Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	1,141.0	1,132.0	1,165.0
On Roll Special Ed Full-Time	170.0	161.0	136.0
On Roll Subtotal	1,311.0	1,293.0	1,301.0
In Private School Placements	1.0	1.0	0.0
Sent to Other Districts Regular	1.0	0.0	0.0
Sent to Other Districts Special Ed	6.0	6.0	9.0
Received	2.0	2.0	3.0

Advertised Rev	enues
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Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
	Local Tax Levy	10-1210	13,072,869	13,072,869	13,072,869
	Total Tuition	10-1300	56,845	10,198	11,305
	Unrestricted Miscellaneous Revenues	10-1XXX	0	16,000	16,000
General Fund Revenues from Local Sources	Interest Earned On Current Expense Emergency Reserve	10-1XXX	215	1	1
General Fund Revenues from Local Sources	Interest Earned on Maintenance Reserve	10-1XXX	1,404	1	1
	Interest Earned on Capital Reserve Funds	10-1XXX	456	1	1
	Other Restricted Miscellaneous Revenues	10-1XXX	56,307	0	0
	Total Revenues from Local Sources		13,188,096	13,099,070	13,100,177
	Categorical Transportation Aid	10-3121	593,363	593,363	593,363
	Extraordinary Aid	10-3131	12,414	0	0
General Fund Revenues from State Sources	Categorical Special Education Aid	10-3132	1,082,596	1,082,596	1,082,596
General Fund Revenues from State Sources	Equalization Aid	10-3176	2,718,489	2,955,769	4,283,150
	Categorical Security Aid	10-3177	106,343	106,343	106,343
	Total Revenues from State Sources		4,513,205	4,738,071	6,065,452
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	0	23,799	22,692
General Fund Revenues from Federal Sources	Total Revenues from Federal Sources		0	23,799	22,692
	Budgeted Fund Balance-Operating Budget	10-303	0	1,322,514	1,396,218
General Fund Revenues from Other Sources	Transfers from Other Funds	10-5200	82	0	0
General Fund Revenues from Other Sources	Other Financing Sources	10-5XXX	1,500	0	0
	Actual Revenues (Over)/Under Expenditures		-132,035	0	0
General Fund Revenues	Total Operating Budget		17,570,848	19,183,454	20,584,539
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	0	0	125,000
Special Revenue Fund Revenues from Local Sources	Total Revenues from Local Sources	20-1XXX	0	0	125,000
	Title I	20-4411-4416	70,870	71,182	60,505
	Title II	20-4451-4455	7,768	12,892	10,958
Special Devenue Fund Devenues from Federal Courses	I.D.E.A. Part B (Handicapped)	20-4420-4429	223,552	239,605	203,664
Special Revenue Fund Revenues from Federal Sources	CARES Act Education Stabilization Fund	20-4530	0	51,113	0
	Coronavirus Relief Fund (CRF)	20-4532	0	44,557	0
	CRRSA Act-Learning Acceleration Grant	20-4535		0	25,000

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Special Revenue Fund Revenues from Federal Sources	CRRSA Act-Mental Health Grant	20-4536		0	45,000
Special Revenue Fund Revenues norm Federal Sources	Total Revenues from Federal Sources		302,190	419,349	345,127
Special Revenue Fund Revenues	Total Grants and Entitlements		302,190	419,349	470,127
	Local Tax Levy	40-1210	1,502,072	1,574,406	1,579,456
Debt Service Fund Revenues from Local Sources	Total Revenues from Local Sources		1,502,072	1,574,406	1,579,456
Dakt Carrian Fund Davanuan from Other Sources	Total Local Repayment of Debt		1,502,072	1,574,406	1,579,456
Debt Service Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures		83,391	0	0
Debt Service Fund Revenues	Total Repayment of Debt		1,585,463	1,574,406	1,579,456
All Fund Revenues	Total Revenues/Sources		19,458,501	21,177,209	22,634,122
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		19,458,501	21,177,209	22,634,122

Advertised Appropriations

Budget Category	Description		2019-20 Actual	2020-21 Revised	2021-22 Proposed
	Regular Programs-Instruction		6,045,684	6,256,877	6,437,514
Concerd Fund Concert Fundament for lastruction	Special Education-Instruction	11-2XX-100-XXX	1,726,618	1,851,058	1,938,29
General Fund Current Expenses for Instruction	Basic Skills/Remedial-Instruction	11-230-100-XXX	517,050	569,803	653,58
	Community Services Programs/Operations	11-800-330-XXX	0	2,000	2,00
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	302,410	460,211	349,44
	Undistributed Expenditures-Health Services	11-000-213-XXX	199,401	208,269	216,27
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	506,978	603,125	615,1 ⁻
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	430,980	499,117	529,7
	Undistributed Expenditures-Guidance	11-000-218-XXX	151,707	181,423	186,4
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	441,683	503,033	583,9
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	30,425	40,700	226,5
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	191,775	217,439	223,5
Concret Fund Current Evenences for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	63,970	143,875	147,7
General Fund Current Expenses for Support Services	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	439,639	474,514	453,6
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	705,889	781,638	637,8
	Undistributed Expenditures-Central Services	11-000-251-XXX	253,433	282,560	338,4
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	71,825	77,070	78,8
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,410,189	1,613,188	1,809,3
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,097,123	1,249,962	1,292,2
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,788,313	3,039,974	3,675,8
	Undistributed Expenditures-Food Services	11-000-310-930	60,000	60,000	
	Total Undistributed Expenditures		9,145,740	10,436,098	11,365,1
Concerned Friend Coursent Friendance for Incorpored Decision	Interest Earned on Maintenance Reserve	10-606	0	1	
General Fund Current Expenses for Increased Reserves	Interest Earned on Current Expense Emergency Res	10-607	0	1	
General Fund Current Expenses	Total General Current Expense		17,435,092	19,115,838	20,396,54

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
	Equipment	12-XXX-XXX-730	40,633	20,000	20,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	95,123	47,615	147,615
Capital Outlay	Interest Deposit to Capital Reserve	10-604	0	1	1
	Total Capital Outlay		135,756	67,616	167,616
Constal Fund Expansion and Transferra	Transfer of Funds to Charter Schools	10-000-100-56X	0	0	20,383
General Fund Expenses and Transfers	General Fund Grand Total		17,570,848	19,183,454	20,584,539
Special Revenue Fund Expenses for Grants and Entitlements	Student Activity Fund	20-475-XXX-XXX	0	0	125,000
	Title I	20-XXX-XXX-XXX	70,870	71,182	60,505
	Title II	20-XXX-XXX-XXX	7,768	12,892	10,958
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	223,552	239,605	203,664
On a siel Devenue, Fund Fundances fan Folderel Dusie ste	CARES Act Education Stabilization Fund	20-477-XXX-XXX	0	51,113	0
Special Revenue Fund Expenses for Federal Projects	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	44,557	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx		0	25,000
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx		0	45,000
	Total Federal Projects	20-XXX-XXX-XXX	302,190	419,349	345,127
Special Revenue Fund Expenses	Total Special Revenue Funds		302,190	419,349	470,127
	Total Regular Debt Service	40-701-510-XXX	1,585,463	1,574,406	1,579,456
Debt Service Fund Expenses	Total Debt Service Funds		1,585,463	1,574,406	1,579,456
All Fund Expenses	Total Expenditures/Appropriations		19,458,501	21,177,209	22,634,122
Expenses Net of Transfers	Total Expenditures Net of Transfers		19,458,501	21,177,209	22,634,122

Advertised Recapitulation of Balances

Fund Balance Category	Audited Balance 06/30/2019	Audited Balance 06/30/2020	Estimated Balance 06/30/2021	Estimated Balance 06/30/2022	
	Capital Reserve	301,483	301,939	301,940	301,941
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	460,146	461,551	461,552	461,553
Postricted for Constal Operating Budget	Legal Reserve	2,588,179	2,714,980	1,392,466	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	70,533	70,748	70,749	70,750
	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Restricted for Repayment of Debt Repayment of Debt		83,391	0	0	0
	General Operating Budget	375,160	386,221	386,221	382,469
Unrestricted	Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2018-19 Actual Costs	2019-20 Actual Costs	2020-21 Original Budget	2020-21 Revised Budget	2021-22 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$11,830	\$12,186	\$13,454	\$13,443	\$14,416
Total Classroom Instruction	\$7,504	\$7,728	\$8,342	\$8,275	\$8,791
Classroom-Salaries and Benefits	\$7,105	\$7,233	\$7,821	\$7,776	\$8,269
Classroom-General Supplies and Textbooks	\$292	\$348	\$363	\$339	\$362
Classroom-Purchased Services	\$107	\$147	\$158	\$160	\$161
Total Support Services	\$1,781	\$1,848	\$2,197	\$2,212	\$2,574
Support Services-Salaries and Benefits	\$1,474	\$1,597	\$1,756	\$1,782	\$2,125
Total Administrative Costs	\$1,328	\$1,339	\$1,504	\$1,463	\$1,417
Administration Salaries and Benefits	\$1,134	\$1,119	\$1,248	\$1,202	\$1,149
Total Operations and Maintenance of Plant	\$1,198	\$1,197	\$1,387	\$1,386	\$1,569
Operations and Maintenance-Salaries and Benefits	\$634	\$633	\$685	\$687	\$797
Board Contribution to Food Services	\$0	\$46	\$0	\$46	\$0
Total Extracurricular Costs	\$0	\$0	\$0	\$0	\$0
Total Equipment Costs	\$29	\$31	\$15	\$15	\$15
Legal Costs	\$57	\$89	\$61	\$58	\$59
Employee Benefits as a percentage of salaries*	25.75%	24.61%	26.94%	25.07%	28.84%

*Does not include pension and social security paid by the State on-behalf of the district.

**Federal and State funds in the blended resource school-based budgets.

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the Taxpayers' Guide to Education Spending and can be found on the Department of Education's Internet website: http://www.state.nj.us/education/guide/. This publication is also available in the board office and public libraries. The same calculations were performed using the 2020-21 revised appropriations and the 2021-22 budgeted appropriations presented in this advertised budget. Total Budgetary Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	Member of the Gloucester, Cumberland, Salem School Districts Joint Insurance Fund	0
insurance coverages and benefits	Member of the Schools Health Insurance Fund	0
Purchasing	Purchasing consortiums for supplies, energy, telecommunications, and food	0
Special Education Services Send receive relationship with Paulsboro School District for preschool disabled education		0
Transportation Services, including Fuel	Transportation jointure with Kingsway Regional School District, Gateway Regional School District, and GCSSSD	0

Municipality	Category	Amount
	(A) General Fund School Levy	13,072,869
	(D) Total School Levy	14,619,731
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	1,230,842,600
Fact Organiziah	(H) Estimated Equalized Valuation (as of 10/20/20)	1,226,508,608
East Greenwich	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.0621
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.1878
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.0659
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.1920

Name	Category	Measure
	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$147,000
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Ν
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	02/01/20
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	226
	Contracted Number of Annual Vacation Days	20
Andrea	Contracted Number of Annual Sick Days	12
Evans	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$13,440
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,500
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$26,712
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement and after 5 years of service, unused sick days will be purchased back at a rate of \$65 per day with a maximum payout of \$9,750
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Vacation days upon separation from district must be paid per 6A:23A-3.1(e) at a rate of 1/260 per diem of salary

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout of personal days.
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
Andrea Evans	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$76,509
	Full-Time Equivalent (FTE)	1.0
Cal Loughlin	Shared with Another District?	Ν
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported

Name	Category	Measure
	Member of Collective Bargaining Unit (CBU)?	Ν
	Beginning Date of Contract	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	231
	Contracted Number of Annual Vacation Days	15
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$100
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
Cal Loughlin	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$8,164
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement and after 20 years of service, unused sick days will be purchased back per 6A:23A-3.1 (e) (8) at a 1/260 per diem calculation with a maximum payout of \$3,750.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Vacation days upon separation from district must be paid per 6A:23A-3.1(e) at a rate of 1/260 per diem of salary.
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout of personal days.
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported

Name	Category	Measure
Cal Loughlin	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$114,673
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Ν
	Shared County	None Reported
	Shared District	None Reported
Gregory	Job Title Other District	None Reported
Wilson	Member of Collective Bargaining Unit (CBU)?	Ν
	Beginning Date of Contract	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	226
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0

Name	Category	Measure
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$2,200
	Total Bonuses Amount	\$7,873
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$18,571
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement and after 20 years of service, unused sick days will be purchased back per 6A:23A-3.1 (e) (8) at a 1/260 per diem calculation with a maximum payout of \$9,750.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Vacation days upon separation from district must be paid per 6A:23A-3.1(e) at a rate of 1/260 per diem of salary.
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout of personal days.
Gregory Wilson	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported

Name	Category	Measure
Gregory Wilson	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Supervisor of Instruction
	Base Annual Salary Amount	\$89,980
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Ν
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	Ν
	Beginning Date of Contract	12/01/20
	End Date of Contract	06/30/21
Lisa Giorgianni	Contracted Number of Annual Work Days	226
Clorgianni	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$2,150
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0

East Greenwich Twp

Name	Category	Measure
	Total Contractual Post-Employment Benefit Amount	\$16,671
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement and after 20 years of service, unused sick days will be purchased back at a rate of \$65 per day a maximum payout of \$9,750.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Vacation days upon separation from district must be paid per 6A:23A-3.1(e) at a rate of 1/260 per diem of salary.
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout of personal days.
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
Lisa	Total Other/In-Kind Remuneration Amount	\$0
Giorgianni	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported