerdo al presupuesto establecido para el subcomponente y a la reglamentación vigente de la SG/OEA. De igual manera, también se proveerá financiamiento si el consultor considera necesario movilizarse o realizar una reunión técnica para concretar alguno de los productos de la consultoría, debiendo presentar la correspondiente justificativa para su aprobación.

6. Duración del Contrato y Forma de Pagp

El contrato tendrá una duración de 8 (ocho) meses.

Los pagos se realizarán aplicando al valor de la oferta los siguientes porcentajes::

Pago 1: 30 % a la firma del contrato

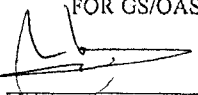
Pago 2: 30 % a los 4 meses de firmado el contrato, con la entrega y aprobación de los avances de los productos 1, 2 y 3 de acuerdo al plan de trabajo ajustado y aprobado-


Pago 3: 40 % a los 8 meses de firmado el contrato, con la entrega y aprobación de los productos 1, 2 y 3 en su versión final.

7. Disposiciones Generales

Ninguna disposición en este contrato podrá interpretarse como una renuncia tácita o expresa a los privilegios e inmunidades de la Organización de los Estados Americanos, su Secretaría General, sus funcionarios, representaciones, órganos subsidiarios, sus bienes ni haberes conforme al derecho internacional y los acuerdos interamericanos vigentes.

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FOR GS/OAS
Signature: 
Date: 2015-02-24

FOR THE CONTRACTOR
Signature: 
Date: _____

**ANNEX II
GENERAL TERMS AND CONDITIONS**

1. Contractor is neither an employee nor a staff member of GS/OAS and is not entitled to any of the rights, benefits, and emoluments of GS/OAS staff members.
2. Contractor undertakes to perform Contractor's functions under this Contract and to regulate Contractor's conduct in conformity with the nature, purposes, and interests of the GS/OAS. Contractor shall complete the Work in accordance with the highest professional standards and shall conform to all governmental pertinent laws and regulations.
3. Contractor accepts full legal responsibility for the Work, including all liability for any damages or claims arising from it, and agrees to hold GS/OAS and its staff members harmless from all such damages or claims. Contractor shall provide certificates of insurance coverage as GS/OAS may require for proof of ability to cover such liability.
4. Contractor does not legally represent GS/OAS, shall not hold himself out as having such powers of representation, and shall not sign commitments binding GS/OAS.
5. Contractor shall not have any title, copyright, patent, or other proprietary rights in any Work furnished under this Contract. All such rights shall lie with GS/OAS. At the request of GS/OAS, the Contractor shall assist in securing the intellectual property rights produced under this Contract and in transferring them to GS/OAS.
6. All information (including files, documents, and electronic data, regardless of the media it is in) belonging to GS/OAS and used by Contractor in the performance of this Contract shall remain the property of GS/OAS. Unless otherwise provided in the Terms of Reference (Annex I), Contractor shall not retain such information, and copies thereof beyond the termination date of this Contract, and Contractor shall not use such information for any purpose other than for completion of the Work.
7. Administrative Memorandum No. 90 "Information Systems Security Policy", Executive Order No. 95-07 "Prohibitions Against Sexual Harassment", and Executive Order No. 05-07 "Prohibition Against Workplace Harassment", are readily available at <http://www.oas.org/legal/intro.htm>. Contractor certifies that he has read those documents and agrees to comply fully with them.
8. The Gross Compensation paid Contractor constitutes full consideration for the Work. It covers all fees, expenses, and costs incurred by Contractor in providing the Work, as well as Contractor's direct compensation for same.
9. Because Contractor is an independent contractor, GS/OAS is not responsible for providing social security, workmen's compensation, health, accident and life insurance, vacation leave, sick leave, or any other such emoluments for Contractor and his employees under this Contract. Contractor is solely responsible for providing those benefits, and the Parties have agreed upon the Gross Compensation hereunder to enable Contractor to satisfy that responsibility. At the request of GS/OAS, the Contractor will provide satisfactory evidence of workman's compensation and other insurance coverage that may be required for all its employees or such Contractors.
10. Contractor warrants that his performance of the Work will not violate applicable immigration laws, and Contractor shall not employ any person for the performance of this Contract where such employment would violate those laws.
11. Unless otherwise specified in this Contract, Contractor shall have the sole responsibility for making Contractor's travel, visa, and/or customs arrangements related to and/or required for the performance of this Contract, and GS/OAS shall have no responsibility for making or securing such arrangements.
12. This Contract shall be null and void in the event the Contractor is unable to obtain a valid visa and other permits or licenses necessary to complete the Work in the country where the Contract is to be performed.
13. Unless otherwise specified in this Contract, Contractor shall neither seek nor accept instructions regarding the Work from any government or from any authority external to the GS/OAS. During the period of this Contract, Contractor may not engage in any activity that is incompatible with the discharge of Contractor's obligations under this Contract. Contractor must exercise the utmost discretion in all matters of official business for GS/OAS. Contractor may not communicate at any time to any other person, government, or authority external to GS/OAS any information known to him by reason of his association with GS/OAS which has not been made public, except in the course of the performance of Contractor's obligations under this Contract or by written authorization of the Secretary General or his designate; nor shall Contractor at any time use such information to private advantage. These obligations do not lapse upon Contract termination. Failure to comply with these obligations is cause for termination of this Contract.

14. Unless specifically provided for in this Contract¹ in accordance with CPR Rule 5.13.1, the Contractor may not directly supervise a GS/OAS staff member or direct a project or mission that requires the Contractor to supervise GS/OAS staff members.

15. Contractor shall not openly participate in campaign activities for or otherwise openly support and or promote any candidate for elected positions in the OAS; nor shall Contractor use the facilities of the GS/OAS and/or its staff provided to him under this Contract to support and promote the candidacy of any candidate for an elected position in the OAS.

16. GS/OAS may terminate this Contract for cause with five days notice in writing to the Contractor. Cause includes, but is not limited to: failure to complete the Work in accordance with professional standards or to otherwise deliver conforming goods and services; failure to meet deadlines; conduct which damages or could damage relations between the OAS and a member state; fraudulent misrepresentation; criminal indictment; sexual harassment; workplace harassment; bankruptcy; conduct incommensurate with the requirements for participation in OAS activities; and breach of any of the provisions of this Contract.

17. Either party may terminate this Contract for unforeseen circumstances by giving at least thirty days notice in writing to the other. Unforeseen circumstances include, but are not limited to, modifications to the Program-Budget of the OAS; lack of approved funds in the OAS Program-Budget for the corresponding program or project; failure of a donor to provide fully the specific funds which were to finance this Contract; an act of God; and the Secretary General's or a member state's desire to discontinue the Work.

18. In the event this Contract is terminated with or without cause, Contractor shall submit to GS/OAS all of the Work completed and shall receive payment for only that portion of the Work completed to the satisfaction of GS/OAS up until the date of termination.

19. Contractor certifies that:

- a. Neither the Contractor nor any of its senior officers and employees, on the date of the signing of this Contract, is a relative of any GS/OAS staff member above the P-3 level or of a representative or delegate to the OAS from a OAS Member State. The term "relative" includes spouse, son or daughter, stepson or stepdaughter, father or mother, stepfather or stepmother, brother or sister, half brother or half sister, stepbrother or stepsister, father or mother-in-law, son or daughter-in-law, brother or sister-in-law.
- b. He is not incompetent to enter into this Contract, is not on trial in a criminal court of any of the member states, and has never been convicted of a felony or of any crime involving dishonesty, fraud or theft in any member state.
- c. Completion of the Work shall not interfere with the completion of work for which he is responsible under any other contract with GS/OAS.

20. Contractor shall not employ a staff member of GS/OAS or a relative of a staff member as defined in Paragraph 19 (a) above to perform the Work, nor shall Contractor permit any staff member of GS/OAS or any relative of the staff member, as defined in that Paragraph, to receive any personal financial benefit deriving from this Contract or the Contractor's contractual relationship with GS/OAS.

21. Contractor shall not assign this Contract or any element thereof, without the prior written consent of GS/OAS.

22. Upon written notice by either Party to the other, any dispute between the Parties arising out of this Contract may be submitted to either the Inter-American Commercial Arbitration Commission or the American Arbitration Association, for final and binding arbitration in accordance with the selected entity's rules. The law applicable to the Arbitration proceedings shall be the law of the District of Columbia, USA, and the language of the arbitration shall be English.

23. Nothing in this Contract constitutes an express or implied waiver by GS/OAS of its privileges and immunities under the laws of the United States of America or international law.

24. This Contract shall enter into effect on the date on which it is signed by both Parties. Provided, further, that this Contract shall have no legal effect until it has been signed by both Contractor and a duly authorized representative of the GS/OAS.

1. Any such provision must comply with the requirements of CPR Rule 5.13.1 in Executive Order No. 05-04, Corr. No. 1 at <http://www.oas.org/legal/english/gensec/EXOR0504CORR1.doc>

- 25. The law applicable to this Contract is the law of the District of Columbia, USA.
- 26. This Contract, including Annexes I-III, constitutes the entire agreement between the Parties, and any representation, inducement, or other statements not expressly contained herein shall not be binding on the Parties and shall have no legal effect.
- 27. The masculine terms employed in this Contract should be understood to apply to males, females and legal persons; singular pronouns should be understood to apply to the plural, when appropriate.

FOR GS/OAS

Signature:  _____

Date: 2015-02-24

FOR THE CONTRACTOR

Signature:  _____

Date: _____

ANNEX III


ITEMIZATION OF GROSS COMPENSATION
FOR SERVICES PROVIDED BY NATURAL PERSONS


(USE THIS FORM ONLY FOR PERFORMANCE CONTRACTS WITH NATURAL PERSONS WHO PROVIDE SERVICES AS INDEPENDENT CONTRACTORS FOR MORE THAN ONE MONTH IN ANY CALENDAR YEAR)

I. NET COMPENSATION: \$ 33,057.85
 II. OVERHEAD:

Elements of Overhead

Social security (including retirement, unemployment insurance, and workmen's compensation insurance): ¹	\$	<u>4,958.68</u>
Health insurance: ²	\$	<u>991.74</u>
Annual vacation leave: ³	\$	<u>991.74</u>
Others: ⁴	\$	<u>0.00</u>
TOTAL OVERHEAD⁵	\$	<u>6,942.16</u>
TOTAL GROSS COMPENSATION	\$	<u>40,000.00</u>

Signature: 
 Date: 2015-02-24

Signature: 
 Date: _____

1. This is an amount intended to reimburse the Contractor for the amount he is required by law to contribute to social security (including retirement, unemployment insurance, and worker compensation insurance) with respect to the Net Fee for Services in the duty station. If no such amount can be easily established, the amount used shall be 15% of the net fee.
2. This is an amount intended to reimburse the Contractor for the amount he is required by law to contribute for state provided health insurance, if any. If no such amount can easily be established, the amount used shall be 3% of the Net Fee.
3. This is an amount intended to reimburse the Contractor for the value of annual vacation leave which he might earn when he is an employee of an enterprise, equal to 3% of the Net Fee.
4. Any other elements of overhead that the parties deem appropriate.
5. In those cases where the Parties bargain for a Gross Compensation and the amount of the elements of overhead are not easily calculated, the amounts for Overhead and Net Compensation can be easily established in accordance with the following example. Contractor and GS/OAS agree on Gross Compensation of \$100,000. Determine Net Salary "x" by way of simple algebra: $x + .21x = \$100,000$. (We use .21x as the amount of overhead because .21 is the sum of the percentage elements of overhead -- 15% for social security, 3% for health insurance, and 3% for vacation). Thus Net Salary (or "x") is \$82,645. Overhead (or ".21x") is \$17,355. You can go on to compute the individual amounts for social security, health insurance, and vacation by simple multiplication as follows: social security = 15% of \$82,645 = \$12,397; health insurance = 3% of \$82,645 = \$2,479; vacation similarly = 3% of \$82,645 = \$2,479.