

Pupil Enrollment Categories	10-14-2016 Actual	10-13-2017 Actual	10-15-2018 Estimate
On Roll Regular Full-Time	326.0	309.0	312.0
On Roll Special Ed Full-Time	66.0	64.0	64.0
On Roll Subtotal	392.0	373.0	376.0
In Private School Placements		1.0	0.0
Sent to Other Districts Regular	1.0	0.0	0.0
Received	2.0	1.0	0.0
In State Facilities	1.0		0.0

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	5,496,652	5,808,499	6,116,349
Total Tuition	10-1300	96,990	55,016	44,500
Rents And Royalties	10-1910	0	10,000	10,000
Interest Earned On Maintenance Reserve	10-1XXX	282	500	400
Interest Earned On Capital Reserve Funds	10-1XXX	559	500	400
Other Restricted Miscellaneous Revenues	10-1XXX	9,722	0	0
Subtotal - Revenues From Local Sources		5,604,205	5,874,515	6,171,649
Revenues from State Sources:				
School Choice Aid	10-3116	30,348	30,348	32,997
Categorical Transportation Aid	10-3121	15,755	14,338	14,338
Extraordinary Aid	10-3131	253,494	95,000	95,000
Categorical Special Education Aid	10-3132	210,436	210,436	273,011
Equalization Aid	10-3176	1,047,717	1,047,717	1,051,015
Categorical Security Aid	10-3177	29,836	29,836	34,384
Adjustment Aid	10-3178	142,509	142,509	116,374
Parcc Readiness Aid	10-3181	3,330	3,330	0
Per Pupil Growth Aid	10-3182	3,330	3,330	0
Professional Learning Community Aid	10-3183	3,580	3,580	0
Subtotal - Revenues From State Sources		1,740,335	1,580,424	1,617,119
Budgeted Fund Balance - Operating Budget	10-303	0	50,000	425,240
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	400,000	500,000
Withdrawal From Maint. Reserve	10-310	0	254,631	0
Transfers From Other Funds	10-5200	1,245	0	0
Actual Revenues (Over)/Under Expenditures		266,869	0	0
Total Operating Budget		7,612,654	8,159,570	8,714,008

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Grants and Entitlements:				
Tuition - Preschool	20-1310	0	28,560	28,560
Other Revenue From Local Sources	20-1XXX	5,955	0	0
Total Revenues From Local Sources	20-1XXX	5,955	28,560	28,560
Revenues from State Sources:				
Preschool Education Aid	20-3218	6,600	6,600	6,600
Total Revenues From State Sources		6,600	6,600	6,600
Revenues from Federal Sources:				
Title I	20-4411-4416	25,156	29,264	24,874
Title II	20-4451-4455	10,289	6,569	5,584
Title IV	20-4471-4474	0	10,000	8,500
I.D.E.A. Part B (Handicapped)	20-4420-4429	95,108	103,894	88,310
Total Revenues From Federal Sources		130,553	149,727	127,268
Transfers From Operating Budget-Prek	20-5200	0	81,828	0
Transfers From Operating Budget-Prek (Special Education)	20-5200	0	0	81,828
Total Grants And Entitlements		143,108	266,715	244,256
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	441,165	445,729	449,357
Total Revenues From Local Sources		441,165	445,729	449,357
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	76,163	76,951	77,578
Total Local Repayment Of Debt		517,328	522,680	526,935
Total Repayment Of Debt		517,328	522,680	526,935
Total Revenues/Sources		8,273,090	8,948,965	9,485,199

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Deduct Transfer-Transfers From Operating Budget-Prek	20-5200	0	81,828	0
Deduct Transfer-Transfers From Operating Budget-Prek (Special Education)	20-5200	0	0	81,828
Total Revenues/Sources Net of Transfers		8,273,090	8,867,137	9,403,371

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	2,328,065	2,288,447	2,340,015
Special Education - Instruction	11-2XX-100-XXX	1,169,135	802,949	841,913
Basic Skills/Remedial - Instruction	11-230-100-XXX	107,064	166,268	161,452
Bilingual Education - Instruction	11-240-100-XXX	0	250	250
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	44,679	46,877	48,020
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	42,148	92,952	62,392
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	52,054	51,763	53,211
Undist. Expenditures - Health Services	11-000-213-XXX	138,539	146,770	149,287
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	123,102	146,415	133,781
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	230,980	502,088	512,650
Undist. Expenditures - Guidance	11-000-218-XXX	155,228	159,192	172,797
Undist. Expenditures - Child Study Teams	11-000-219-XXX	288,556	324,152	326,735
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	68,974	78,322	75,024
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	67,316	45,109	80,837
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	3,913	3,688	990
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	226,986	263,751	251,613
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	221,905	164,144	180,092
Undist. Expend. - Central Services	11-000-251-XXX	127,629	141,728	132,784
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	722,007	939,823	729,199
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	76,143	88,019	83,982
Personal Services - Employee Benefits	11-XXX-XXX-2XX	1,303,211	1,305,855	1,463,108
Total Undistributed Expenditures		3,848,691	4,453,771	4,408,482
Interest Earned On Maintenance Reserve	10-606	0	500	400
Total General Current Expense		7,497,634	7,759,062	7,800,532
Capital Expenditures:				

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Equipment	12-XXX-XXX-730	23,792	25,000	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	41,228	375,008	500,008
Increase In Capital Reserve	10-604	0	0	413,068
Interest Deposit To Capital Reserve	10-604	0	500	400
Total Capital Outlay		65,020	400,508	913,476
General Fund Contribution To SBB	10-000-520-930	50,000	0	0
General Fund Grand Total		7,612,654	8,159,570	8,714,008
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	5,955	0	0
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	0	84,006	84,006
Support Services	20-218-200-XXX	0	32,982	32,982
Contribution To Charter Schools	20-218-100-56X	6,600	0	0
Total Preschool Education Aid	20-218-XXX-XXX	6,600	116,988	116,988
Total State Projects	20-XXX-XXX-XXX	6,600	116,988	116,988
Federal Projects:				
Title I	20-XXX-XXX-XXX	25,156	29,264	24,874
Title II	20-XXX-XXX-XXX	10,289	6,569	5,584
Title IV	20-XXX-XXX-XXX	0	10,000	8,500
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	95,108	103,894	88,310
Total Federal Projects	20-XXX-XXX-XXX	130,553	149,727	127,268
Total Special Revenue Funds		143,108	266,715	244,256
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	517,328	522,680	526,935
Total Debt Service Funds		517,328	522,680	526,935
Total Expenditures/Appropriations		8,273,090	8,948,965	9,485,199
Deduct Transfer-Local Contrib. - Trans To Special Rev- Regular	11-105-100-935	0	81,828	0

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Deduct Transfer-Local Contrib. - Trans To Special Rev- Inclusion	11-105-100-936	0	0	81,828
Total Expenditures Net of Transfers		8,273,090	8,867,137	9,403,371

Fund Balance Category	Budget Category	Audited Balance 06/30/2016	Audited Balance 06/30/2017	Estimated Balance 06/30/2018	Estimated Balance 06/30/2019
Unrestricted	General Operating Budget	553,601	459,911	409,911	250,000
Unrestricted	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	690,598	601,157	532,217	445,685
Restricted for General Operating Budget	Adult Education Programs	0	0	0	0
Restricted for General Operating Budget	Maintenance Reserve	311,513	361,795	107,664	108,064
Restricted for General Operating Budget	Legal Reserve	0	265,329	265,329	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
Restricted for General Operating Budget	Current Expense Emergency Reserve	0	0	0	0
Restricted for General Operating Budget	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
Restricted for General Operating Budget	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

Per Pupil Cost Calculations	2015-16 Actual Costs	2016-17 Actual Costs	2017-18 Original Budget	2017-18 Revised Budget	2018-19 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$18,160	\$18,761	\$18,021	\$20,410	\$20,449
Total Classroom Instruction	\$10,502	\$11,200	\$11,353	\$11,047	\$11,435
Classroom-Salaries and Benefits	\$9,305	\$9,899	\$9,482	\$10,333	\$10,713
Classroom-General Supplies and Textbooks	\$415	\$415	\$212	\$213	\$211
Classroom-Purchased Services	\$783	\$886	\$1,658	\$502	\$511
Total Support Services	\$3,855	\$3,581	\$3,029	\$4,624	\$4,816
Support Services-Salaries and Benefits	\$3,622	\$3,458	\$2,704	\$3,014	\$3,247
Total Administrative Costs	\$1,682	\$1,741	\$1,538	\$1,818	\$1,817
Administration Salaries and Benefits	\$1,094	\$1,337	\$1,167	\$1,304	\$1,332
Total Operations and Maintenance of Plant	\$2,011	\$2,074	\$1,967	\$2,772	\$2,216
Operations and Maintenance-Salaries and Benefits	\$833	\$1,157	\$1,015	\$1,132	\$1,171
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$109	\$137	\$134	\$147	\$157
Total Equipment Costs	\$38	\$60	\$0	\$67	\$0
Legal Costs	\$267	\$85	\$49	\$121	\$120
Employee Benefits as a percentage of salaries*	28.71%	25.91%	28.61%	28.74%	31.02%

*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 2017-18 revised appropriations and the 2018-19 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	Agreement to receive tuition student from Holland Township	0
Recycling	Partnership with the town to dispose of electronics and other materials to minimize costs	0
Others	Agreement with Work Family Connection for facility use for before and after care	0
Others	Share school facility with borough recreation programs and community events. School district uses borough fields.	0
Municipal/Public Works	Shared services for salting and plowing the parking lot, gas, waste, and water	0
Curriculum Services	Articulation with Clinton Public, Bethlehem, Lebanon Township, Tewksbury schools for shared curriculum mapping services	0
Professional Staff Development	Partnership with high Bridge Police Department for use of the building for training, shared training program	0
Technology Services	Agreement with local ESC for technology support	0
Insurance Coverages and Benefits	Insurance and training is through the School Alliance Fund	0

ID=High Bridge

Category	Amount
(A) General Fund School Levy	6,116,349
(D) Total School Levy	6,565,706
(B) Estimated Net Taxable Valuation (as of 10/01/17)	329,580,100
(H) Estimated Equalized Valuation (as of 10/01/17)	358,824,279
(C) Estimated 2018-19 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.8558
(F) Estimated 2018-19 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.9921
(I) Estimated 2018-19 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.7046
(L) Estimated 2018-19 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.8298

Name=Christopher Jones

Category	Measure
Job Title	Business Administrator
Job Title II	None Reported
Base Annual Salary Amount	\$90,000
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	01/16/18
End Date of Contract	06/30/18
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	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$2,520
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	\$22,615
Contractual Post-Employment Benefit Description of Payout of Sick days	Consistent with law
Contractual Post-Employment Benefit Description of Payout of Vacation days	Earned but unused days only upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal 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

Name=Christopher Jones

Category	Measure
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

Name=Emma Alparone

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	N/A
Base Annual Salary Amount	\$97,833
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	07/01/17
End Date of Contract	06/30/18
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	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$30,910
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$5,805
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$25,768
Contractual Post-Employment Benefit Description of Payout of Sick days	As per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	Payable only upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal 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

Name=Emma Alparone

Category	Measure
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

Name=Gregory Hobaugh

Category	Measure
Job Title	Superintendent
Job Title II	Principal
Base Annual Salary Amount	\$127,970
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	07/01/15
End Date of Contract	06/30/19
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	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$3,300
Total Bonuses Amount	\$20,357
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$300
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$25,828
Contractual Post-Employment Benefit Description of Payout of Sick days	Consistent with law
Contractual Post-Employment Benefit Description of Payout of Vacation days	Earned but unused days only upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal 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

Name=Gregory Hobbaugh

Category	Measure
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

Name=Lisa Fallon

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	CST
Base Annual Salary Amount	\$116,638
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	07/01/17
End Date of Contract	06/30/18
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	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$30,410
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	\$27,484
Contractual Post-Employment Benefit Description of Payout of Sick days	As per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	Earned but unused days only upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal 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

Name=Lisa Fallon

Category	Measure
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

Name=Richard Kolton

Category	Measure
Job Title	Principal
Job Title II	None Reported
Base Annual Salary Amount	\$100,102
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	07/01/17
End Date of Contract	06/30/18
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	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$30,410
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	\$26,199
Contractual Post-Employment Benefit Description of Payout of Sick days	As per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	Earned but unused days only upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal 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

Name=Richard Kolton

Category	Measure
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