

Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	1,353.0	1,314.0	1,391.0
On Roll Regular Shared-Time	3.0	2.0	2.0
On Roll Special Ed Full-Time	215.0	228.0	228.0
On Roll Special Ed Shared-Time	4.0	7.0	7.0
On Roll Subtotal	1,575.0	1,551.0	1,628.0
In Private School Placements	32.0	28.0	28.0
Sent to Other Districts Special Ed	4.5	9.5	9.5
Received		1.5	1.5

Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	26,532,424	27,295,448	28,112,945
	Total Tuition	10-1300	0	124,367	129,790
	Transportation Fees from Individuals	10-1410	0	9,000	7,956
	Rents and Royalties	10-1910	0	500,941	510,760
	Unrestricted Miscellaneous Revenues	10-1XXX	960,867	216,375	220,650
	Interest Earned on Maintenance Reserve	10-1XXX	0	500	500
	Interest Earned on Capital Reserve Funds	10-1XXX	0	9,500	9,500
	Total Revenues from Local Sources		27,493,291	28,156,131	28,992,101
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	66,137	224,770	284,386
	Extraordinary Aid	10-3131	318,958	300,000	300,000
	Categorical Special Education Aid	10-3132	703,504	703,504	817,275
	Categorical Security Aid	10-3177	30,041	30,041	57,017
	PARCC Readiness Aid	10-3181	17,010	0	0
	Per Pupil Growth Aid	10-3182	17,010	0	0
	Professional Learning Community Aid	10-3183	16,490	0	0
	Other State Aids	10-3XXX	45,280	0	0
	Total Revenues from State Sources		1,214,430	1,258,315	1,458,678
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	874,182	821,501
	Withdrawal from Maintenance Reserve	10-310	0	0	282,888
	Transfers from Other Funds	10-5200	11,395	0	0
	Adjustment for Prior Year Encumbrances		0	66,259	0
	Actual Revenues (Over)/Under Expenditures		-583,794	0	0
General Fund Revenues	Total Operating Budget		28,135,322	30,354,887	31,555,168
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	78,272	71,009	0
	Total Revenues from Local Sources	20-1XXX	78,272	71,009	0
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	125,890	158,658	134,860
	Total Revenues from State Sources		125,890	158,658	134,860

Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	141,478	131,323	111,625
	Title II	20-4451-4455	34,609	35,063	29,803
	Title III	20-4491-4494	2,508	0	0
	Title IV	20-4471-4474	7,801	12,199	10,369
	I.D.E.A. Part B (Handicapped)	20-4420-4429	387,329	403,641	343,095
	Total Revenues from Federal Sources		573,725	582,226	494,892
Special Revenue Fund Revenues	Total Grants and Entitlements		777,887	811,893	629,752
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,761,964	1,776,034	1,858,658
	Interest on Investments	40-1510	669	0	0
	Miscellaneous	40-1XXX	669	0	0
	Total Revenues from Local Sources		1,762,633	1,776,034	1,858,658
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	244,432	189,263	186,686
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	26,891	669
	Total Local Repayment of Debt		2,007,065	1,992,188	2,046,013
	Actual Revenues (Over)/Under Expenditures		-327	0	0
Debt Service Fund Revenues	Total Repayment of Debt		2,006,738	1,992,188	2,046,013
All Fund Revenues	Total Revenues/Sources		30,919,947	33,158,968	34,230,933
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		30,919,947	33,158,968	34,230,933

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	8,360,637	8,750,111	8,946,076
	Special Education-Instruction	11-2XX-100-XXX	2,030,933	2,083,541	2,108,827
	Basic Skills/Remedial-Instruction	11-230-100-XXX	58,278	59,725	60,449
	Bilingual Education-Instruction	11-240-100-XXX	107,730	112,480	105,307
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	176,682	183,794	188,019
	School-Sponsored Athletics-Instruction	11-402-100-XXX	563,224	616,165	647,846
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,409,693	2,636,567	2,638,081
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	43,362	43,855	46,555
	Undistributed Expenditures-Health Services	11-000-213-XXX	369,264	389,535	405,838
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	780,211	789,542	828,877
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	450,110	417,610	494,751
	Undistributed Expenditures-Guidance	11-000-218-XXX	359,026	375,944	386,827
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	530,844	532,477	552,106
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	55,711	60,202	64,394
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	285,724	285,541	294,528
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	144,884	184,278	177,440
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	633,781	869,485	770,223
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,354,929	1,617,975	1,486,413
	Undistributed Expenditures-Central Services	11-000-251-XXX	324,758	365,074	352,294
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	234,187	304,583	306,291
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,654,332	2,909,800	2,946,524
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,329,420	1,374,543	1,319,740
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	4,810,494	5,308,045	6,378,743
	Undistributed Expenditures-Food Services	11-000-310-930	8,997	11,000	8,000
		Total Undistributed Expenditures		16,779,727	18,476,056
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	500	500
General Fund Current Expenses	Total General Current Expense		28,077,211	30,282,372	31,514,649

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	27,092	31,996	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	31,019	31,019	31,019
	Interest Deposit to Capital Reserve	10-604	0	9,500	9,500
	Total Capital Outlay		58,111	72,515	40,519
General Fund Expenses and Transfers	General Fund Grand Total		28,135,322	30,354,887	31,555,168
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	78,272	71,009	0
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	10,362	10,733	9,123
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	27,242	43,486	36,963
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	45,002	47,556	40,423
	Nonpublic Nursing Services	20-XXX-XXX-XXX	20,273	19,497	16,572
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	7,531	7,236	6,151
	Nonpublic Security Aid	20-XXX-XXX-XXX	15,480	30,150	25,628
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	125,890	158,658	134,860
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	141,478	131,323	111,625
	Title II	20-XXX-XXX-XXX	34,609	35,063	29,803
	Title III	20-XXX-XXX-XXX	2,508	0	0
	Title IV	20-XXX-XXX-XXX	7,801	12,199	10,369
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	387,329	403,641	343,095
	Total Federal Projects	20-XXX-XXX-XXX	573,725	582,226	494,892
Special Revenue Fund Expenses	Total Special Revenue Funds		777,887	811,893	629,752
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	2,006,738	1,992,188	2,046,013
	Total Debt Service Funds		2,006,738	1,992,188	2,046,013
All Fund Expenses	Total Expenditures/Appropriations		30,919,947	33,158,968	34,230,933
Expenses Net of Transfers	Total Expenditures Net of Transfers		30,919,947	33,158,968	34,230,933

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2017	Audited Balance 06/30/2018	Estimated Balance 06/30/2019	Estimated Balance 06/30/2020
Restricted for General Operating Budget	Capital Reserve	440,658	940,658	950,158	959,658
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	102,276	352,276	352,776	70,388
	Legal Reserve	1,678,098	1,492,952	804,389	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	0	0	0	0
	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	0	0	0	0
Unrestricted	General Operating Budget	772,148	808,284	622,665	605,553
	Repayment of Debt	27,233	27,560	669	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2016-17 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,205	\$15,506	\$16,578	\$16,987	\$16,973
Total Classroom Instruction	\$8,183	\$8,616	\$9,141	\$9,210	\$9,306
Classroom-Salaries and Benefits	\$7,912	\$8,375	\$8,916	\$8,980	\$9,078
Classroom-General Supplies and Textbooks	\$224	\$169	\$137	\$137	\$138
Classroom-Purchased Services	\$46	\$73	\$89	\$93	\$90
Total Support Services	\$2,315	\$2,335	\$2,398	\$2,431	\$2,538
Support Services-Salaries and Benefits	\$1,730	\$1,823	\$1,871	\$1,886	\$2,031
Total Administrative Costs	\$2,094	\$2,016	\$2,246	\$2,521	\$2,302
Administration Salaries and Benefits	\$1,676	\$1,740	\$1,866	\$2,057	\$1,920
Total Operations and Maintenance of Plant	\$2,067	\$1,954	\$2,160	\$2,182	\$2,170
Operations and Maintenance-Salaries and Benefits	\$1,181	\$1,166	\$1,307	\$1,291	\$1,345
Board Contribution to Food Services	\$7	\$6	\$7	\$7	\$5
Total Extracurricular Costs	\$535	\$574	\$620	\$631	\$646
Total Equipment Costs	\$23	\$17	\$6	\$21	\$0
Legal Costs	\$105	\$46	\$82	\$110	\$80
Employee Benefits as a percentage of salaries*	28.72%	29.14%	32.69%	30.39%	35.83%

*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 2018-19 revised appropriations and the 2019-20 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)
Business Services	Member of ACES Cooperative for Gas & Electric Purchases	0
Insurance Coverages and Benefits	Member of PIP Insurance Pool for Liability, Workers Comp, Cybersecurity and Legal	0
Municipal/Public Works	Township picks up garbage and recycling	0
	Joint project for new turf field	0
Purchasing	Member of Ed Data Cooperative, Member of Ed Data Time & Materials Bids, Member of ESC of NJ, Member of Hunterdon County Cooperative, Member of Somerset County Cooperative, Member of Union County Cooperative, Member of Keystone Purchasing Network, Member of TIPS, Member of US Communities, Member of National Cooperative Purchasing Alliance	0
Transportation Services, including Fuel	Purchase fuel for vehicles through the Township	0
	Member of Essex Regional Transportation Cooperative	0

Estimated Tax Rates

Municipality	Category	Amount
Cedar Grove Twp	(A) General Fund School Levy	28,112,945
	(D) Total School Levy	29,971,603
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	2,227,463,200
	(H) Estimated Equalized Valuation (as of 10/01/18)	2,318,039,202
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.2621
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.3455
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.2128
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.2930

Employee Contract List for District

Name	Category	Measure
James Walsh	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$122,371
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	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	07/01/18
	End Date of Contract	06/30/19
	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	5
	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	\$1,400
	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	\$14,413
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max permitted per contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max 20 days at daily rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Employee Contract List for District

Name	Category	Measure
James Walsh	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
	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
Mario Gaita	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Bldg/Grounds
	Base Annual Salary Amount	\$115,674
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	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	07/01/18
	End Date of Contract	06/30/19
	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	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported

Employee Contract List for District

Name	Category	Measure
Mario Gaita	Total Allowances Amount	\$950
	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	\$16,398
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max permitted per terms of contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max 20 days at daily rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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
	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	
Michael DeVita	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$157,594
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

Employee Contract List for District

Name	Category	Measure
Michael DeVita	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	5
	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	\$2,750
	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	\$30,153
	Contractual Post-Employment Benefit Description of Payout of Sick days	Daily rate of pay up to \$15,000 permitted by law
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max payout of 25 unused days at daily rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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	

Employee Contract List for District

Name	Category	Measure
Michael DeVita	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
Michael Fetherman	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$167,280
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	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	07/01/16
	End Date of Contract	06/30/19
	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	5
	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	\$7,750
	Total Bonuses Amount	\$24,600
	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	\$27,868
Contractual Post-Employment Benefit Description of Payout of Sick days	Daily rate of pay up to \$15,000 permitted by law	

Employee Contract List for District

Name	Category	Measure
Michael Fetherman	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max payout of 20 unused days at daily rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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
	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	