

<b>ENROLLMENT CATEGORIES</b>	<b>10-15-2015 ACTUAL</b>	<b>10-15-2016 ACTUAL</b>	<b>10-15-2017 ESTIMATE</b>
Pupils On Roll Regular Full-Time	1,547.0	1,537.0	1,521.0
Pupils On Roll Special Ed Full-Time	228.0	217.0	197.0
Pupils On Roll Special Ed Shared-Time	1.0		0.0
Pupils On Roll SUBTOTAL	1,776.0	1,754.0	1,718.0
Pupils in Private School Placements	21.5	16.0	11.0
Pupils Sent to Other Districts Special Ed	7.0	7.0	9.0
Pupils Received	18.0	19.0	19.0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	39,002,007	39,300,340	39,579,035
Total Tuition	10-1300	179,208	135,000	216,250
Transportation Fees From Other LEAs	10-1420-1440	39,361	23,971	23,971
Rents And Royalties	10-1910	3,440	900	900
Unrestricted Miscellaneous Revenues	10-1XXX	157,297	32,803	43,413
Interest Earned On Capital Reserve Funds	10-1XXX	434	500	500
Subtotal - Revenues From Local Sources		39,381,747	39,493,514	39,864,069
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	124,351	147,456	147,456
Extraordinary Aid	10-3131	402,720	200,000	200,000
Categorical Special Education Aid	10-3132	1,032,246	1,011,025	1,011,025
Categorical Security Aid	10-3177	30,843	34,560	34,560
Adjustment Aid	10-3178	1	1	1
Parcc Readiness Aid	10-3181	0	18,760	18,760
Per Pupil Growth Aid	10-3182	0	18,760	18,760
Professional Learning Community Aid	10-3183	0	17,130	17,130
Other State Aids	10-3XXX	63,099	0	0
Subtotal - Revenues From State Sources		1,653,260	1,447,692	1,447,692
Budgeted Fund Balance - Operating Budget	10-303	0	618,298	458,000
Withdrawal From Cap Res-For Local Share	10-307	0	185,000	0
Withdrawal From Current Expense Emergency Rsv	10-312	0	0	318,341
Other Financing Sources	10-5XXX	845,044	0	0
Adjustment For Prior Year Encumbrances		0	747,596	0
Actual Revenues (Over)/Under Expenditures		-2,113,087	0	0
Total Operating Budget		39,766,964	42,492,100	42,088,102

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	25,825	37,116	1,000
Total Revenues From Local Sources	20-1XXX	25,825	37,116	1,000
Revenues from Federal Sources:				
Title I	20-4411-4416	54,200	54,901	46,666
Title II	20-4451-4455	20,963	18,725	0
Title III	20-4491-4494	13,205	0	0
I.D.E.A. Part B (Handicapped)	20-4420-4429	459,791	438,737	372,928
Total Revenues From Federal Sources		548,159	512,363	419,594
Total Grants And Entitlements		573,984	549,479	420,594
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	548,664	0	0
Total Revenues From Local Sources		548,664	0	0
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	234,861	0	0
Total Local Repayment Of Debt		783,525	0	0
Actual Revenues (Over)/Under Expenditures		165	0	0
Total Repayment Of Debt		783,690	0	0
Total Revenues/Sources		41,124,638	43,041,579	42,508,696
Total Revenues/Sources Net of Transfers		41,124,638	43,041,579	42,508,696

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	11,414,724	11,874,086	11,814,564
Special Education - Instruction	11-2XX-100-XXX	4,230,608	4,071,620	4,288,735
Basic Skills/Remedial - Instruction	11-230-100-XXX	1,232,959	1,253,191	1,184,960
Bilingual Education - Instruction	11-240-100-XXX	237,546	248,601	255,634
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	87,322	98,390	96,695
School-Sponsored Athletics - Instruction	11-402-100-XXX	42,038	47,856	47,810
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,901,471	1,867,403	1,334,802
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	0	1,000	1,000
Undist. Expenditures - Health Services	11-000-213-XXX	410,174	436,645	452,344
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	693,659	767,503	762,566
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	632,634	681,732	646,696
Undist. Expenditures - Guidance	11-000-218-XXX	647,835	666,624	691,154
Undist. Expenditures - Child Study Teams	11-000-219-XXX	1,081,488	1,256,065	1,300,123
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	507,576	531,948	574,586
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	863,230	971,364	962,909
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	125,249	182,944	181,800
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	530,868	709,162	620,553
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	1,329,407	1,405,828	1,397,733
Undist. Expend. - Central Services	11-000-251-XXX	384,600	420,675	418,592
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	171,722	181,628	161,879
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	3,068,549	3,432,575	3,463,837
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	2,159,179	2,247,113	2,104,006
Personal Services - Employee Benefits	11-XXX-XXX-2XX	7,275,244	8,041,764	8,587,018
Total Undistributed Expenditures		21,782,885	23,801,973	23,661,598
Total General Current Expense		39,028,082	41,395,717	41,349,996

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	485,789	610,690	185,241
Facilities Acquisition And Const. Serv.	12-000-400-XXX	24,700	230,100	272,200
Interest Deposit To Capital Reserve	10-604	0	500	500
Total Capital Outlay		510,489	841,290	457,941
Special Schools:				
Summer School:				
Summer School - Instruction	13-422-100-XXX	206,955	216,839	240,918
Summer School - Support Services	13-422-200-XXX	4,630	4,630	5,623
Total Summer School	13-422-X00-XXX	211,585	221,469	246,541
Total Special Schools	13-XXX-XXX-XXX	211,585	221,469	246,541
Transfer Of Funds To Charter Schools	10-000-100-56X	16,808	33,624	33,624
General Fund Grand Total		39,766,964	42,492,100	42,088,102
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	25,825	37,116	1,000
Federal Projects:				
Title I	20-XXX-XXX-XXX	54,200	54,901	46,666
Title II	20-XXX-XXX-XXX	20,963	18,725	0
Title III	20-XXX-XXX-XXX	13,205	0	0
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	459,791	438,737	372,928
Total Federal Projects	20-XXX-XXX-XXX	548,159	512,363	419,594
Total Special Revenue Funds		573,984	549,479	420,594
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	783,690	0	0
Total Debt Service Funds		783,690	0	0
Total Expenditures/Appropriations		41,124,638	43,041,579	42,508,696
Total Expenditures Net of Transfers		41,124,638	43,041,579	42,508,696

Budget Category	Audited Balance 6-30-2015	Audited Balance 6-30-2016	Estimated Balance 6-30-2017	Estimated Balance 6-30-2018
Unrestricted:				
--General Operating Budget	1,046,472	973,637	795,339	795,339
--Repayment of Debt	165	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	1,958,521	3,671,436	4,286,936	4,287,436
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	200,000	332,949	332,949	332,949
--Legal Reserve	890,000	898,000	458,000	0
--Tuition Reserve	0	0	0	0
--Current Expense Emergency Reserve	375,000	375,000	375,000	56,659
--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
Repayment of Debt:				
--Restricted for Repayment of Debt	0	0	0	0

Per Pupil Cost Calculations	2014-15 Actual Costs	2015-16 Actual Costs	2016-17 Original Budget	2016-17 Revised Budget	2017-18 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$18,954	\$19,663	\$21,529	\$21,269	\$22,090
Total Classroom Instruction	\$11,739	\$12,261	\$13,118	\$12,870	\$13,396
Classroom-Salaries and Benefits	\$11,241	\$11,793	\$12,566	\$12,329	\$12,934
Classroom-General Supplies and Textbooks	\$450	\$411	\$449	\$444	\$338
Classroom-Purchased Services	\$47	\$56	\$103	\$96	\$124
Total Support Services	\$3,391	\$3,458	\$3,983	\$3,921	\$4,114
Support Services-Salaries and Benefits	\$2,932	\$2,989	\$3,387	\$3,320	\$3,533
Total Administrative Costs	\$1,632	\$1,694	\$1,822	\$1,918	\$1,917
Administration Salaries and Benefits	\$1,424	\$1,497	\$1,574	\$1,582	\$1,639
Total Operations and Maintenance of Plant	\$1,996	\$2,033	\$2,351	\$2,301	\$2,393
Operations and Maintenance-Salaries and Benefits	\$1,282	\$1,374	\$1,480	\$1,449	\$1,525
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$87	\$92	\$106	\$107	\$109
Total Equipment Costs	\$225	\$273	\$38	\$349	\$108
Legal Costs	\$39	\$15	\$23	\$36	\$29
Employee Benefits as a percentage of salaries*	27.68%	28.79%	31.25%	30.94%	32.53%

\*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 the Comparative Spending Guide) 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 2016-17 revised appropriations and the 2017-18 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 Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Transportation Services, including Fuel	The district partners with other district, either directly or through multiple county ESCs and jointures, to share transportation. These partnerships are both as host as well as joiner.	0
Transportation Services, including Fuel	The district partners with the township to receive access to gasoline at the lowest cost.	0
Purchasing	The district participates in multiple joint purchasing arrangements, including ACES (for electric and gas), and MRESC, MCCPC, Ed Data and Somerset County Cooperative Purchasing to secure the lowest pricing.	0
Purchasing	The district is investigating purchasing a needed piece of equipment jointly with a neighboring school district, in an effort to offer a savings for each district.	0
Technology Services	The district is now participating in the statewide DRLAP program for reduced cost for Internet services.	0
Insurance Coverages and Benefits	The district participates in both ERIC North and SAIF, consortiums of school districts established for cost effectiveness.	0



A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	39,439,688
(B) Estimated Net Taxable Valuation (as of 10/01/16)	4,589,729,520
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	0.8593
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	39,439,688
(E) Estimated Net Taxable Valuation (as of 10/01/16)	4,589,729,520
(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	0.8593
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B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	39,439,688
(H) Estimated Equalized Valuation (as of 10/01/16)	4,580,422,950
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	0.8610
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	39,439,688
(K) Estimated Equalized Valuation (as of 10/01/16)	4,580,422,950
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	0.8610
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NAME=Ken Creedon

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	
Base Annual Salary Amount	\$91,216
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	07/01/16
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
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	2
Description of Other Contracted Non-Working Days	Family Illness
Total Allowances Amount	\$1,191
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$91
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$7,020
Contractual Post-Employment Benefit Description of Payout of Sick days	Only Available with 20 years of service
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max at per diem rate
Contractual Post-Employment Benefit Description of Payout of Personal days	NA
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=Ken Creedon

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=Lance Riegler

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	
Base Annual Salary Amount	\$131,712
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	07/01/16
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	22
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	2
Description of Other Contracted Non-Working Days	Family Illness
Total Allowances Amount	\$1,591
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$350
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$16,154
Contractual Post-Employment Benefit Description of Payout of Sick days	Per Diem to a max of \$5,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max based on per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	NA
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=Lance Riegler

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=Marygrace Suitovsky

CATEGORY	MEASURE
Job Title	Assistant Business Administrator
Job Title II	
Base Annual Salary Amount	\$80,725
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	07/01/16
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
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	2
Description of Other Contracted Non-Working Days	Family Illness
Total Allowances Amount	\$427
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$23
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$6,200
Contractual Post-Employment Benefit Description of Payout of Sick days	Only applicable with 20 yrs of service
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max at per diem rate
Contractual Post-Employment Benefit Description of Payout of Personal days	NA
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=Marygrace Suitovsky

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=Matthew Mingle

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$155,000
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	07/01/16
End Date of Contract	06/30/19
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	24
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	4
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	\$7,107
Total Bonuses Amount	\$23,250
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$678
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$21,458
Contractual Post-Employment Benefit Description of Payout of Sick days	Per Diem times current balance (12)
Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Diem times annual allocation (24)
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=Matthew Mingle

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=Patricia Leonhardt

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$145,915
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	07/01/16
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	24
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	3
Description of Other Contracted Non-Working Days	Family Illness
Total Allowances Amount	\$3,311
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,146
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$28,464
Contractual Post-Employment Benefit Description of Payout of Sick days	Per diem to a max of \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max if 24 days paid at per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	NA
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=Patricia Leonhardt

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	