

ENROLLMENT CATEGORIES	10-15-2013 ACTUAL	10-15-2014 ACTUAL	10-15-2015 ESTIMATE
Pupils On Roll Regular Full-Time	3,095.0	3,093.0	3,119.0
Pupils On Roll Special Ed Full-Time	534.0	508.0	508.0
Pupils On Roll Special Ed Shared-Time	3.0		0.0
Pupils On Roll SUBTOTAL	3,632.0	3,601.0	3,627.0
Pupils in Private School Placements	11.0	16.0	18.0
Pupils Sent to Other Districts Regular	9.0	1.0	1.0
Pupils Sent to Other Districts Special Ed	18.0	19.0	20.0
Pupils Received	886.5	835.0	862.0
Pupils in State Facilities	3.0	1.0	1.0

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	16,212,385	16,506,429	16,506,429
Total Tuition	10-1300	10,368,696	9,759,101	10,058,188
Transportation Fees From Other LEAS	10-1420-1440	89,274	100,000	80,000
Unrestricted Miscellaneous Revenues	10-1XXX	167,988	6,200	10,000
Interest Earned On Capital Reserve Funds	10-1XXX	1,671	3,800	3,800
Subtotal - Revenues From Local Sources		26,840,014	26,375,530	26,658,417
Revenues from State Sources:				
School Choice Aid	10-3116	1,630,286	1,787,422	1,846,348
Categorical Transportation Aid	10-3121	132,393	132,393	132,393
Extraordinary Aid	10-3131	192,009	99,363	99,363
Categorical Special Education Aid	10-3132	1,396,079	1,396,079	1,396,079
Equalization Aid	10-3176	11,214,703	11,214,703	11,214,703
Categorical Security Aid	10-3177	129,159	129,159	129,159
Other State Aids	10-3XXX	504,395	554,680	554,680
Subtotal - Revenues From State Sources		15,199,024	15,313,799	15,372,725
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	59,865	41,906	75,757
Subtotal - Revenues From Federal Sources		59,865	41,906	75,757
Budgeted Fund Balance - Operating Budget	10-303	0	316,838	300,000
Withdrawal From Cap Res-For Local Share	10-307	579,378	913,157	163,157
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	4,000,000	15,000	0
Withdrawal From Cap Res - Transfer To Debt Svc Fund	10-317	0	417,967	0
Withdrawal From Maint. Reserve	10-310	653,654	263,500	325,000
Withdrawal From Tuition Reserve-For Tuition Adj.	10-311	0	800,000	661,942
Withdrawal From Tuition Reserve-Excess Over Adj.	10-311	0	0	138,058

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Adjustment For Prior Year Encumbrances		0	82,644	0
Actual Revenues (Over)/Under Expenditures		440,871	0	0
Total Operating Budget		47,772,806	44,540,341	43,695,056
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	38,541	49,750	0
Total Revenues From Local Sources	20-1XXX	38,541	49,750	0
Revenues from State Sources:				
Preschool Education Aid - Pr Yr Carryover	20-3218	33,081	68,640	78,702
Preschool Education Aid	20-3218	368,634	486,576	447,336
Other Restricted Entitlements	20-32XX	322,929	380,999	285,749
Total Revenues From State Sources		724,644	936,215	811,787
Revenues from Federal Sources:				
Title I	20-4411-4416	941,973	1,033,201	437,387
Title II	20-4451-4455	68,799	81,329	31,113
Title III	20-4491-4494	59,283	50,563	49,113
I.D.E.A. Part B (Handicapped)	20-4420-4429	672,100	861,804	769,298
Vocational Education	20-4430	37,453	36,766	27,574
Other	20-4XXX	3,733	145,551	0
Total Revenues From Federal Sources		1,783,341	2,209,214	1,314,485
Total Grants And Entitlements		2,546,526	3,195,179	2,126,272
Repayment of Debt:				
Transfers From Other Funds	40-5200	416,221	0	0
Transfers From Capital Reserve	40-5210	0	417,967	0
Revenues from Local Sources:				
Local Tax Levy	40-1210	1,498,206	1,673,376	2,083,577

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Total Revenues From Local Sources		1,498,206	1,673,376	2,083,577
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	395,202	388,868	384,285
Total Local Repayment Of Debt		2,309,629	2,480,211	2,467,862
Actual Revenues (Over)/Under Expenditures		187,313	0	0
Total Repayment Of Debt		2,496,942	2,480,211	2,467,862
Total Revenues/Sources		52,816,274	50,215,731	48,289,190
Deduct Transfer-Transfers From Capital Reserve	40-5210	0	417,967	0
Total Revenues/Sources Net of Transfers		52,816,274	49,797,764	48,289,190

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	14,368,143	15,492,470	15,641,969
Special Education - Instruction	11-2XX-100-XXX	2,996,318	2,908,924	2,938,127
Bilingual Education - Instruction	11-240-100-XXX	497,793	594,533	578,212
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	236,001	272,247	266,000
School-Sponsored Athletics - Instruction	11-402-100-XXX	369,202	543,610	438,150
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,216,548	1,403,997	1,710,345
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	111,659	124,221	125,165
Undist. Expenditures - Health Services	11-000-213-XXX	276,057	341,644	336,450
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	223,532	258,227	265,828
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	902,420	1,018,399	1,054,958
Undist. Expenditures - Guidance	11-000-218-XXX	989,815	971,774	998,111
Undist. Expenditures - Child Study Teams	11-000-219-XXX	1,194,355	1,216,230	1,231,553
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	49,096	78,196	80,545
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	213,391	234,146	245,590
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	779,356	786,842	758,737
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	775,753	742,650	720,448
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	1,667,627	1,808,405	1,805,528
Undist. Expend. - Central Services	11-000-251-XXX	426,215	490,858	438,327
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	314,209	434,455	326,551
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	3,450,414	3,916,234	3,974,353
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,772,024	1,837,986	1,899,938
Personal Services - Employee Benefits	11-XXX-XXX-2XX	7,411,033	7,594,535	7,686,791
Total Undistributed Expenditures		21,773,504	23,258,799	23,659,218
Increase In Maintenance Reserve	10-606	650,787	0	0
Interest Earned On Current Expense Emergency Res	10-607	2	0	0
Total General Current Expense		40,891,750	43,070,583	43,521,676

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	232,007	104,172	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	163,157	178,157	163,157
Capital Reserve - Transfer To Capital Projects	12-000-400-931	1,537,629	750,000	0
Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	416,221	417,967	0
Increase In Capital Reserve	10-604	4,532,042	0	0
Interest Deposit To Capital Reserve	10-604	0	3,800	3,800
Total Capital Outlay		6,881,056	1,454,096	166,957
Transfer Of Funds To Charter Schools	10-000-100-56X	0	15,662	6,423
General Fund Grand Total		47,772,806	44,540,341	43,695,056
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	38,541	49,750	0
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	343,169	460,133	471,431
Support Services	20-218-200-XXX	58,546	95,083	54,607
Total Preschool Education Aid	20-218-XXX-XXX	401,715	555,216	526,038
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	36,372	37,297	27,973
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	128,977	144,635	108,476
Nonpublic Handicapped Services	20-XXX-XXX-XXX	92,149	119,659	89,744
Nonpublic Nursing Services	20-XXX-XXX-XXX	52,264	59,376	44,532
Nonpublic Technology Initiative	20-XXX-XXX-XXX	13,167	20,032	15,024
Total Other State Projects		322,929	380,999	285,749
Total State Projects	20-XXX-XXX-XXX	724,644	936,215	811,787
Federal Projects:				
Title I	20-XXX-XXX-XXX	941,973	1,033,201	437,387
Title II	20-XXX-XXX-XXX	68,799	81,329	31,113
Title III	20-XXX-XXX-XXX	59,283	50,563	49,113

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	672,100	861,804	769,298
Vocational Education	20-XXX-XXX-XXX	37,453	36,766	27,574
Other	20-XXX-XXX-XXX	3,733	145,551	0
Total Federal Projects	20-XXX-XXX-XXX	1,783,341	2,209,214	1,314,485
Total Special Revenue Funds		2,546,526	3,195,179	2,126,272
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	2,496,942	2,480,211	2,467,862
Total Debt Service Funds		2,496,942	2,480,211	2,467,862
Total Expenditures/Appropriations		52,816,274	50,215,731	48,289,190
Deduct Transfer-Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	416,221	417,967	0
Total Expenditures Net of Transfers		52,400,053	49,797,764	48,289,190

Budget Category	Audited Balance 6-30-2013	Audited Balance 6-30-2014	Estimated Balance 6-30-2015	Estimated Balance 6-30-2016
Unrestricted:				
--General Operating Budget	1,374,652	933,723	871,885	571,885
--Repayment of Debt	187,313	0	0	0
Restricted for Specific Purposes- General Operating Budget:				
--Capital Reserve	5,507,535	5,460,199	4,442,875	4,283,518
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	656,526	653,659	715,159	390,159
--Legal Reserve	0	0	0	0
--Tuition Reserve	1,600,000	1,600,000	800,000	0
--Current Expense Emergency Reserve	315,984	315,986	315,986	315,986
Repayment of Debt:				
--Restricted for Repayment of Debt	0	0	0	0

Per Pupil Cost Calculations	2012-13 Actual Costs	2013-14 Actual Costs	2014-15 Original Budget	2014-15 Revised Budget	2015-16 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$10,179	\$10,370	\$11,046	\$11,214	\$11,149
Total Classroom Instruction	\$6,962	\$6,350	\$6,784	\$6,773	\$6,792
Classroom-Salaries and Benefits	\$6,540	\$5,948	\$6,225	\$6,173	\$6,327
Classroom-General Supplies and Textbooks	\$384	\$341	\$512	\$537	\$412
Classroom-Purchased Services	\$38	\$60	\$47	\$63	\$54
Total Support Services	\$1,338	\$1,634	\$1,712	\$1,727	\$1,734
Support Services-Salaries and Benefits	\$1,144	\$1,462	\$1,501	\$1,489	\$1,492
Total Administrative Costs	\$831	\$1,045	\$1,169	\$1,163	\$1,098
Administration Salaries and Benefits	\$642	\$848	\$901	\$891	\$883
Total Operations and Maintenance of Plant	\$883	\$1,057	\$1,071	\$1,197	\$1,204
Operations and Maintenance-Salaries and Benefits	\$352	\$470	\$479	\$495	\$498
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$165	\$201	\$217	\$265	\$231
Total Equipment Costs	\$95	\$64	\$5	\$29	\$0
Legal Costs	\$27	\$35	\$31	\$31	\$33
Employee Benefits as a percentage of salaries*	27.52%	28.64%	31.92%	28.53%	27.91%

\*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 2014-15 revised appropriations and the 2015-16 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)
Special Education Services	Director shared with Waterford Township School District	0
Transportation Services, including Fuel	Cooperative purchasing with Atlantic County	0
Transportation Services, including Fuel	Jointures with other LEAs	0
Transportation Services, including Fuel	Maintenance of fuel dispensing system with Town of Hammonton	0
Purchasing	Paper and supplies with MRESC and Ed-Data	0
Purchasing	Trades with MRESC and Ed-Data	0
Municipal/Public Works	Use of various district fields and facilities	0
Technology Services	Email hosting with SJTP	0
Insurance Coverages and Benefits	New Jersey Schools Insurance Group	0

A. Estimated 15-16 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	16,506,429
(B) Estimated Net Taxable Valuation (as of 10/01/14)	1,359,227,331
(C) Estimated 15-16 General Fund School Tax Rate=(A)/(B)x100	1.2144
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	18,590,006
(E) Estimated Net Taxable Valuation (as of 10/01/14)	1,359,227,331
(F) Estimated 15-16 Total School Tax Rate=(D)/(E)x100	1.3677
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B. Estimated 15-16 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	16,506,429
(H) Estimated Equalized Valuation (as of 10/01/14)	1,341,651,694
(I) Estimated 15-16 Equalized General Fund School Tax Rate=(G)/(H)x100	1.2303
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	18,590,006
(K) Estimated Equalized Valuation (as of 10/01/14)	1,341,651,694
(L) Estimated 15-16 Equalized Total School Tax Rate=(J)/(K)x100	1.3856
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NAME=Barbara Prettyman

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$141,600
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	07/01/14
End Date of Contract	06/30/15
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	15
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	\$7,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,400
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$31,338
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped @ \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped @ 30 days
Contractual Post-Employment Benefit Description of Payout of Personal days	Included in payout of sick days
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=Barbara Prettyman

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=C. Dan Blachford

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$167,500
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	07/01/14
End Date of Contract	06/30/15
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	0
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$2,664
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	\$34,327
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped at 30 days
Contractual Post-Employment Benefit Description of Payout of Personal days	Included in payout of sick days
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=C. Dan Blachford

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$2,500
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	Medical and Prescription Insurance Waiver
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=Robin Chieco

CATEGORY	MEASURE
Job Title	Assistant Superintendent
Job Title II	
Base Annual Salary Amount	\$119,850
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	07/01/14
End Date of Contract	06/30/15
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	15
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	\$9,500
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,400
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$28,829
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped @ \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped @ 30 days
Contractual Post-Employment Benefit Description of Payout of Personal days	Included in payout of sick days
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=Robin Chieco

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=Steve Minchak

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	
Base Annual Salary Amount	\$96,557
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	07/01/14
End Date of Contract	06/30/15
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	15
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	\$3,175
Total Bonuses Amount	\$0
Total Stipends Amount	\$4,161
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$50
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$24,284
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped @ \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped at 25 days
Contractual Post-Employment Benefit Description of Payout of Personal days	Included in payout of sick days
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=Steve Minchak

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	