

| ENROLLMENT CATEGORIES | 10-15-2013 ACTUAL | 10-15-2014 ACTUAL | 10-15-2015 ESTIMATE |
|---|----------------------|----------------------|------------------------|
| Pupils On Roll Regular Full-Time | 1,203.0 | 1,256.0 | 1,254.0 |
| Pupils On Roll Special Ed Full-Time | 198.0 | 194.0 | 190.0 |
| Pupils On Roll SUBTOTAL | 1,401.0 | 1,450.0 | 1,444.0 |
| Pupils in Private School Placements | 9.0 | 9.0 | 9.0 |
| Pupils Sent to Other Districts Regular | 2.0 | 3.0 | 0.0 |
| Pupils Sent to Other Districts Special Ed | 10.0 | 13.5 | 19.0 |
| Pupils Received | 46.0 | 53.0 | 7.0 |
| Pupils in State Facilities | 3.0 | 2.0 | 0.0 |

| Budget Category | Account | 2013-14 Actual | 2014-15 Revised | 2015-16 Anticipated |
|---|--------------|-------------------|--------------------|------------------------|
| Operating Budget: | | | | |
| Revenues from Local Sources: | | | | |
| Local Tax Levy | 10-1210 | 7,559,956 | 7,711,155 | 7,960,694 |
| Other Local Governmental Units - Unrestricted | 10-12XX | 65,502 | 64,000 | 64,000 |
| Total Tuition | 10-1300 | 383,352 | 224,000 | 284,000 |
| Transportation Fees From Other LEAS | 10-1420-1440 | 17,749 | 12,200 | 11,552 |
| Unrestricted Miscellaneous Revenues | 10-1XXX | 100,571 | 92,000 | 136,950 |
| Interest Earned On Capital Reserve Funds | 10-1XXX | 249 | 50 | 50 |
| Subtotal - Revenues From Local Sources | | 8,127,379 | 8,103,405 | 8,457,246 |
| Revenues from State Sources: | | | | |
| School Choice Aid | 10-3116 | 14,890 | 96,785 | 96,785 |
| Categorical Transportation Aid | 10-3121 | 60,696 | 60,696 | 60,696 |
| Extraordinary Aid | 10-3131 | 48,269 | 90,000 | 60,000 |
| Categorical Special Education Aid | 10-3132 | 728,613 | 728,613 | 728,613 |
| Educational Adequacy Aid | 10-3175 | 77,145 | 0 | 0 |
| Equalization Aid | 10-3176 | 8,683,487 | 8,683,487 | 8,683,487 |
| Categorical Security Aid | 10-3177 | 171,822 | 171,822 | 171,822 |
| Other State Aids | 10-3XXX | 14,690 | 103,255 | 103,255 |
| Subtotal - Revenues From State Sources | | 9,799,612 | 9,934,658 | 9,904,658 |
| Revenues from Federal Sources: | | | | |
| Medicaid Reimbursement | 10-4200 | 52,259 | 35,547 | 63,917 |
| Subtotal - Revenues From Federal Sources | | 52,259 | 35,547 | 63,917 |
| Budgeted Fund Balance - Operating Budget | 10-303 | 0 | 1,037,607 | 976,000 |
| Withdraw From Cap Res-Excess Cost & Oth Cap Prj | 10-309 | 0 | 0 | 165,000 |
| Adjustment For Prior Year Encumbrances | | 0 | 385,345 | 0 |
| Actual Revenues (Over)/Under Expenditures | | -135,368 | 0 | 0 |
| Total Operating Budget | | 17,843,882 | 19,496,562 | 19,566,821 |

| Budget Category | Account | 2013-14 Actual | 2014-15 Revised | 2015-16 Anticipated |
|--|--------------|-------------------|--------------------|------------------------|
| Grants and Entitlements: | | | | |
| Tuition - Preschool | 20-1310 | 0 | 18,000 | 18,000 |
| Other Revenue From Local Sources | 20-1XXX | 305,335 | 281,461 | 298,720 |
| Total Revenues From Local Sources | 20-1XXX | 305,335 | 299,461 | 316,720 |
| Revenues from State Sources: | | | | |
| Preschool Education Aid - Pr Yr Carryover | 20-3218 | 0 | 5,000 | 6,026 |
| Preschool Education Aid | 20-3218 | 290,124 | 299,130 | 322,140 |
| Other Restricted Entitlements | 20-32XX | 474,186 | 492,170 | 524,222 |
| Total Revenues From State Sources | | 764,310 | 796,300 | 852,388 |
| Revenues from Federal Sources: | | | | |
| Title I | 20-4411-4416 | 420,331 | 374,579 | 351,066 |
| Title II | 20-4451-4455 | 45,626 | 36,836 | 37,714 |
| Title III | 20-4491-4494 | 33,064 | 10,289 | 12,400 |
| I.D.E.A. Part B (Handicapped) | 20-4420-4429 | 338,232 | 314,495 | 295,335 |
| Preschool Development Expansion Grant | 20-4527 | | 0 | 488,318 |
| Other | 20-4XXX | 48,973 | 0 | 0 |
| Total Revenues From Federal Sources | | 886,226 | 736,199 | 1,184,833 |
| Transfers From Operating Budget-Prek | 20-5200 | 0 | 45,216 | 38,308 |
| Transfers From Operating Budget-Prek (Special Education) | 20-5200 | 0 | 19,837 | 19,837 |
| Total Grants And Entitlements | | 1,955,871 | 1,897,013 | 2,412,086 |
| Repayment of Debt: | | | | |
| Revenues from Local Sources: | | | | |
| Local Tax Levy | 40-1210 | 692,859 | 847,062 | 971,865 |
| Total Revenues From Local Sources | | 692,859 | 847,062 | 971,865 |

| Budget Category | Account | 2013-14 Actual | 2014-15 Revised | 2015-16 Anticipated |
|--|---------|-------------------|--------------------|------------------------|
| Revenues from State Sources: | | | | |
| Debt Service Aid Type II | 40-3160 | 288,728 | 279,744 | 0 |
| Budgeted Fund Balance | 40-303 | 0 | 1,001 | 1 |
| Total Local Repayment Of Debt | | 981,587 | 1,127,807 | 971,866 |
| Actual Revenues (Over)/Under Expenditures | | 170,219 | 0 | 0 |
| Total Repayment Of Debt | | 1,151,806 | 1,127,807 | 971,866 |
| Total Revenues/Sources | | 20,951,559 | 22,521,382 | 22,950,773 |
| Deduct Transfer-Transfers From Operating Budget-Prek | 20-5200 | 0 | 45,216 | 38,308 |
| Deduct Transfer-Transfers From Operating Budget-Prek (Special Education) | 20-5200 | 0 | 19,837 | 19,837 |
| Total Revenues/Sources Net of Transfers | | 20,951,559 | 22,456,329 | 22,892,628 |

| Budget Category | Account | 2013-14 Actual | 2014-15 Revised | 2015-16 Anticipated |
|--|----------------|-------------------|--------------------|------------------------|
| General Current Expense: | | | | |
| Instruction: | | | | |
| Regular Programs - Instruction | 11-1XX-100-XXX | 5,704,484 | 6,088,554 | 6,043,677 |
| Special Education - Instruction | 11-2XX-100-XXX | 1,221,235 | 1,317,929 | 1,264,182 |
| Basic Skills/Remedial - Instruction | 11-230-100-XXX | 78,808 | 119,279 | 107,241 |
| Bilingual Education - Instruction | 11-240-100-XXX | 47,966 | 51,804 | 49,795 |
| School-Spon. Co/Extra Curr. Actvts. - Inst | 11-401-100-XXX | 102,188 | 107,100 | 110,872 |
| School-Sponsored Athletics - Instruction | 11-402-100-XXX | 299,754 | 321,735 | 328,779 |
| Instructional Alternative Ed Program | 11-423-XXX-XXX | 27,684 | 23,040 | 23,040 |
| Support Services: | | | | |
| Undistributed Expenditures - Instruction (Tuition) | 11-000-100-XXX | 777,052 | 1,202,991 | 1,256,780 |
| Undist. Expend.-Attendance And Social Work | 11-000-211-XXX | 0 | 52 | 52 |
| Undist. Expenditures - Health Services | 11-000-213-XXX | 153,034 | 170,355 | 158,403 |
| Undist. Expend.-Speech, OT, PT And Related Svcs | 11-000-216-XXX | 222,495 | 239,606 | 212,232 |
| Undist Expend-Oth Supp Serv Std-Extra Serv | 11-000-217-XXX | 102,637 | 97,839 | 106,529 |
| Undist. Expenditures - Guidance | 11-000-218-XXX | 455,875 | 508,289 | 485,285 |
| Undist. Expenditures - Child Study Teams | 11-000-219-XXX | 425,100 | 460,431 | 451,004 |
| Undist. Expend.-Improv. Of Inst. Serv. | 11-000-221-XXX | 175,810 | 199,926 | 216,574 |
| Undist. Expend.-Edu. Media Serv./Library | 11-000-222-XXX | 73,063 | 86,098 | 99,723 |
| Undist. Expend.-Instr. Staff Training Serv. | 11-000-223-XXX | 5,244 | 44,262 | 15,001 |
| Undist. Expend.-Support Serv.-Gen. Admin. | 11-000-230-XXX | 427,067 | 512,091 | 522,072 |
| Undist. Expend.-Support Serv.-School Admin. | 11-000-240-XXX | 906,008 | 1,047,581 | 935,788 |
| Undist. Expend. - Central Services | 11-000-251-XXX | 225,592 | 256,168 | 248,589 |
| Undist. Expend. - Admin. Info Technology | 11-000-252-XXX | 93,463 | 95,725 | 85,460 |
| Undist. Expend.-Oper. And Maint. Of Plant Serv. | 11-000-26X-XXX | 1,442,898 | 1,414,694 | 1,478,687 |
| Undist. Expend.-Student Transportation Serv. | 11-000-270-XXX | 800,164 | 952,252 | 1,065,617 |
| Personal Services - Employee Benefits | 11-XXX-XXX-2XX | 3,781,668 | 3,903,744 | 3,882,399 |
| Total Undistributed Expenditures | | 10,067,170 | 11,192,104 | 11,220,195 |
| Total General Current Expense | | 17,549,289 | 19,221,545 | 19,147,781 |

| Budget Category | Account | 2013-14 Actual | 2014-15 Revised | 2015-16 Anticipated |
|---|----------------|-------------------|--------------------|------------------------|
| Capital Expenditures: | | | | |
| Equipment | 12-XXX-XXX-730 | 47,012 | 27,289 | 18,113 |
| Facilities Acquisition And Const. Serv. | 12-000-400-XXX | 228,311 | 228,312 | 393,312 |
| Interest Deposit To Capital Reserve | 10-604 | 0 | 50 | 50 |
| Total Capital Outlay | | 275,323 | 255,651 | 411,475 |
| Transfer Of Funds To Charter Schools | 10-000-100-56X | 19,270 | 19,366 | 7,565 |
| General Fund Grand Total | | 17,843,882 | 19,496,562 | 19,566,821 |
| Special Grants and Entitlements: | | | | |
| Local Projects | 20-XXX-XXX-XXX | 305,335 | 281,461 | 298,720 |
| Preschool Education Aid: | | | | |
| PEA Instruction | 20-218-100-XXX | 210,741 | 281,080 | 303,106 |
| Support Services | 20-218-200-XXX | 79,383 | 106,103 | 101,205 |
| Total Preschool Education Aid | 20-218-XXX-XXX | 290,124 | 387,183 | 404,311 |
| Other State Projects: | | | | |
| Nonpublic Textbooks | 20-XXX-XXX-XXX | 12,865 | 12,865 | 13,942 |
| Nonpublic Auxiliary Services | 20-XXX-XXX-XXX | 103,964 | 79,537 | 89,210 |
| Nonpublic Handicapped Services | 20-XXX-XXX-XXX | 64,622 | 102,273 | 117,220 |
| Nonpublic Nursing Services | 20-XXX-XXX-XXX | 18,528 | 18,528 | 22,195 |
| Nonpublic Technology Initiative | 20-XXX-XXX-XXX | 4,800 | 4,800 | 7,488 |
| Other | 20-XXX-XXX-XXX | 269,407 | 274,167 | 274,167 |
| Total Other State Projects | | 474,186 | 492,170 | 524,222 |
| Total State Projects | 20-XXX-XXX-XXX | 764,310 | 879,353 | 928,533 |
| Preschool Expansion Grant Instruction | 20-220-100-XXX | | 0 | 488,318 |
| Preschool Expansion Grant | 20-220-XXX-XXX | | 0 | 488,318 |
| Federal Projects: | | | | |
| Title I | 20-XXX-XXX-XXX | 420,331 | 374,579 | 351,066 |
| Title II | 20-XXX-XXX-XXX | 45,626 | 36,836 | 37,714 |
| Title III | 20-XXX-XXX-XXX | 33,064 | 10,289 | 12,400 |

| Budget Category | Account | 2013-14 Actual | 2014-15 Revised | 2015-16 Anticipated |
|--|----------------|-------------------|--------------------|------------------------|
| I.D.E.A. Part B (Handicapped) | 20-XXX-XXX-XXX | 338,232 | 314,495 | 295,335 |
| Other | 20-XXX-XXX-XXX | 48,973 | 0 | 0 |
| Total Federal Projects | 20-XXX-XXX-XXX | 886,226 | 736,199 | 1,184,833 |
| Total Special Revenue Funds | | 1,955,871 | 1,897,013 | 2,412,086 |
| | | | | |
| Repayment of Debt: | | | | |
| Total Regular Debt Service | 40-701-510-XXX | 1,151,806 | 1,127,807 | 971,866 |
| Total Debt Service Funds | | 1,151,806 | 1,127,807 | 971,866 |
| Total Expenditures/Appropriations | | 20,951,559 | 22,521,382 | 22,950,773 |
| Deduct Transfer-Local Contrib. - Trans To Special Rev- Regular | 11-105-100-935 | 0 | 45,216 | 38,308 |
| Deduct Transfer-Local Contrib. - Trans To Special Rev- Inclusion | 11-105-100-936 | 0 | 19,837 | 19,837 |
| Total Expenditures Net of Transfers | | 20,951,559 | 22,456,329 | 22,892,628 |

| 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 | 982,305 | 616,299 | 875,157 | 382,224 |
| --Repayment of Debt | 171,221 | 1,002 | 1 | 0 |
| Restricted for Specific Purposes- General Operating Budget: | | | | |
| --Capital Reserve | 165,731 | 165,980 | 166,030 | 1,080 |
| --Adult Education Programs | 0 | 0 | 0 | 0 |
| --Maintenance Reserve | 0 | 0 | 0 | 0 |
| --Legal Reserve | 1,126,624 | 1,275,943 | 483,067 | 0 |
| --Tuition Reserve | 0 | 0 | 0 | 0 |
| --Current Expense Emergency Reserve | 0 | 0 | 0 | 0 |
| 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 | \$11,428 | \$11,683 | \$12,552 | \$12,009 | \$11,908 |
| Total Classroom Instruction | \$6,843 | \$7,003 | \$7,482 | \$7,172 | \$7,120 |
| Classroom-Salaries and Benefits | \$6,493 | \$6,536 | \$7,211 | \$6,877 | \$6,731 |
| Classroom-General Supplies and Textbooks | \$300 | \$337 | \$183 | \$208 | \$295 |
| Classroom-Purchased Services | \$51 | \$129 | \$88 | \$87 | \$94 |
| Total Support Services | \$1,491 | \$1,499 | \$1,704 | \$1,582 | \$1,549 |
| Support Services-Salaries and Benefits | \$1,128 | \$1,243 | \$1,340 | \$1,293 | \$1,298 |
| Total Administrative Costs | \$1,518 | \$1,548 | \$1,681 | \$1,684 | \$1,591 |
| Administration Salaries and Benefits | \$1,303 | \$1,337 | \$1,438 | \$1,410 | \$1,334 |
| Total Operations and Maintenance of Plant | \$1,172 | \$1,205 | \$1,217 | \$1,138 | \$1,192 |
| Operations and Maintenance-Salaries and Benefits | \$613 | \$625 | \$670 | \$622 | \$637 |
| Board Contribution to Food Services | \$0 | \$0 | \$0 | \$0 | \$0 |
| Total Extracurricular Costs | \$355 | \$368 | \$397 | \$369 | \$380 |
| Total Equipment Costs | \$84 | \$34 | \$10 | \$19 | \$13 |
| Legal Costs | \$17 | \$40 | \$19 | \$46 | \$17 |
| Employee Benefits as a percentage of salaries* | 33.22% | 37.00% | 37.37% | 34.77% | 35.34% |

*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.

| Item | Line Number | Source | Amount | Explanation |
|------|-------------|--------------------------------------|---------|--|
| 1 | 500 | State Aid | 77,145 | Under Adequacy Aid |
| 1 | 300 | State | 134,950 | Out of State Homeless Tuition |
| 1 | 540 | SEMI | 63,917 | Used More Based on two years actuals |
| 1 | 150 | Other LEAS for Homeless/YES Students | 284,000 | Homeless and YES Facilities Students continues to grow |
| 2 | 500 | State Aid | 13,055 | PARCC Readiness Aid |
| 2 | 300 | FULTON BANK | 2,000 | Interest Income |
| 3 | 500 | State Aid | 13,055 | Per Pupil Growth Aid |

| Shared Service Category Type | Shared Service Category Description | Amount Saved (Optional) |
|---|--|-------------------------|
| Special Education Services | Behavioral Consultant thru GCSSSD | 0 |
| Others | Transportation Coordination with Delsea Regional School District | 0 |
| Transportation Services, including Fuel | Share Transportation Coordination/Buses with Delsea Regional | 0 |
| Technology Services | EIRC & SJTP for some Technology Initiatives | 0 |
| Insurance Coverages and Benefits | EAP Services with Gloucester County Special Services Consortium | 0 |

| | |
|--|-------------|
| | |
| A. Estimated 15-16 School Tax Rate | |
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS | |
| (A) General Fund School Levy | 7,960,694 |
| (B) Estimated Net Taxable Valuation (as of 10/01/14) | 462,625,439 |
| (C) Estimated 15-16 General Fund School Tax Rate=(A)/(B)x100 | 1.7208 |
| WITH REPAYMENT OF DEBT AND ADJUSTMENTS | |
| (D) Total School Levy | 8,932,559 |
| (E) Estimated Net Taxable Valuation (as of 10/01/14) | 462,625,439 |
| (F) Estimated 15-16 Total School Tax Rate=(D)/(E)x100 | 1.9308 |
| ----- | |
| B. Estimated 15-16 Equalized School Tax Rate | |
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS | |
| (G) General Fund School Levy | 7,960,694 |
| (H) Estimated Equalized Valuation (as of 10/01/14) | 457,694,424 |
| (I) Estimated 15-16 Equalized General Fund School Tax Rate=(G)/(H)x100 | 1.7393 |
| WITH REPAYMENT OF DEBT AND ADJUSTMENTS | |
| (J) Total School Levy | 8,932,559 |
| (K) Estimated Equalized Valuation (as of 10/01/14) | 457,694,424 |
| (L) Estimated 15-16 Equalized Total School Tax Rate=(J)/(K)x100 | 1.9516 |
| ----- | |

NAME=David Lindenmuth

| CATEGORY | MEASURE |
|---|---|
| Job Title | Superintendent |
| Job Title II | |
| Base Annual Salary Amount | \$144,326 |
| 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 | 06/30/18 |
| 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 | |
| Total Allowances Amount | \$39,383 |
| 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 | \$17,673 |
| Contractual Post-Employment Benefit Description of Payout of Sick days | upon retirement with 10 years in district |
| Contractual Post-Employment Benefit Description of Payout of Vacation days | Upon early termination, days earned at 1.67 per month plus mas of 10 carried over at per diem if unused upon separation |
| Contractual Post-Employment Benefit Description of Payout of Personal days | n/a |
| Contractual Post-Employment Benefit Description of Other Benefits 1 | |

NAME=David Lindenmuth

| CATEGORY | MEASURE |
|--|---------|
| Contractual Post-Employment Benefit Description of Other Benefits 2 | |
| Contractual Post-Employment Benefit Description of Other Benefits 3 | |
| 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=Frances Adler

| CATEGORY | MEASURE |
|---|---|
| Job Title | Business Administrator |
| Job Title II | |
| Base Annual Salary Amount | \$107,049 |
| 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 | \$4,160 |
| 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 | \$16,117 |
| Contractual Post-Employment Benefit Description of Payout of Sick days | upon retirement, \$60 per day over 25 |
| Contractual Post-Employment Benefit Description of Payout of Vacation days | earned at 1.66 per month and max. of 10 carryover |
| 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=Frances Adler

| 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 | |