

Advertised Enrollments

Pupil Enrollment Categories	10-15-2020 Actual	10-15-2021 Actual	10-15-2022 Estimate
On Roll Regular Full-Time	523.0	548.0	542.0
On Roll Special Ed Full-Time	119.0	117.0	122.0
On Roll Subtotal	642.0	665.0	664.0
In Private School Placements	5.0	4.0	6.0
Sent to Other Districts Regular	272.0	293.0	300.0
Sent to Other Districts Special Ed	43.0	49.0	56.0
Received	11.0	43.0	2.0

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	10,818,606	11,098,307	11,320,273
	Total Tuition	10-1300	0	0	50,000
	Unrestricted Miscellaneous Revenues	10-1XXX	652	76,000	101,000
	Total Revenues from Local Sources		10,819,258	11,174,307	11,471,273
General Fund Revenues from State Sources	School Choice Aid	10-3116	270,222	277,936	298,835
	Categorical Transportation Aid	10-3121	134,082	134,082	134,082
	Extraordinary Aid	10-3131	268,976	75,000	150,000
	Categorical Special Education Aid	10-3132	699,575	699,575	699,575
	Equalization Aid	10-3176	4,403,957	4,047,432	4,027,897
	Categorical Security Aid	10-3177	90,234	90,234	90,234
	Other State Aids	10-3XXX	28,326	0	0
	Total Revenues from State Sources		5,895,372	5,324,259	5,400,623
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	366,857	498,450
	Adjustment for Prior Year Encumbrances		0	171,567	0
	Actual Revenues (Over)/Under Expenditures		-210,105	0	0
General Fund Revenues	Total Operating Budget		16,504,525	17,036,990	17,370,346
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	14,727	0	0
	Other Revenue from Local Sources	20-1XXX	1,117	0	0
	Total Revenues from Local Sources	20-1XXX	15,844	0	0
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	37,543	35,915	30,528
	Title II	20-4451-4455	27,158	17,336	14,736
	Title IV	20-4471-4474	10,000	10,000	8,500
	Arp-Idea Preschool	20-4409	10,280	2,430	0
	Arp-Idea Basic	20-4419	138,101	28,497	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	0	129,225	118,574
	Arp ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	0	77,952	0
	Arp ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	0	40,000	0
	Arp ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	0	40,000	0
	Arp ESSER Subgrant-New Jersey Tiered System of Supports (Njtss) Mental Health Support Staffing Gra	20-4544	0	45,000	0

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Revenues from Federal Sources	Arp-ESSER	20-4540	0	276,575	0
	CARES Act Education Stabilization Fund	20-4530	31,661	0	0
	CARES-Digital Divide Grant	20-4531	5,495	0	0
	Coronavirus Relief Fund (CRF)	20-4532	38,334	0	0
	CRRSA Act-ESSER II	20-4534	0	123,062	0
	CRRSA Act-Learning Acceleration Grant	20-4535	0	25,000	0
	CRRSA Act-Mental Health Grant	20-4536	43,456	1,544	0
	Total Revenues from Federal Sources		342,028	852,536	172,338
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		-287	0	0
Special Revenue Fund Revenues	Total Grants and Entitlements		357,585	852,536	172,338
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	416,328	268,540	266,330
	Total Revenues from Local Sources		416,328	268,540	266,330
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	171,879	174,458	173,020
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	2	0
	Total Local Repayment of Debt		588,207	443,000	439,350
Debt Service Fund Revenues	Total Repayment of Debt		588,207	443,000	439,350
All Fund Revenues	Total Revenues/Sources		17,450,317	18,332,526	17,982,034
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		17,450,317	18,332,526	17,982,034

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	2,892,390	3,069,437	2,893,071
	Special Education-Instruction	11-2XX-100-XXX	1,495,761	1,794,385	1,765,508
	Basic Skills/Remedial-Instruction	11-230-100-XXX	327,607	145,890	78,492
	Summer School	11-422-XXX-XXX	53,756	33,391	45,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	6,255,714	5,989,800	6,126,104
	Undistributed Expenditures-Health Services	11-000-213-XXX	147,036	156,098	137,514
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	136,393	158,203	162,602
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	15,345	88,100	106,750
	Undistributed Expenditures-Guidance	11-000-218-XXX	56,132	114,970	124,167
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	252,531	230,117	249,193
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	163,691	41,225	42,516
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	106,705	148,561	142,304
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	18,716	21,000	6,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	281,323	314,710	331,859
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	345,033	343,167	320,732
	Undistributed Expenditures-Central Services	11-000-251-XXX	93,645	95,292	96,160
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	708,114	855,307	872,390
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	964,698	1,051,435	1,283,628
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,157,706	2,353,673	2,554,127
	Total Undistributed Expenditures		11,702,782	11,961,658	12,556,046
General Fund Current Expenses	Total General Current Expense		16,472,296	17,004,761	17,338,117
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	32,229	32,229	32,229
	Total Capital Outlay		32,229	32,229	32,229
General Fund Expenses and Transfers	General Fund Grand Total		16,504,525	17,036,990	17,370,346
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	1,117	0	0
	Student Activity Fund	20-475-XXX-XXX	14,440	0	0

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	37,543	35,915	30,528
	Title II	20-XXX-XXX-XXX	27,158	17,336	14,736
	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	0	129,225	118,574
	Arp- Idea Basic Grant Program	20-223-xxx-xxx	10,280	28,497	0
	Arp-Idea Preschool Grant Program	20-224-xxx-xxx	138,101	2,430	0
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	31,661	0	0
	Bridging the Digital Divide Program	20-478-XXX-XXX	5,495	0	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	38,334	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	0	123,062	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	0	25,000	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	43,456	1,544	0
	Arp ESSER Grant Program	20-487-xxx-xxx	0	276,575	0
	Arp ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	0	77,952	0
	Arp ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	0	40,000	0
	Arp ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	0	40,000	0
	Arp ESSER Subgrant New Jersey Tiered System of Supports (Njtss) Mental Health Support Staffing Grant	20-491-xxx-xxx	0	45,000	0
	Total Federal Projects	20-XXX-XXX-XXX	342,028	852,536	172,338
Special Revenue Fund Expenses	Total Special Revenue Funds		357,585	852,536	172,338
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	588,207	443,000	439,350
	Total Debt Service Funds		588,207	443,000	439,350
All Fund Expenses	Total Expenditures/Appropriations		17,450,317	18,332,526	17,982,034
Expenses Net of Transfers	Total Expenditures Net of Transfers		17,450,317	18,332,526	17,982,034

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2020	Audited Balance 06/30/2021	Estimated Balance 06/30/2022	Estimated Balance 06/30/2023
Unrestricted	General Operating Budget	390,919	887,023	848,067	349,617
	Repayment of Debt	2	2	0	0
Restricted for General Operating Budget	Capital Reserve	677	677	677	677
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	686,234	327,901	0	0
	Unemployment Fund	0	0	0	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	338	338	338	338
	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 Special Revenue Fund	Student Activity Fund	43,450	43,737	43,737	43,737
	Scholarship Fund	0	0	0	0
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2019-20 Actual Costs	2020-21 Actual Costs	2021-22 Original Budget	2021-22 Revised Budget	2022-23 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$13,216	\$14,317	\$15,285	\$14,983	\$14,952
Total Classroom Instruction	\$8,786	\$9,878	\$10,572	\$10,298	\$10,030
Classroom-Salaries and Benefits	\$8,314	\$9,504	\$10,176	\$9,775	\$9,701
Classroom-General Supplies and Textbooks	\$260	\$166	\$150	\$249	\$155
Classroom-Purchased Services	\$212	\$208	\$246	\$273	\$174
Total Support Services	\$1,990	\$1,996	\$2,052	\$2,010	\$2,182
Support Services-Salaries and Benefits	\$1,771	\$1,862	\$1,699	\$1,646	\$1,782
Total Administrative Costs	\$1,152	\$1,187	\$1,236	\$1,205	\$1,204
Administration Salaries and Benefits	\$874	\$908	\$914	\$886	\$886
Total Operations and Maintenance of Plant	\$1,287	\$1,253	\$1,423	\$1,467	\$1,533
Operations and Maintenance-Salaries and Benefits	\$588	\$466	\$614	\$595	\$694
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$0	\$0	\$0	\$0	\$0
Total Equipment Costs	\$0	\$0	\$0	\$0	\$0
Legal Costs	\$22	\$21	\$19	\$18	\$18
Employee Benefits as a percentage of salaries*	36.83%	35.41%	37.38%	37.69%	41.60%

*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 2021-22 revised appropriations and the 2022-23 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	Contract business services through the Pohatcong Township BOE through an interlocal services agreement.	0
Municipal/Public Works	Shared services alliance with the Municipality for lawn mowing & black top salting in exchange for recreation activities coverage	0
Professional Staff Development	Provide and participate in county-wide professional development	0
Purchasing	Participation in E-rate, ACT and ACES cooperative purchasing programs.	0
	Cooperative purchasing through HCESC	0
Transportation Services, including Fuel	Transportation through WCSSSD	0

Estimated Tax Rates

Municipality	Category	Amount
Greenwich Township	(A) General Fund School Levy	11,320,273
	(D) Total School Levy	11,586,603
	(B) Estimated Net Taxable Valuation (as of 02/01/22)	596,299,755
	(H) Estimated Equalized Valuation (as of 02/01/22)	760,101,663
	(C) Estimated 2022-23 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.8984
	(F) Estimated 2022-23 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.9431
	(I) Estimated 2022-23 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.4893
	(L) Estimated 2022-23 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.5243

Employee Contract List for District

Name	Category	Measure
Interlocal Services Agreement	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$0
	Full-Time Equivalent (FTE)	0.2
	Shared with Another District?	Y
	Shared County	41
	Shared District	4200
	Job Title Other District	SBA
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	0
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	0
	Contracted Number of Annual Personal Days	0
	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	\$0
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	N/A
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A

Employee Contract List for District

Name	Category	Measure
Interlocal Services Agreement	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	Greenwich Twp BOE pays the Pohatcong Twp BOE \$65,000 for contracted business services
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
Joel Barrett	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$98,927
	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	07/01/21
	End Date of Contract	06/30/22

Employee Contract List for District

Name	Category	Measure
Joel Barrett	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	\$934
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,200
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max payout for unused sick days upon retirement only
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	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

Employee Contract List for District

Name	Category	Measure
Joel Barrett	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
Maria Eppolite	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$164,977
	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	08/16/17
	End Date of Contract	06/30/22
	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	\$2,769
	Total Bonuses Amount	\$15,000
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0

Employee Contract List for District

Name	Category	Measure
Maria Eppolite	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$30,228
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max payout per statute upon retirement only
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon expiration of contract, the Superintendent is entitled to be paid for any unused vacation days, capped at 50, at a rate of 1/260 of salary
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days convert to sick 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
	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	Payment for opting out of benefits
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
Nichole Hutnik	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$107,443
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported

Employee Contract List for District

Name	Category	Measure
Nichole Hutnik	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	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	\$934
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,200
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max payout for unused sick days upon retirement only
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	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

Employee Contract List for District

Name	Category	Measure
Nichole Hutnik	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