

Advertised Enrollments

Pupil Enrollment Categories	10-15-2021 Actual	10-15-2022 Actual	10-13-2023 Estimate
On Roll Regular Full-Time	247.0	267.0	257.0
On Roll Special Ed Full-Time	55.0	53.0	63.0
On Roll Subtotal	302.0	320.0	320.0
In Private School Placements		1.0	1.0
Sent to Other Districts Special Ed	0.0	0.0	2.0
Received	13.0	6.0	1.0

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	5,758,887	5,874,065	6,630,549
	Total Tuition	10-1300	142,650	76,798	67,000
	Unrestricted Miscellaneous Revenues	10-1XXX	13,605	0	0
	Interest Earned on Maintenance Reserve	10-1XXX	0	500	200
	Interest Earned on Capital Reserve Funds	10-1XXX	0	200	500
	Total Revenues from Local Sources		5,915,142	5,951,563	6,698,249
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	167,978	167,978	167,978
	Extraordinary Aid	10-3131	47,450	0	50,000
	Categorical Special Education Aid	10-3132	239,718	239,718	239,718
	Equalization Aid	10-3176	357,774	184,845	136,876
	Categorical Security Aid	10-3177	32,162	32,162	32,162
	Other State Aids	10-3XXX	3,900	0	0
	Total Revenues from State Sources		848,982	624,703	626,734
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	635,260	312,925
	Withdrawal from Capital Reserve for Local Share	10-307	0	380,000	55,000
	Adjustment for Prior Year Encumbrances		0	791,456	0
	Actual Revenues (Over)/Under Expenditures		-466,788	0	0
General Fund Revenues	Total Operating Budget		6,297,336	8,382,982	7,692,908
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	18,263	1,000	1,000
	Scholarship Fund Revenue	20-1770	12	0	0
	Other Revenue from Local Sources	20-1XXX	4,531	0	0
	Total Revenues from Local Sources	20-1XXX	22,806	1,000	1,000
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	80,745	287,806	144,706
	Total Revenues from State Sources		80,745	287,806	144,706
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	46,165	3,376	2,870
	Title II	20-4451-4455	6,360	5,638	4,792
	Title IV	20-4471-4474	18,274	10,000	8,500
	Arp-Idea Preschool	20-4409	1,613	0	0
	Arp-Idea Basic	20-4419	18,909	0	0

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Special Revenue Fund Revenues from Federal Sources	I.D.E.A. Part B (Handicapped)	20-4420-4429	100,954	131,593	111,854
	Arp-ESSER	20-4540	180,447	0	0
	CRRSA Act-ESSER II	20-4534	44,864	0	0
	CRRSA Act-Learning Acceleration Grant	20-4535	22,817	0	0
	Other	20-4XXX	125,016	0	0
	CRRSA Act-Mental Health Grant	20-4536	28,201	0	0
	Total Revenues from Federal Sources		593,620	150,607	128,016
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		-3,945	0	0
	Actual Revenues (Over)/Under Expenditures-Scholarship Fund		98	0	0
Special Revenue Fund Revenues	Total Grants and Entitlements		693,324	439,413	273,722
All Fund Revenues	Total Revenues/Sources		6,990,660	8,822,395	7,966,630
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		6,990,660	8,822,395	7,966,630

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	1,904,238	2,091,609	2,234,789
	Special Education-Instruction	11-2XX-100-XXX	858,711	788,905	724,392
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	0	44,814	44,100
	Before/After School Programs	11-421-XXX-XXX	0	3,000	3,000
	Summer School	11-422-XXX-XXX	0	3,500	3,500
	Other Instructional Programs-Instruction	11-4XX-100-XXX	9,622	0	0
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	25,641	70,350	147,000
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	4,218	4,468	4,718
	Undistributed Expenditures-Health Services	11-000-213-XXX	67,087	72,669	76,372
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	95,449	138,630	148,592
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	228,469	306,037	376,282
	Undistributed Expenditures-Guidance	11-000-218-XXX	12,274	13,140	13,333
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	170,095	196,358	247,669
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	26,150	24,150	28,052
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	119,016	137,228	123,971
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	1,564	10,000	9,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	182,395	225,077	206,592
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	196,768	214,656	213,941
	Undistributed Expenditures-Central Services	11-000-251-XXX	145,711	174,601	191,861
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	18,553	41,750	40,575
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	497,509	700,044	640,107
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	381,384	440,532	490,100
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,076,492	1,369,145	1,669,262
	Total Undistributed Expenditures			3,248,775	4,138,835
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	500	200
General Fund Current Expenses	Total General Current Expense		6,021,346	7,071,163	7,637,408

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	271,573	1,311,619	55,000
	Interest Deposit to Capital Reserve	10-604	0	200	500
	Total Capital Outlay		271,573	1,311,819	55,500
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	4,417	0	0
	General Fund Grand Total		6,297,336	8,382,982	7,692,908
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	4,531	0	0
	Student Activity Fund	20-475-XXX-XXX	14,318	1,000	1,000
	Scholarship Fund	20-476-XXX-XXX	110	0	0
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	4,308	7,194	6,115
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	0	136,387	16,000
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	0	96,520	82,042
	Nonpublic Nursing Services	20-XXX-XXX-XXX	8,415	12,992	11,043
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	3,024	4,578	3,891
	Nonpublic Security Aid	20-XXX-XXX-XXX	18,550	30,135	25,615
	Other	20-XXX-XXX-XXX	46,448	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	80,745	287,806	144,706
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	46,165	3,376	2,870
	Title II	20-XXX-XXX-XXX	6,360	5,638	4,792
	Title IV	20-XXX-XXX-XXX	18,274	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	100,954	131,593	111,854
	Arp- Idea Basic Grant Program	20-223-xxx-xxx	18,909	0	0
	Arp-Idea Preschool Grant Program	20-224-xxx-xxx	1,613	0	0
	Other	20-XXX-XXX-XXX	125,016	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	44,864	0	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	22,817	0	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	28,201	0	0
	Arp ESSER Grant Program	20-487-xxx-xxx	180,447	0	0
	Total Federal Projects	20-XXX-XXX-XXX	593,620	150,607	128,016
	Special Revenue Fund Expenses	Total Special Revenue Funds		693,324	439,413

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
All Fund Expenses	Total Expenditures/Appropriations		6,990,660	8,822,395	7,966,630
Expenses Net of Transfers	Total Expenditures Net of Transfers		6,990,660	8,822,395	7,966,630

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2021	Audited Balance 06/30/2022	Estimated Balance 06/30/2023	Estimated Balance 06/30/2024
Unrestricted	General Operating Budget	291,288	303,244	303,244	250,000
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	1,876,905	1,693,617	1,313,817	1,259,317
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	250,000	250,226	250,726	250,926
	Legal Reserve	1,024,668	894,941	259,681	0
	Unemployment Fund	134,336	134,336	134,336	134,336
	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 Special Revenue Fund	Student Activity Fund	36,100	40,045	40,045	40,045
	Scholarship Fund	10,242	10,144	10,144	10,144
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2020-21 Actual Costs	2021-22 Actual Costs	2022-23 Original Budget	2022-23 Revised Budget	2023-24 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$17,827	\$18,688	\$20,662	\$20,499	\$21,875
Total Classroom Instruction	\$11,403	\$11,409	\$12,504	\$11,849	\$12,854
Classroom-Salaries and Benefits	\$10,956	\$10,904	\$11,756	\$11,239	\$12,218
Classroom-General Supplies and Textbooks	\$305	\$296	\$531	\$406	\$367
Classroom-Purchased Services	\$141	\$210	\$218	\$205	\$269
Total Support Services	\$2,239	\$2,964	\$2,926	\$3,494	\$4,083
Support Services-Salaries and Benefits	\$2,005	\$2,648	\$2,484	\$3,096	\$3,638
Total Administrative Costs	\$2,076	\$2,307	\$2,474	\$2,513	\$2,513
Administration Salaries and Benefits	\$1,713	\$1,812	\$1,792	\$1,765	\$1,799
Total Operations and Maintenance of Plant	\$2,038	\$2,007	\$2,592	\$2,496	\$2,280
Operations and Maintenance-Salaries and Benefits	\$1,013	\$1,096	\$1,043	\$1,093	\$1,048
Board Contribution to Food Services	\$16	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$54	\$0	\$163	\$145	\$143
Total Equipment Costs	\$0	\$0	\$0	\$0	\$0
Legal Costs	\$6	\$5	\$16	\$31	\$16
Employee Benefits as a percentage of salaries*	30.48%	27.79%	33.22%	32.84%	38.36%

*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 2022-23 revised appropriations and the 2023-24 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)
Curriculum Services	Curriculum Director 20% - Shared with KRHS Sending Districts	0
Municipal/Public Works	Snow plowing/salting shared with Township of Hampton	0
	Waste management services shared with Township of Hampton	0
Nursing Services	Emergency Nursing Services - Shared with KRHS sending districts	0
Staffing - Other	Foreign Language Teacher - Shared with KRHS	0
	Security Officers - Shared with KRHS sending districts	0
Superintendent and Assistant Sup.	Superintendent shared 25% Hampton Township School District from Kittatinny Regional High School (75%)	0

Estimated Tax Rates

Municipality	Category	Amount
Hampton	(A) General Fund School Levy	6,252,307
	(D) Total School Levy	6,252,307
	(B) Estimated Net Taxable Valuation (as of 10/01/22)	607,320,400
	(H) Estimated Equalized Valuation (as of 10/01/22)	796,381,327
	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.0295
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.0295
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.7851
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.7851

Employee Contract List for District

Name	Category	Measure
Craig Hutcheson	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$52,211
	Full-Time Equivalent (FTE)	0.3
	Shared with Another District?	Y
	Shared County	37
	Shared District	2465
	Job Title Other District	Superintendent
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/22
	End Date of Contract	06/30/27
	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	\$200
	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	KRHS Responsible for Sick Pay
	Contractual Post-Employment Benefit Description of Payout of Vacation days	KRHS Responsible for Vacation Pay
	Contractual Post-Employment Benefit Description of Payout of Personal days	KRHS Responsible for Personal Day Pay
	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
Craig Hutcheson	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$52,211
	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	Shared Service Superintendent
	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
Janet Goodwin	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$133,178
	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	06/30/24
	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
Janet Goodwin	Total Allowances Amount	\$1,050
	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	\$22,610
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$75/day up to \$7,500 per contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem rate up to 30 days, per contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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	
Joseph Coladarci	Job Title	Vice Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$100,314
	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
Joseph Coladarci	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/24
	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	\$1,050
	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	\$12,129
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$75/day up to \$7,500, per contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem rate up to 30 days, per contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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
Joseph Coladarci	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
Kate Fedge	Job Title	Assistant Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$95,500
	Full-Time Equivalent (FTE)	0.8
	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	07/01/22
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	208
	Contracted Number of Annual Vacation Days	15
	Contracted Number of Annual Sick Days	9
	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	\$2,305
	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	\$8,652
Contractual Post-Employment Benefit Description of Payout of Sick days	\$75/day up to \$7,500 per contract	

Employee Contract List for District

Name	Category	Measure
Kate Fedge	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Diem up to 20 days, per contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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