

ENROLLMENT CATEGORIES	October 14, 2011 Actual	October 15, 2012 Actual	October 15, 2013 Estimated
Pupils On Roll Regular Full-Time	982	1,018	1,070
Pupils On Roll Regular Shared-Time	15	3	4
Pupils On Roll - Special Full-Time	154	159	162
Pupils On Roll - Special Shared-Time	20	19	19
Subtotal - Pupils On Roll	1,171	1,199	1,255
Private School Placements	16	13	15
Pupils Sent to Other Dists-Spec Ed Prog	0	1	1
Pupils Received	274	300	283
Pupils in State Facilities	2	2	0

Budget Category	Account	2011-12 Actual	2012-13 Revised	2013-14 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	18,617,308	18,989,654	19,340,947
Total Tuition	10-1300	3,488,726	3,534,000	3,551,000
Transportation Fees From Other LEAS	10-1420-1440	215,262	178,563	178,203
Unrestricted Miscellaneous Revenues	10-1XXX	48,762	30,000	34,000
Interest Earned On Current Expense Emergency Res	10-1XXX	150	125	0
Interest Earned On Maintenance Reserve	10-1XXX	350	125	125
Interest Earned On Capital Reserve Funds	10-1XXX	637	500	500
Subtotal - Revenues From Local Sources		22,371,195	22,732,967	23,104,775
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	213,903	245,641	233,200
Extraordinary Aid	10-3131	180,096	0	0
Categorical Special Education Aid	10-3132	477,227	514,378	518,148
Equalization Aid	10-3176	0	110,122	89,062
Categorical Security Aid	10-3177	101,702	104,581	114,422
Adjustment Aid	10-3178	25,355	20,284	20,284
Other State Aids	10-3XXX	5,106	0	19,890
Subtotal - Revenues From State Sources		1,003,389	995,006	995,006
Revenues from Federal Sources:				
Education Jobs Fund	18-4522	52,894	0	0
Subtotal - Revenues From Federal Sources		52,894	0	0
Budgeted Fund Balance - Operating Budget	10-303	0	481,437	788,590
Adjustment For Prior Year Encumbrances		0	554,958	0
Actual Revenues (Over)/Under Expenditures		368,511	0	0
Total Operating Budget		23,795,989	24,764,368	24,888,371

Budget Category	Account	2011-12 Actual	2012-13 Revised	2013-14 Anticipated
Grants and Entitlements:				
Other Revenue From Local Sources	20-1xxx	8,238	47,134	0
Total Revenues From Local Sources	20-1XXX	8,238	47,134	0
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	603,677	621,604	572,000
Total Revenues From State Sources		603,677	621,604	572,000
Revenues from Federal Sources:				
Title I	20-4411-4416	90,512	201,610	86,582
Title II	20-4451-4455	17,623	40,783	24,060
Title III	20-4491-4494	25,737	20,447	9,203
I.D.E.A. Part B (Handicapped)	20-4420-4429	361,056	427,052	292,239
Other	20-4XXX	244,349	153,420	0
Total Revenues From Federal Sources		739,277	843,312	412,084
Total Grants And Entitlements		1,351,192	1,512,050	984,084
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	744,400	729,405	757,810
Total Revenues From Local Sources		744,400	729,405	757,810
Budgeted Fund Balance	40-303	0	27,988	0
Total Local Repayment Of Debt		744,400	757,393	757,810
Actual Revenues (Over)/Under Expenditures		9,725	0	0
Total Repayment Of Debt		754,125	757,393	757,810
Total Revenues/Sources		25,901,306	27,033,811	26,630,265
Total Revenues/Sources Net of Transfers		25,901,306	27,033,811	26,630,265

Budget Category	Account	2011-12 Actual	2012-13 Revised	2013-14 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	6,890,390	7,671,945	7,470,455
Special Education - Instruction	11-2XX-100-XXX	1,080,826	1,104,980	1,093,482
Basic Skills/Remedial - Instruction	11-230-100-XXX	105,046	111,562	108,157
Bilingual Education - Instruction	11-240-100-XXX	307,180	342,668	307,566
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	163,708	185,000	185,000
School-Sponsored Athletics - Instruction	11-402-100-XXX	647,407	663,639	679,225
Summer School	11-422-XXX-XXX	36,393	90,311	92,000
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,178,396	1,445,736	1,445,768
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	221,918	234,549	234,008
Undist. Expenditures - Health Services	11-000-213-XXX	118,203	127,104	126,449
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	89,155	89,012	89,948
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	193,987	190,070	192,572
Undist. Expenditures - Guidance	11-000-218-XXX	644,713	694,733	671,751
Undist. Expenditures - Child Study Teams	11-000-219-XXX	663,583	711,645	672,214
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	503,775	519,096	551,868
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	179,824	185,959	182,202
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	25,946	73,065	70,000
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	661,479	617,927	637,309
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	603,677	606,884	608,690
Undist. Expend. - Central Services	11-000-251-XXX	435,968	425,287	404,112
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	105,594	156,474	178,395
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	2,506,522	2,153,089	2,261,428
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,349,730	1,358,549	1,400,622
Personal Services - Employee Benefits	11-XXX-XXX-2XX	4,203,689	4,570,095	4,425,000
Total Undistributed Expenditures		13,686,159	14,159,274	14,152,336
Interest Earned On Maintenance Reserve	10-606	0	125	125

Budget Category	Account	2011-12 Actual	2012-13 Revised	2013-14 Anticipated
Increase In Maintenance Reserve	10-606	0	190,000	200,000
Interest Earned On Current Expense Emergency Res	10-607	0	125	0
Total General Current Expense		22,917,109	24,519,629	24,288,346
Capital Expenditures:				
Equipment	12-XXX-XXX-730	192,588	52,613	164,900
Facilities Acquisition And Const. Serv.	12-000-400-XXX	431,679	173,626	75,625
Capital Reserve - Transfer To Capital Projects	12-000-400-931	235,000		
Increase In Capital Reserve	10-604	0	0	350,000
Interest Deposit To Capital Reserve	10-604	0	500	500
Total Capital Outlay		859,267	226,739	591,025
Special Schools:				
Adult Education:				
Adult Education-Local-Instruction	13-602-100-XXX	6,137	12,000	3,000
Adult Education-Local-Support Serv.	13-602-200-XXX	13,476	6,000	6,000
Total Adult Education-Local	13-602-X00-XXX	19,613	18,000	9,000
Total Special Schools	13-XXX-XXX-XXX	19,613	18,000	9,000
General Fund Grand Total		23,795,989	24,764,368	24,888,371
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	8,238	47,134	0
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	50,982	55,588	50,000
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	78,013	71,903	65,000
Nonpublic Handicapped Services	20-XXX-XXX-XXX	125,110	109,036	92,000
Nonpublic Nursing Services	20-XXX-XXX-XXX	72,714	77,154	70,000
Nonpublic Technology Initiative	20-XXX-XXX-XXX	0	20,514	20,000
Other	20-XXX-XXX-XXX	276,858	287,409	275,000
Total Other State Projects		603,677	621,604	572,000

Budget Category	Account	2011-12 Actual	2012-13 Revised	2013-14 Anticipated
Total State Projects	20-XXX-XXX-XXX	603,677	621,604	572,000
Federal Projects:				
Title I	20-XXX-XXX-XXX	90,512	201,610	86,582
Title II	20-XXX-XXX-XXX	17,623	40,783	24,060
Title III	20-XXX-XXX-XXX	25,737	20,447	9,203
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	361,056	427,052	292,239
Other	20-XXX-XXX-XXX	244,349	153,420	0
Total Federal Projects	20-XXX-XXX-XXX	739,277	843,312	412,084
Total Special Revenue Funds		1,351,192	1,512,050	984,084
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	754,125	757,393	757,810
Total Debt Service Funds		754,125	757,393	757,810
Total Expenditures/Appropriations		25,901,306	27,033,811	26,630,265
Total Expenditures Net of Transfers		25,901,306	27,033,811	26,630,265

Budget Category	Audited Balance 6-30-2011	Audited Balance 6-30-2012	Estimated Balance 6-30-2013	Estimated Balance 6-30-2014
Unrestricted:				
--General Operating Budget	1,031,486	811,538	661,121	484,188
--Repayment of Debt	37,713	27,988	-27,988	0
Restricted for Specific Purposes- General Operating Budget:				
--Capital Reserve	510,227	475,865	476,365	826,865
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	651,250	200,350	390,475	590,600
--Legal Reserve	847,094	942,677	611,657	0
--Tuition Reserve	0	0	0	0
--Current Expense Emergency Reserve	124,298	124,448	124,573	124,573
Repayment of Debt:				
--Restricted for Repayment of Debt	0	0	27,988	0

Per Pupil Cost Calculations	2010-11 Actual Costs	2011-12 Actual Costs	2012-13 Original Budget	2012-13 Revised Budget	2013-14 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$17,872	\$17,859	\$17,859	\$18,157	\$17,116
Total Classroom Instruction	\$9,858	\$10,987	\$10,075	\$10,244	\$9,501
Classroom-Salaries and Benefits	\$9,204	\$10,410	\$9,357	\$9,516	\$8,887
Classroom-General Supplies and Textbooks	\$524	\$435	\$568	\$565	\$451
Classroom-Purchased Services	\$131	\$142	\$149	\$164	\$163
Total Support Services	\$3,127	\$2,299	\$3,131	\$3,101	\$2,915
Support Services-Salaries and Benefits	\$2,975	\$2,157	\$2,898	\$2,868	\$2,702
Total Administrative Costs	\$1,844	\$1,573	\$1,812	\$1,902	\$1,827
Administration Salaries and Benefits	\$1,477	\$1,109	\$1,536	\$1,512	\$1,435
Legal Costs	\$69	\$77	\$17	\$52	\$32
Total Operations and Maintenance of Plant	\$1,936	\$2,182	\$1,880	\$1,961	\$1,962
Operations and Maintenance-Salaries and Benefits	\$634	\$453	\$605	\$590	\$579
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$969	\$706	\$900	\$889	\$863
Total Equipment Costs	\$84	\$168	\$37	\$44	\$133
Employee Benefits as a percentage of salaries*	29.61%	33.14%	35.30%	33.69%	33.02%
Restricted Federal and State Revenue other than Preschool Education Aid Included Above**	\$0	\$0	\$0	\$0	\$0

\*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 (formerly Comparative Spending Guide) and can be found on the Department of Education's Internet website: <http://www.state.nj.us/education> (under Finance). This publication is also available in the board office and public libraries. The same calculations were performed using the 2012-13 revised appropriations and the 2013-14 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.

Item	Line Number	Source	Amount	Explanation
1	140	Parent Pays	278250.00	Tuition for nonresidents
1	150	Other LEAs	3272750.00	Tuition for Vocational Academies
1	300	Investment Income	5000.00	interest earned
1	765	State	65000.00	Non Public Comp Ed
2	300	Adult Education Program	12000.00	fees charged
2	765	State	50000.00	Non Public Textbooks
3	300	Summer School Program	10000.00	fees charged
3	765	State	42000.00	Non Public Supplemental
4	300	Miscellaneous Income	7000.00	Equipment Sale/Prior Year Refunds
4	765	State	50000.00	Non Public Exams
5	765	State	70000.00	Non Public Nursing
6	765	State	20000.00	Non Public Technology
7	765	State	275000.00	School Based Youth Services Program

Shared Service Category Type	Shared Service Category Description	Amount Spent (Optional)
Professional Staff Development	Regional professional development	0.00
Technology Services	Shared Computer technician	0.00
Insurance Coverages and Benefits	NJSBAIG, MOCSSIF	0.00
Food Services	Satelite Lunch Program with 5 districts	0.00
Recycling	Cooperative Bid with 3 districts	0.00
Others	Shared Curriculum Supervisor	0.00
Others	Emergency Notification System	0.00
Purchasing - Power/Utilities	ACES for gas and electric	0.00
Purchasing - Supplies	ED Data and MRESC purchasing Coops	0.00

LITTLE SILVER	
A. Estimated 13-14 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	6,649,073
(B) Estimated Net Taxable Valuation (as of 10/01/12)	1,252,914,041
(C) Estimated 13-14 General Fund School Tax Rate=(A)/(B)x100	0.5307
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	6,909,595
(E) Estimated Net Taxable Valuation (as of 10/01/12)	1,252,914,041
(F) Estimated 13-14 Total School Tax Rate=(D)/(E)x100	0.5515
-----	
B. Estimated 13-14 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	6,649,073
(H) Estimated Equalized Valuation (as of 10/01/12)	1,595,594,714
(I) Estimated 13-14 Equalized General Fund School Tax Rate=(G)/(H)x100	0.4167
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	6,909,595
(K) Estimated Equalized Valuation (as of 10/01/12)	1,595,594,714
(L) Estimated 13-14 Equalized Total School Tax Rate=(J)/(K)x100	0.4330
-----	
RED BANK BORO	
A. Estimated 13-14 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	8,228,796
(B) Estimated Net Taxable Valuation (as of 10/01/12)	2,247,301,415
(C) Estimated 13-14 General Fund School Tax Rate=(A)/(B)x100	0.3662
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	8,551,214
(E) Estimated Net Taxable Valuation (as of 10/01/12)	2,247,301,415

(F) Estimated 13-14 Total School Tax Rate=(D)/(E)x100	0.3805
-----	
B. Estimated 13-14 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	8,228,796
(H) Estimated Equalized Valuation (as of 10/01/12)	2,013,374,225
(I) Estimated 13-14 Equalized General Fund School Tax Rate=(G)/(H)x100	0.4087
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	8,551,214
(K) Estimated Equalized Valuation (as of 10/01/12)	2,013,374,225
(L) Estimated 13-14 Equalized Total School Tax Rate=(J)/(K)x100	0.4247
-----	
SHREWSBURY BORO	
A. Estimated 13-14 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	4,463,078
(B) Estimated Net Taxable Valuation (as of 10/01/12)	790,268,280
(C) Estimated 13-14 General Fund School Tax Rate=(A)/(B)x100	0.5648
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	4,637,949
(E) Estimated Net Taxable Valuation (as of 10/01/12)	790,268,280
(F) Estimated 13-14 Total School Tax Rate=(D)/(E)x100	0.5869
-----	
B. Estimated 13-14 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	4,463,078
(H) Estimated Equalized Valuation (as of 10/01/12)	999,464,408
(I) Estimated 13-14 Equalized General Fund School Tax Rate=(G)/(H)x100	0.4465
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	4,637,949
(K) Estimated Equalized Valuation (as of 10/01/12)	999,464,408

(L) Estimated 13-14 Equalized Total School Tax Rate= $(J)/(K) \times 100$	0.4640
-----	

NAME=Christina Galvao

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$130,000
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/12
End Date of Contract	06/30/13
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	21
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	
Total Allowances Amount	3500
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
Total Contractual Post-Employment Benefit Amount	25500
Contractual Post-Employment Benefit Description of Payout of Sick days	upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Christina Galvao

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=James Stefankiewicz

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$147,500
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	04/01/11
End Date of Contract	06/30/14
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	21
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	
Total Allowances Amount	3500
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
Total Contractual Post-Employment Benefit Amount	26914
Contractual Post-Employment Benefit Description of Payout of Sick days	Only upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon termination of employment
Contractual Post-Employment Benefit Description of Payout of Personal days	Not applicable
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=James Stefankiewicz

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Risa Clay

CATEGORY	MEASURE
Job Title	Principal
Job Title II	
Base Annual Salary Amount	\$138,500
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/10
End Date of Contract	06/30/11
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	21
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	
Total Allowances Amount	3500
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
Total Contractual Post-Employment Benefit Amount	26187
Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Risa Clay

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	