

ENROLLMENT CATEGORIES	10-15-2014 ACTUAL	10-15-2015 ACTUAL	10-15-2016 ESTIMATE
Pupils On Roll Regular Full-Time	804.0	804.0	821.0
Pupils On Roll Special Ed Full-Time	79.0	82.0	78.0
Pupils On Roll SUBTOTAL	883.0	886.0	899.0
Pupils in Private School Placements		1.0	1.0
Pupils Sent to Other Districts Regular	33.0	27.0	53.0
Pupils Sent to Other Districts Special Ed	13.5	12.0	12.0
Pupils Received	7.0	15.0	27.0
Pupils in State Facilities	2.0		0.0

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	10,921,920	11,033,884	11,254,562
Total Tuition	10-1300	45,081	31,268	53,255
Unrestricted Miscellaneous Revenues	10-1XXX	11,041	4,100	4,100
Interest Earned On Current Expense Emergency Res	10-1XXX	5	5	0
Interest Earned On Maintenance Reserve	10-1XXX	0	2	2
Interest Earned On Capital Reserve Funds	10-1XXX	103	10	10
Subtotal - Revenues From Local Sources		10,978,150	11,069,269	11,311,929
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	59,759	59,759	69,426
Extraordinary Aid	10-3131	19,417	0	0
Categorical Special Education Aid	10-3132	507,050	507,050	515,308
Educational Adequacy Aid	10-3175	77,534	0	0
Equalization Aid	10-3176	810,011	810,011	798,863
Categorical Security Aid	10-3177	44,731	44,731	51,965
Under Adequacy Aid	10-3180		0	77,534
Parcc Readiness Aid	10-3181		0	9,570
Per Pupil Growth Aid	10-3182		0	9,570
Professional Learning Community Aid	10-3183		0	9,030
Other State Aids	10-3XXX	28,536	96,674	0
Subtotal - Revenues From State Sources		1,547,038	1,518,225	1,541,266
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	0	0	15,371
Subtotal - Revenues From Federal Sources		0	0	15,371
Budgeted Fund Balance - Operating Budget	10-303	0	365,000	364,377
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	10,000	40,000

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Withdrawal From Maint. Reserve	10-310	0	15,000	20,000
Withdrawal From Tuition Reserve-For Tuition Adj.	10-311	0	124,337	139,908
Withdrawal From Tuition Reserve-Excess Over Adj.	10-311	0	7,255	0
Withdrawal From Current Expense Emergency Rsv	10-312	0	0	50,085
Adjustment For Prior Year Encumbrances		0	31,137	0
Actual Revenues (Over)/Under Expenditures		-65,149	0	0
Total Operating Budget		12,460,039	13,140,223	13,482,936
Grants and Entitlements:				
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	132,665	150,632	150,632
Total Revenues From State Sources		132,665	150,632	150,632
Revenues from Federal Sources:				
Title I	20-4411-4416	282,759	223,654	190,105
Title II	20-4451-4455	30,795	30,767	26,152
Title III	20-4491-4494	23,604	13,216	11,233
I.D.E.A. Part B (Handicapped)	20-4420-4429	300,407	310,590	264,001
Preschool Development Expansion Grant	20-4527	0	244,159	244,159
Other	20-4XXX	0	8,726	7,417
Total Revenues From Federal Sources		637,565	831,112	743,067
Total Grants And Entitlements		770,230	981,744	893,699
Repayment of Debt:				
Transfers From Other Funds	40-5200	7,494	0	0
Revenues from Local Sources:				
Local Tax Levy	40-1210	94,718	172,082	251,167
Interest On Investments	40-1510	16	10	10

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Miscellaneous	40-1XXX	16	10	10
Total Revenues From Local Sources		94,734	172,092	251,177
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	0	138,046	133,263
Budgeted Fund Balance	40-303	0	1,162	7,510
Total Local Repayment Of Debt		102,228	311,300	391,950
Actual Revenues (Over)/Under Expenditures		-7,510	0	0
Total Repayment Of Debt		94,718	311,300	391,950
Total Revenues/Sources		13,324,987	14,433,267	14,768,585
Total Revenues/Sources Net of Transfers		13,324,987	14,433,267	14,768,585

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	3,832,048	3,904,332	4,116,451
Special Education - Instruction	11-2XX-100-XXX	1,032,535	1,052,923	1,053,230
Basic Skills/Remedial - Instruction	11-230-100-XXX	1,108	1,099	1,050
Bilingual Education - Instruction	11-240-100-XXX	153,920	155,963	165,683
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	28,800	28,800	28,800
School-Sponsored Athletics - Instruction	11-402-100-XXX	7,200	7,200	7,200
Before/After School Programs	11-421-XXX-XXX	7,408	9,700	9,700
Community Services Programs/Operations	11-800-330-XXX	405	350	350
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,795,884	2,086,957	1,900,695
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	49,310	60,809	62,331
Undist. Expenditures - Health Services	11-000-213-XXX	98,686	95,086	96,714
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	143,422	166,438	172,031
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	43,186	51,841	0
Undist. Expenditures - Guidance	11-000-218-XXX	61,836	66,586	70,004
Undist. Expenditures - Child Study Teams	11-000-219-XXX	249,585	266,016	278,675
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	24,792	56,104	0
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	198,153	154,268	161,885
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	4,081	7,643	3,000
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	309,394	339,786	353,594
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	328,904	340,168	346,173
Undist. Expend. - Central Services	11-000-251-XXX	223,827	241,113	241,319
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	7,069	9,956	12,159
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	870,489	877,023	907,854
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	517,415	581,078	618,927
Personal Services - Employee Benefits	11-XXX-XXX-2XX	2,030,069	2,144,266	2,364,199
Total Undistributed Expenditures		6,956,102	7,545,138	7,589,560

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Interest Earned On Maintenance Reserve	10-606	0	2	2
Interest Earned On Current Expense Emergency Res	10-607	0	5	0
Total General Current Expense		12,019,526	12,705,512	12,972,026
Capital Expenditures:				
Equipment	12-XXX-XXX-730	0	6,941	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	55,742	35,742	65,742
Interest Deposit To Capital Reserve	10-604	0	10	10
Total Capital Outlay		55,742	42,693	65,752
Special Schools:				
Summer School:				
Summer School - Instruction	13-422-100-XXX	24,301	21,468	23,315
Total Summer School	13-422-X00-XXX	24,301	21,468	23,315
Total Special Schools	13-XXX-XXX-XXX	24,301	21,468	23,315
Transfer Of Funds To Charter Schools	10-000-100-56X	360,470	370,550	421,843
General Fund Grand Total		12,460,039	13,140,223	13,482,936
Special Grants and Entitlements:				
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	24,470	23,468	23,468
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	23,291	40,609	40,609
Nonpublic Handicapped Services	20-XXX-XXX-XXX	34,274	28,604	28,604
Nonpublic Nursing Services	20-XXX-XXX-XXX	37,584	36,990	36,990
Nonpublic Technology Initiative	20-XXX-XXX-XXX	13,046	10,686	10,686
Nonpublic Security Aid	20-XXX-XXX-XXX	0	10,275	10,275
Total Other State Projects		132,665	150,632	150,632
Total State Projects	20-XXX-XXX-XXX	132,665	150,632	150,632
Preschool Expansion Grant Instruction	20-220-100-XXX	0	144,000	158,343
Preschool Expansion Grant Support Services	20-220-200-XXX	0	100,159	85,816

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Preschool Expansion Grant	20-220-XXX-XXX	0	244,159	244,159
Federal Projects:				
Title I	20-XXX-XXX-XXX	282,759	223,654	190,105
Title II	20-XXX-XXX-XXX	30,795	30,767	26,152
Title III	20-XXX-XXX-XXX	23,604	13,216	11,233
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	300,407	310,590	264,001
Other	20-XXX-XXX-XXX	0	8,726	7,417
Total Federal Projects	20-XXX-XXX-XXX	637,565	831,112	743,067
Total Special Revenue Funds		770,230	981,744	893,699
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	94,718	311,300	391,950
Total Debt Service Funds		94,718	311,300	391,950
Total Expenditures/Appropriations		13,324,987	14,433,267	14,768,585
Total Expenditures Net of Transfers		13,324,987	14,433,267	14,768,585

Budget Category	Audited Balance 6-30-2014	Audited Balance 6-30-2015	Estimated Balance 6-30-2016	Estimated Balance 6-30-2017
Unrestricted:				
--General Operating Budget	472,087	407,538	360,392	262,182
--Repayment of Debt	1,162	8,672	7,510	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	98,877	88,980	98,990	59,000
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	20,000	40,000	45,002	25,004
--Legal Reserve	436,020	502,442	266,167	0
--Tuition Reserve	235,201	271,500	139,908	0
--Current Expense Emergency Reserve	50,075	50,080	50,085	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
Repayment of Debt:				
--Restricted for Repayment of Debt	0	0	0	0

Per Pupil Cost Calculations	2013-14 Actual Costs	2014-15 Actual Costs	2015-16 Original Budget	2015-16 Revised Budget	2016-17 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$11,148	\$11,318	\$11,691	\$11,699	\$11,731
Total Classroom Instruction	\$7,414	\$7,550	\$7,807	\$7,760	\$7,937
Classroom-Salaries and Benefits	\$7,164	\$7,202	\$7,519	\$7,466	\$7,693
Classroom-General Supplies and Textbooks	\$173	\$264	\$229	\$234	\$158
Classroom-Purchased Services	\$76	\$84	\$59	\$59	\$86
Total Support Services	\$1,258	\$1,277	\$1,348	\$1,352	\$1,201
Support Services-Salaries and Benefits	\$1,073	\$1,103	\$1,200	\$1,143	\$1,004
Total Administrative Costs	\$1,239	\$1,262	\$1,327	\$1,345	\$1,345
Administration Salaries and Benefits	\$1,038	\$1,062	\$1,081	\$1,085	\$1,093
Total Operations and Maintenance of Plant	\$1,172	\$1,164	\$1,146	\$1,178	\$1,184
Operations and Maintenance-Salaries and Benefits	\$645	\$635	\$640	\$650	\$656
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$57	\$55	\$55	\$55	\$54
Total Equipment Costs	\$9	\$0	\$0	\$8	\$0
Legal Costs	\$16	\$20	\$19	\$23	\$17
Employee Benefits as a percentage of salaries*	31.26%	30.63%	31.91%	31.48%	33.65%

*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 2015-16 revised appropriations and the 2016-17 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)
Transportation Services, including Fuel	Member of the Greater Egg Harbor Regional Transportation Services Commission	0
Purchasing	Participant with the Educational Data Consortium for General and Instructional Supplies	0
Purchasing	Member of Middlesex Regional Education Services Commission	0
Purchasing	Member of E-Rate Program for Technology	0
Purchasing	Participant with ACES Program for Natural Gas Service	0
Purchasing	Participant with ACT Program for Telecommunication Services	0
Municipal/Public Works	Shared Service with Absecon City for Trash Removal	0

A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	11,254,562
(B) Estimated Net Taxable Valuation (as of 10/01/15)	709,592,700
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	1.5861
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	11,505,729
(E) Estimated Net Taxable Valuation (as of 10/01/15)	709,592,700
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	1.6215

B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	11,254,562
(H) Estimated Equalized Valuation (as of 10/01/15)	776,029,094
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	1.4503
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	11,505,729
(K) Estimated Equalized Valuation (as of 10/01/15)	776,029,094
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	1.4826

NAME=Allen Suhr

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of Facilities
Base Annual Salary Amount	\$87,781
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	07/01/15
End Date of Contract	06/30/16
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	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	\$2,000
Total Bonuses Amount	\$2,557
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,438
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	Upon Retirement/15 Years of Service
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	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Allen Suhr

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=Scott Sarraiocco

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Curriculum/Technology
Base Annual Salary Amount	\$98,377
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	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	17
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	\$8,730
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	Upon Retirement/After 15 Years of Service/In excess of 75 days/Not exceeding 170 days
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	
Contractual Post-Employment Benefit Description of Other Benefits 2	

NAME=Scott Sarraiocco

CATEGORY	MEASURE
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=Theresa DeFranco

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$145,000
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	10/01/14
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	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	\$1,000
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	\$3,801
Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement/50% Per Diem Unused Accumulated Sick Days/cap at \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon Separation fr Employment/50% of Per Diem
Contractual Post-Employment Benefit Description of Payout of Personal days	None
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=Theresa DeFranco

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=Tina Davisson

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	Board Secretary
Base Annual Salary Amount	\$105,033
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	07/01/15
End Date of Contract	06/30/16
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	\$2,000
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	\$20,555
Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement in Excess of 75/Less than 170
Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused at 1/260 per diem
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=Tina Davisson

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	