

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	347.0	344.0	382.0
On Roll Special Ed Full-Time	93.0	103.0	90.0
On Roll Subtotal	440.0	447.0	472.0
Sent to Other Districts Special Ed	4.0	2.0	2.0
Received	8.0	4.0	1.0

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	5,334,774	5,651,469	5,810,534
Total Tuition	10-1300	123,902	0	0
Unrestricted Miscellaneous Revenues	10-1XXX	102,464	3,000	1,000
Interest Earned On Capital Reserve Funds	10-1XXX	1,021	1,000	1,000
Subtotal - Revenues From Local Sources		5,562,161	5,655,469	5,812,534
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	44,842	49,243	49,243
Extraordinary Aid	10-3131	40,072	0	0
Categorical Special Education Aid	10-3132	281,158	303,322	303,322
Equalization Aid	10-3176	2,659,880	2,659,880	2,680,420
Categorical Security Aid	10-3177	79,508	95,302	95,302
Adjustment Aid	10-3178	193,018	147,715	147,715
PARCC Readiness Aid	10-3181	4,530	0	0
Per Pupil Growth Aid	10-3182	4,530	0	0
Professional Learning Community Aid	10-3183	4,650	0	0
Host District Support Aid	10-3184	343	0	0
Other State Aids	10-3XXX	40,771	0	0
Subtotal - Revenues From State Sources		3,353,302	3,255,462	3,276,002
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	22,283	16,469	17,913
Subtotal - Revenues From Federal Sources		22,283	16,469	17,913
Budgeted Fund Balance - Operating Budget	10-303	0	774,034	643,559
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	100,000	953,700

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Adjustment For Prior Year Encumbrances		0	5,256	0
Actual Revenues (Over)/Under Expenditures		-394,182	0	0
Total Operating Budget		8,543,564	9,806,690	10,703,708
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	1,000	0	0
Total Revenues From Local Sources	20-1XXX	1,000	0	0
Revenues from State Sources:				
Preschool Education Aid	20-3218	0	349,492	652,050
Total Revenues From State Sources		0	349,492	652,050
Revenues from Federal Sources:				
Title I	20-4411-4416	93,280	94,141	75,313
Title II	20-4451-4455	13,609	13,864	11,091
Title IV	20-4471-4474	10,000	10,000	8,000
I.D.E.A. Part B (Handicapped)	20-4420-4429	194,221	165,151	132,121
Other	20-4XXX	0	9,744	7,795
Total Revenues From Federal Sources		311,110	292,900	234,320
Transfers From Operating Budget-Prek	20-5200	0	0	175,130
Total Grants And Entitlements		312,110	642,392	1,061,500
Total Revenues/Sources		8,855,674	10,449,082	11,765,208
Deduct Transfer-Transfers From Operating Budget-Prek	20-5200	0	0	175,130
Total Revenues/Sources Net of Transfers		8,855,674	10,449,082	11,590,078

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	2,356,425	2,465,071	2,496,754
Special Education - Instruction	11-2XX-100-XXX	1,149,004	1,118,582	1,140,123
Basic Skills/Remedial - Instruction	11-230-100-XXX	44,762	82,913	150,839
Bilingual Education - Instruction	11-240-100-XXX	19,470	26,082	32,877
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	56,468	61,554	57,179
School-Sponsored Athletics - Instruction	11-402-100-XXX	35,619	40,552	50,950
Summer School	11-422-XXX-XXX	10,941	15,300	20,000
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	38,001	35,916	175,822
Undist. Expenditures - Health Services	11-000-213-XXX	70,884	74,549	101,453
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	267,785	265,259	248,252
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	52,024	93,497	184,396
Undist. Expenditures - Guidance	11-000-218-XXX	95,028	67,620	64,566
Undist. Expenditures - Child Study Teams	11-000-219-XXX	318,398	315,249	310,536
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	92,195	135,377	155,943
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	38,392	163,479	166,419
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	9,119	25,924	19,259
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	299,736	325,321	327,735
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	181,550	161,931	158,575
Undist. Expend. - Central Services	11-000-251-XXX	215,127	204,693	210,610
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	895,646	1,000,800	1,073,368
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	253,929	342,355	425,270
Personal Services - Employee Benefits	11-XXX-XXX-2XX	1,784,138	2,439,746	2,017,163
Total Undistributed Expenditures		4,611,952	5,651,716	5,639,367
Total General Current Expense		8,284,641	9,461,770	9,588,089

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Capital Expenditures:				
Equipment	12-XXX-XXX-730	3,772	9,126	15,210
Facilities Acquisition And Const. Serv.	12-000-400-XXX	95,634	104,133	957,833
Interest Deposit To Capital Reserve	10-604	0	1,000	1,000
Total Capital Outlay		99,406	114,259	974,043
Transfer Of Funds To Charter Schools	10-000-100-56X	159,517	230,661	141,576
General Fund Grand Total		8,543,564	9,806,690	10,703,708
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	1,000	0	0
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	0	96,133	518,648
Support Services	20-218-200-XXX	0	148,592	308,532
Fac Acquisition And Constr. Services	20-218-400-XXX	0	104,767	0
Total Preschool Education Aid	20-218-XXX-XXX	0	349,492	827,180
Total State Projects	20-XXX-XXX-XXX	0	349,492	827,180
Federal Projects:				
Title I	20-XXX-XXX-XXX	93,280	94,141	75,313
Title II	20-XXX-XXX-XXX	13,609	13,864	11,091
Title IV	20-XXX-XXX-XXX	10,000	10,000	8,000
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	194,221	165,151	132,121
Other	20-XXX-XXX-XXX	0	9,744	7,795
Total Federal Projects	20-XXX-XXX-XXX	311,110	292,900	234,320
Total Special Revenue Funds		312,110	642,392	1,061,500
Total Expenditures/Appropriations		8,855,674	10,449,082	11,765,208
Deduct Transfer-Local Contrib. - Trans To Special Rev- Regular	11-105-100-935	0	0	175,130
Total Expenditures Net of Transfers		8,855,674	10,449,082	11,590,078

Fund Balance Category	Budget Category	Audited Balance 06/30/2017	Audited Balance 06/30/2018	Estimated Balance 06/30/2019	Estimated Balance 06/30/2020
Unrestricted	General Operating Budget	407,147	431,082	293,791	250,000
Unrestricted	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	619,693	1,029,212	1,030,212	77,512
Restricted for General Operating Budget	Adult Education Programs	0	0	0	0
Restricted for General Operating Budget	Maintenance Reserve	0	0	0	0
Restricted for General Operating Budget	Legal Reserve	1,281,039	1,236,511	599,768	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	2016-17 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$16,159	\$16,389	\$21,804	\$21,346	\$20,864
Total Classroom Instruction	\$9,436	\$9,781	\$13,138	\$12,462	\$12,238
Classroom-Salaries and Benefits	\$8,972	\$9,511	\$12,633	\$11,890	\$11,741
Classroom-General Supplies and Textbooks	\$371	\$207	\$375	\$373	\$335
Classroom-Purchased Services	\$93	\$63	\$130	\$199	\$161
Total Support Services	\$2,515	\$2,411	\$3,251	\$3,675	\$3,667
Support Services-Salaries and Benefits	\$2,044	\$1,855	\$2,457	\$2,812	\$3,074
Total Administrative Costs	\$1,844	\$1,813	\$2,213	\$2,121	\$1,929
Administration Salaries and Benefits	\$1,540	\$1,503	\$1,777	\$1,703	\$1,550
Total Operations and Maintenance of Plant	\$2,124	\$2,123	\$2,835	\$2,736	\$2,695
Operations and Maintenance-Salaries and Benefits	\$1,046	\$1,115	\$1,421	\$1,410	\$1,370
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$204	\$238	\$329	\$315	\$302
Total Equipment Costs	\$32	\$8	\$0	\$261	\$33
Legal Costs	\$42	\$23	\$48	\$46	\$49
Employee Benefits as a percentage of salaries*	32.12%	34.48%	46.65%	46.20%	37.17%

*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 2018-19 revised appropriations and the 2019-20 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	Sussex County Educational Services Commission	0
Transportation Services, including Fuel	Sussex County Regional Cooperative - Regular & Special Education transportation TO/FROM and Out of District	0
Purchasing	Morris County Pricing Council - Propane & fuel oil	0
Purchasing	Alliance for Competitive Energy Services (ACES) - electricity	0
Purchasing	Ed-Data, MRESC, HCESC purchasing cooperatives	0
Purchasing	Alliance for Telecommunications (ACT) - Long distance telephone service	0
Municipal/Public Works	Hardyston Township - gasoline for district vehicles	0
Municipal/Public Works	Franklin Borough - Road salt and snow plowing	0
Insurance Coverages and Benefits	School Alliance Insurance Fund (SAIF) - General liability, property and worker's compensation insurance	0
Insurance Coverages and Benefits	NJ School Employees Health Benefits - medical and dental	0

ID=Franklin Boro

Category	Amount
(A) General Fund School Levy	5,731,001
(D) Total School Levy	5,731,001
(B) Estimated Net Taxable Valuation (as of 10/01/18)	397,568,420
(H) Estimated Equalized Valuation (as of 10/01/18)	404,044,968
(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.4415
(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.4415
(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.4184
(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.4184

Name=Barbara A. Decker

Category	Measure
Job Title	Business Administrator
Job Title II	None Reported
Base Annual Salary Amount	\$110,000
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	07/01/18
End Date of Contract	06/30/19
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	24
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	14
Description of Other Contracted Non-Working Days	Paid Holidays
Total Allowances Amount	\$5,400
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	\$7,278
Contractual Post-Employment Benefit Description of Payout of Sick days	Per Contract - retirement Max \$15K
Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Contract - separation or retirement
Contractual Post-Employment Benefit Description of Payout of Personal days	NA
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Barbara A. Decker

Category	Measure
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

Name=Carolyn Ryder

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Supervisor of Instruction
Base Annual Salary Amount	\$98,645
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	07/01/18
End Date of Contract	06/30/19
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	24
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	14
Description of Other Contracted Non-Working Days	Paid Holidays
Total Allowances Amount	\$3,826
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$91
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$3,118
Contractual Post-Employment Benefit Description of Payout of Sick days	NA
Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Contract 8 days @ 1/240 annual salary
Contractual Post-Employment Benefit Description of Payout of Personal days	NA
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Carolyn Ryder

Category	Measure
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

Name=John R. Giacchi

Category	Measure
Job Title	Superintendent
Job Title II	None Reported
Base Annual Salary Amount	\$132,131
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	11/01/16
End Date of Contract	06/30/20
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	24
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	14
Description of Other Contracted Non-Working Days	Paid Holidays
Total Allowances Amount	\$8,950
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	\$27,441
Contractual Post-Employment Benefit Description of Payout of Sick days	Per contract maximum at retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Per contract 24 days * 1/260 annual salary
Contractual Post-Employment Benefit Description of Payout of Personal days	NA
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=John R. Giacchi

Category	Measure
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

Name=Lisa Villacchi

Category	Measure
Job Title	Vice Principal
Job Title II	None Reported
Base Annual Salary Amount	\$102,000
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	07/01/18
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	14
Description of Other Contracted Non-Working Days	Paid Holidays
Total Allowances Amount	\$8,500
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	\$4,365
Contractual Post-Employment Benefit Description of Payout of Sick days	NA
Contractual Post-Employment Benefit Description of Payout of Vacation days	10 Days Maximum @ 1/240 of annual salary
Contractual Post-Employment Benefit Description of Payout of Personal days	NA
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Lisa Villacchi

Category	Measure
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

Name=Mark Postas

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Head Custodian
Base Annual Salary Amount	\$77,577
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	07/01/18
End Date of Contract	06/30/19
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	14
Description of Other Contracted Non-Working Days	Paid Holidays
Total Allowances Amount	\$4,700
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	\$5,349
Contractual Post-Employment Benefit Description of Payout of Sick days	Per contract \$20/day * 101 days
Contractual Post-Employment Benefit Description of Payout of Vacation days	Per contract 10 max @ 1/240 annual salary
Contractual Post-Employment Benefit Description of Payout of Personal days	NA
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Mark Postas

Category	Measure
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